

# **NATIONAL STRATEGY & ACTION PLAN ON RACE EQUALITY**

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## SECTION ONE: THE CONTEXT

### INTRODUCTION

The question of what kind of country we wish Scotland to be is one that can be answered at many different levels. Irrespective of the political make-up of the government of the day, or of arguments about semantics and definitions, there are some fundamentals which underpin what we do and why we are doing it.

Equality is one such. We will only create a Scotland which achieves all that it is capable of if we have equality for all who live here. We are not there yet, there is no question of that. There are historical failures and there are failures in the present. There is overt, deliberate discrimination and there is covert, deliberate discrimination. There is unwitting discrimination and all varieties in between. This Strategy and Action Plan is concerned with race equality, and the elimination of all forms of racism and disadvantage based on race. But this approach is equally true for the other equality strands of gender, disability, age, sexual orientation and faith/belief. In the move towards a single equality body, the Commission for Equality and Human Rights which will be operational by April 2007, and a potential Single Equality Act, we can no longer consider only one type of discrimination in isolation. There are complex areas in which the equality strands overlap, leading to multiple forms of discrimination. As Scotland continues to change, as our demographics alter and the make up of our communities changes, there are new challenges and opportunities which we must meet. We know what we want - as our award winning campaign states: One Scotland. No Place for Racism ([www.onescotland.com](http://www.onescotland.com)). We recognise that we cannot bring this about in the short term, although we can assert our vision of a truly equal Scotland. We must, however, demonstrably take steps now towards achieving that Scotland.

It has been stated that there is a tendency to view good race relations as the absence of bad race relations, and that there is a lack of clarity about what good race relations look like. The Scotland we aspire to is one where we know from daily experience what good race relations look like - one where tensions which arise are the result of other differences, not race, and where all benefit, and recognise that they benefit, from the diversity of our communities.

The publication of this Strategy fulfils a commitment made by the Executive at the time of the publication by the Home Office of *Improving Opportunity Strengthening Society*, their (now Department of Communities and Local Government's) race equality strategy, to produce a similar document for Scotland.

This Strategy sets out our vision for Scotland, our aims and the principles underpinning our work towards achieving race equality. There is also an action plan which details the steps we will take towards meeting that goal. Both are drawn from the work of the Review of Race Equality and the subsequent work of the strategic groups as well as our ongoing dialogue with communities and organisations, and are therefore based on the contributions of many people across Scotland. The Scottish Executive will be accountable for the delivery of this action plan, and will report annually on progress through the Equality Report. We will continue to work with other partners to ensure that real advances are made in areas out with our remit.

## **Who is this strategy for?**

This strategy sets out the Scottish Executive's plan for achieving a Scotland free from racism and racial discrimination of any sort. However, clearly this is not something which the Executive can achieve on its own. There are many other key stakeholders - local authorities, Health Boards, police forces, enterprise and employment organisations, the voluntary sector. In some cases, we will be exploring with other stakeholders how they can take forward some of the key actions identified by our four strategic groups. This work requires to be undertaken in partnership, but it also requires leadership, which is something the Executive obviously has an important role in providing.

In addition to striving to be an exemplar in meeting our Race Relations Amendment Act duties, the Executive will take every opportunity to make clear our commitment to driving racism and racial discrimination from Scotland. Our One Scotland Many Cultures campaign is an overt and continuing sign of this commitment. However, Ministers also demonstrate their commitment in other ways, through putting in place funding for key activities to drive forward this agenda, and through referring, in speeches and in articles, to their determination to meet these challenges, condemn racism and uphold the value of a diverse Scotland.

This strategy is aimed at improving the position of Scotland's minority ethnic communities. But it is not just aimed at them. It is also, importantly, aimed at the majority community too. Life will not improve for our minority ethnic communities while racism flourishes. The majority of the racism expressed in Scotland comes from the majority community. Not exclusively, but overwhelmingly so. Therefore this strategy also faces towards the majority community and is aimed at addressing their behaviour, both overt and covert, witting and unwitting.

## **Who are Scotland's ethnic minorities currently?**

The 2001 Census puts the minority ethnic population of Scotland at 2%, with wide variations in different areas eg 31% in Glasgow, 18% in Edinburgh and 1% in Dumfries and Galloway. This compares with the equivalent Census figure for England of 9% and 8% for the United Kingdom, and has led some to suppose that racism is not a problem in Scotland due to the small numbers of minority ethnic communities. Of course, smaller numbers, particularly in more remote, rural areas, can lead to additional problems of isolation and lack of support services. Minority communities are found in every part of Scotland, and so is racism.

In addition to the established, settled communities in Scotland of Pakistani, Chinese, Indian, Bangladeshi, African, Irish, Italian, Jewish and Polish people, we now have a much more diverse demographic. This is due in part to the dispersal of asylum seekers to Glasgow since April 2000, which has led to larger communities from other countries than has been the case in the past. We now have significant communities from Turkey, Somalia, Afghanistan, Iran, Iraq, Democratic Republic of Congo, and smaller groups from a vast range of countries. The A8 countries are represented in significant groups too, in particular Polish, Latvian and Lithuanian people. And there is a growing group of Slovakian Roma people in Glasgow. The CRE has pointed out that some of the new migrants from A8 countries bring with them extremely racist views, and that this must be addressed.

The First Minister's Fresh Talent Initiative, established to address the decline in Scotland's working age population and promote Scotland as a great place to live, work and study, has also brought people to Scotland from other parts of the world, and is contributing to the increasingly rich diversity of our diversity.

Of course, Scotland has its own community of Gypsies/Travellers, an extremely marginalised group, subject to extremes of racism and intolerance not currently experienced by many other groups, with the possible exception of asylum seekers. Scottish Travellers do not as yet have a legal ruling establishing their minority ethnic status, as have Roma people and Irish Travellers. However, the Executive has taken the position that Scottish Travellers should be regarded as an ethnic minority, and as a group subject to disadvantage and discrimination because of their ethnicity. Gypsies/Travellers are included in this strategy, as they are in all the Executive's work to tackle racism, and we advise others to do likewise.

### **Terminology**

The Executive has for some years used the term 'minority ethnic' to describe those communities not part of the majority. This is because we all have an ethnicity, but some of us have an ethnicity which is only found in a minority of people in Scotland. We do not ourselves use the term 'Black' any more, as we are aware that it causes offence to some. However, we recognise that others choose to use this term to identify themselves, and would not seek to restrict their right to self identify with the term 'Black' either in its political or any other usage. Debates around the use of language are important, as is the avoidance of assumptions about how people would prefer to be identified or described. With this in mind, we have also avoided the use of the term 'White' in this Strategy, except where unavoidable due to its inclusion in the work of others eg statistics from research. Instead, we have used the term 'majority community', as this is an accurate descriptor and without the historical and power drenched connotations of the colour label.

### **Visible and non visible minorities**

For many years, racism in Scotland as elsewhere has been largely understood to be something perpetrated and experienced on the basis of skin colour. However, as our demographics have become more complex, so too has our understanding of racism. As new communities emerge, some of which are not visible by their skin colour, they are unfortunately also experiencing racism, in the main but not exclusively from the majority community. However, people from settled minority ethnic communities are complaining about A8 nationals 'taking our jobs' and asylum seekers getting help that they did not receive.

Race Relations legislation makes clear that racism can be experienced as a result of race, ethnicity, nationality or skin colour, and we can see examples of all of these contexts in Scotland.

Scotland's minority ethnic communities have always been a mix of visible and non visible. Racism can be experienced by both, and is not simple related to skin colour. Traditional forms of dress may attract racist comments or attacks, such as recent incidents involving a woman wearing a hijab and a young man wearing a kippeh.

And the tragic murder of Kriss Donald, a racially aggravated crime committed by Asian men against a young man from the majority community, is a reminder that, although

overwhelmingly perpetrated by the majority community and experienced by minority communities, racism can go in a number of different directions.

### **Definitions of racism/racial in/equality/racial discrimination**

A number of definitions of racism have been developed both internationally and within the UK. For example:

The ICERD (International Convention on the Elimination of All Forms of Racial Discrimination) defines racism as follows: *“Any distinction, exclusion, restriction, or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment, or exercise, on equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural, or any other field of public life.”*

The UNESCO Declaration on Race and Racial Prejudice (1978) states: “Any theory which involves the claim that racial or ethnic groups are inherently superior or inferior, this implying that some would be entitled to dominate or eliminate others, presumed to be inferior, or which base value judgments on racial differentiation, has no scientific foundation and is contrary to the moral and ethical principle of humanity....”

An internet search will produce a lengthy list of definitions including:

The following formula: “Power + Prejudice = Racism” has been used to illustrate racism, which has also been defined as a “system of advantage based on race.” ([www.unk.edu/offices/aeo/index.php](http://www.unk.edu/offices/aeo/index.php))

And similarly: “racism is power plus racial prejudice, a system that leads to the oppression of or discrimination against, specific racial or ethnic groups.” ([colours.mahost.org/faq/definitions.html](http://colours.mahost.org/faq/definitions.html))

Another definition is – “The stigmatising of difference along the lines of ‘racial’ characteristics in order to justify advantage or abuse of power, whether economic, political, cultural or psychological.” ([freespace.virgin.net/brendan.richards/glossary/glossary.htm](http://freespace.virgin.net/brendan.richards/glossary/glossary.htm))

And finally, “racism is a phenomenon in which people mistreat, discriminate against, dislike or even hate, have disdain for, or regard as inferior other people based on their real or perceived race. The term is almost always used pejoratively, with accusations of racism being very common but with few describing themselves as racist.” ([www.encyclopedia4u.com/r/racism.html](http://www.encyclopedia4u.com/r/racism.html))

Although Scotland has distinctive characteristics in many respects, there is no reason to suppose that racism in Scotland differs in any significant aspect from the above definitions. And indeed the latter definition, which points out that few describe themselves as racist, we know is certainly true in Scotland.

The issue of power is important, and clearly there are inequalities in the power held and enjoyed by different groups in our communities. There are historical reasons for much of this imbalance – Scotland too played a part in colonialism and the slave trade, and the legacies of

these atrocities are with us today. For the majority community, there is a need to recognise the disproportionate power that they have, understand where it comes from, and be prepared to share it more equitably.

There is also a deep strand of anti English racism among people in Scotland. People born in England are the largest minority group in Scotland, and minorities, even when they have come from a larger and more powerful neighbour, can be vulnerable.

But racism can also, although less commonly because they themselves are less numerous, be perpetrated by minority communities, either against other minority communities or against the majority. The power relationships here are more subtle and may relate, for example, to political or tribal divisions in the home countries of asylum seekers, or other historical factors.

It is also commonly suggested that racism is rooted in ignorance and fear, that those who are racist lack an understanding of people from other ethnicities and worry that their position in life is threatened by others. This can be seen not just in the majority community, but also in minority communities where racism can be transferred down an imagined hierarchy to whichever group is deemed to be at the bottom of the heap. Hence, as described earlier, settled minority communities may express racist views about asylum seekers and refugees.

There is no doubt that education and information are important tools in the fight against racism, and can be particularly effective in young people who are still open in their views. Many myths abound and myth busting can also be a powerful means to challenge unfounded beliefs. But there are many well educated, well informed people who hold racist views, as well as others in whom their views are so deep seated it is unlikely they will change. To be realistic, while obviously continuing to strive to eradicate racism in Scotland, we should recognise that some who hold racist views may change because they see the need to, others may change because they see a benefit to themselves in doing so, and others may never change.

The Executive recognises that there is a lack of a debate in Scotland about what racism is and what its roots are, in spite of many valuable attempts, particularly by some academics and voluntary organisations to prompt such a debate. While offering an analysis here, it is not the intention of the Executive to close down debate and discussion on this important topic, and the linked issues of identity and belonging, particularly in respect of faith. Rather, we wish to promote such debate in Scotland, and provide opportunities to explore these matters in a safe environment. We have therefore taken steps to open dialogue, with the Minister for Communities carrying out a series of engagements with minority ethnic communities to seek their views. Later stages in this process may include public forums in different parts of the country, and we also plan to hold a major symposium in 2007.

The key topic for exploration is Community in the New Century – Scotland's changing face – Dialogue and Discussion.

The symposium will have both Scottish and international academic speakers. This will be an interactive event which will stimulate further debate. In preparation for developing the programme we will have dialogue with different regions in Scotland and engagement with young people. This will be taken forward through a series of pre-events organised with schools, youth organisations and Local Authorities.

## **Racial in/equality and discrimination**

Racial equality is achieved when all in our communities, regardless of race or ethnic background, have equal opportunities in all aspects of their lives. This does not mean that outcomes are the same for everyone, as we all make different choices and have differing abilities.

That there is racial inequality in our society at present is clear – when all other factors are taken into account, some people from minority ethnic communities have worse outcomes than their counterparts from the majority community.

And that there is racial discrimination is also clear – people from minority ethnic communities do not experience the same access to services, employment and other life outcomes, because people who have the power to do so discriminate against them.

In this National Strategy and Action Plan, we recognise that racism, racial inequality and racial discrimination are all facts of life in Scotland. It is racism that lies behind racial inequality and racial discrimination, and they will not be eradicated until racism too is eradicated.

### **Forms of racism**

UK Race Relations legislation has identified three forms of racism – direct, indirect and institutional. Direct racism is where a person is treated less favourably than others would be, simply on grounds of their race. Indirect racism happens when someone is of a particular racial group is disadvantaged by a policy or practice which is applied equally to all regardless of the effects. And institutional racism, defined by the MacPherson report, is:

"The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin which can be seen or detected in processes; attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people."

Most people could provide an example of direct racism, such as abuse or physical attacks, racist graffiti, but the other two forms are less well known and understood. Indirect and institutional racism are tackled by the Race Relations Amendment Act 2000, which seeks to ensure that the impact on race is taken into account in the work of all public bodies. We will work to advance understanding of indirect and institutional racism through the One Scotland advertising campaign.

### **Legislative framework**

The main legislation of relevance to this Strategy includes 1976 Race Relations Act, Race Relations Amendment Act 2000 and asylum and immigration Acts.

As with local government, non-departmental public bodies and agencies, the Scottish Executive is legally obliged actively to promote race equality in all its work, as a consequence of the **The Race Relations (Amendment) Act 2000** ( RRAA). In addition to

this general duty, Scottish Ministers have used their powers to make The Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 placing more specific duties on certain bodies, to ensure the better performance of the general duty. This includes a requirement to draw up a Race Equality Scheme showing how both the general and specific duties will be fulfilled.

A number of significant changes to the Race Relations Act 1976 have been made. The strengthened legislative framework is helping public authorities across the UK provide their services to the public in a way that is fair and accessible to all, irrespective of a person's race, colour or nationality. It will also give members of the public greater protection from unlawful race discrimination. In particular, the changes:

- Widen and strengthen the anti-discrimination provisions within the Race Relations Act; and
- Introduce an enforceable duty on public bodies to promote race equality.

The original Race Relations Act 1976 made direct and indirect discrimination and victimisation unlawful in a range of areas such as employment, housing, education and training, and the provision of goods, facilities and services. The 1976 Act has now been amended so that race discrimination is outlawed in all public functions, with a few exceptions.

A general duty has also been placed on public authorities to promote race equality. This requires them to take action to prevent acts of race discrimination before they occur. Those public authorities, in performing their public functions, have to:

"Have due regard to the need to eliminate unlawful racial discrimination, and to promote equality of opportunity and good relations between persons of different racial groups."

Key public authorities - including central and local government bodies, health service bodies and many more - are additionally subject to a number of specific duties. These are specific actions that they are required to take so as to help them meet the new duty to promote race equality. Scottish public bodies had to comply with the new duties by 30th November 2002. Like other key bodies, the Executive is legally required to assess its functions and policies for their relevance to its performance of the statutory duty to promote race equality every three years. We therefore decided to take this opportunity to review all the other arrangements we have put in place in order to meet the statutory duty and have published this new Scheme.

### **Impact of the specific duties**

Those responsible for providing public services need to ensure that their policies and services are fair. The specific duties require key bodies to prepare and publish a Race Equality Scheme describing their public functions and policies that are relevant to the duty. Bodies also have to set out their arrangements for assessing and consulting on the policies they are proposing for adoption; for monitoring for any adverse impact of their policies on the promotion of race equality; for publishing the results of their assessments, consultations and monitoring; for ensuring public access to information and to services; and for training for staff in issues relevant to the duty. In addition there are a number of employment duties public bodies are expected to comply with.

Schedule 5 of the Scotland Act (1998) gives the Scottish Parliament the power to take action to promote equal opportunities.

As with all equality legislation, race legislation is reserved to the UK Parliament. There are two exceptions to the reservation: the encouragement (other than by prohibition or regulation) of equal opportunities and in particular the observance of the equal opportunities requirements; and the imposition of duties on Scottish public authorities and cross-border public authorities in relation to their Scottish functions. The Scotland Act defines "equal opportunities" as:

- *"the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes including beliefs or opinions such as religious beliefs or political opinions."*
- It should also be noted that in terms of Section 57(2), a member of the Scottish Executive has no power to make any subordinate legislation, or to do any other act, so far as the legislation or act is incompatible with any of the rights under the European Convention of Human Rights or with European Community Law.

There is also Article 14 of the European Convention on Human Rights, which states that "The enjoyment of the rights and freedoms set forth in this convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status."

### **Scale of the challenge**

Many have argued over the years that racism is not a major issue in Scotland, given the relatively small numbers in our minority ethnic communities. Indeed, it has been suggested, not entirely seriously, that we were too taken up with sectarianism to have time for racism. Of course this is not the case. Lack of numbers is not an indication of lack of a problem. Racism can flourish in any part of any society, and is a significant factor in Scotland.

Minority ethnic communities are not a new phenomenon in Scotland. We have had Jewish people present in Scotland since the 17<sup>th</sup> Century, although the community dates back around 150 years, people from Pakistan and India since 1950s, Chinese communities since the 19<sup>th</sup> Century. African people are known to have been present in Scotland from 1505 onwards. We now have second, third and fourth generation families, young people whose experience of the countries their parents and grandparents left is limited, and whose ties to Scotland are an important part of their identity.

Our communities are now more complex, more rich and varied, than ever before. Some see this as a threat to their established way of life, their right to be in the dominant group. Some talk of being 'swamped' by those who have come to this country from elsewhere, of the real Scotland being somehow 'diluted' by other customs and practices. We regularly receive evidence of these views through emails to the One Scotland website.

But what lies behind these views? Racism, clearly, is the motivating factor, although many are prefixed with phrases such as 'I'm not racist, but...'. People who are used to having the power that goes with being the majority community do not relinquish that power readily. There is the fear of that loss of power too, although it is unlikely that will be acknowledged

as such. Even with the significant rise in the minority ethnic population in Scotland brought by asylum dispersal, the A8 Accession states and the higher birth rate amongst minority communities, the majority community is still overwhelmingly in the majority. Fears about being swamped and diluted are clearly misplaced, but they are nevertheless deeply embedded in many, often encouraged by misleading media headlines.

Changing attitudes is difficult and long term work. But without changing attitudes, we will never achieve the Scotland we aspire to.

#### Perceptions of prejudice – from the Scottish Social Attitudes Survey

- 56% of respondents thought that there was ‘a great deal’ or ‘quite a lot’ of prejudice against ethnic minorities in Scotland (compared with 20% who believed this was the case of prejudice against women).
- For the most part, younger people were more likely to think that prejudice exists than older people. 63% of 18 to 24 year olds thought there was ‘a great deal’ or ‘quite a lot’ of prejudice against ethnic minorities, compared with 43% of people in the 65 + age group.
- Educational attainment appeared to make little difference to people’s perception of prejudice against ethnic minorities.
- 59% of people who live in urban areas thought there was ‘a great deal’ or ‘quite a lot’ of prejudice against ethnic minorities, compared with 49% of people in rural areas.
- 26% of respondents thought that ‘sometimes there is good reason for people to be prejudiced against certain groups’, while 68% said that ‘Scotland should do all it can to get rid of all kinds of prejudice’.

#### Support for initiatives to reduce discrimination

- 18% of respondents believed that attempts to give equal opportunities to ethnic minorities in Scotland had gone too far, whereas 9% thought attempts had not gone far enough. Note that 51% of the group who believed there was a lot of prejudice against ethnic minorities thought attempts to create equal opportunities had not gone far enough, 19% of this group thought equal opportunities had gone too far.

#### Attitudes towards social and public participation

- 9% of respondents thought that ethnic minorities should have more say in how Scotland is run, while 56% thought things are fine as they are.
- 59% of people supported the principle that councils should translate their information into other languages for people who don’t speak English.

#### Relationships and family life

- 52% of respondents thought that most people in Scotland would mind ‘a little’ (32%) or ‘a lot’ (20%) if a close relative were to marry someone from a different ethnic background. 36% thought that most people would not mind.

- 17% of respondents said they themselves would mind ‘a little’ (10%) or ‘a lot’ (7%) if a close relative were to marry someone from a different ethnic background, while 78% said they would not mind.
- People’s views on this subject did not vary greatly according to their gender, social class or educational background. There was, however, a clear difference between different age groups, with 29% of people in the 65 + age group saying they would mind if a relative married someone from a different ethnic background, compared with 6% of 18 to 24 year olds and 7% of 25 to 39 year olds.

### **The ethnic penalty**

Net differences in achievement between the majority and minority communities are often referred to as the “ethnic penalty” in relation to the labour market. Some scholars use the term to emphasise the importance of discrimination in explaining the persisting net differences in labour market achievement and others to refer to “all the sources of disadvantage that might lead an ethnic group to fare less well in the labour market than similarly qualified Whites”. The Strategy Unit report *Ethnic Minorities and the Labour Market* (2003) labelled this ‘unexplained’ quantification the ‘ethnic penalty’. Further research is required to examine what makes up the ethnic penalty in a Scottish context.

However, it could equally be said to apply in other areas such as education, housing, health and the criminal justice system. For example:

- Minority ethnic employment gap (difference in employment rates between minority ethnic and majority communities) – 19%
  - Muslim unemployment twice overall rate
  - People of Indian Origin are more likely to be owner-occupiers (81% compared with 71% for Whites) but more likely than Whites to be overcrowded and to live in poor housing conditions
  - Some minority ethnic groups are over-represented in school exclusion statistics whilst under-represented in the examination league tables.
  - Refugees and asylum-seekers have often been unable to bring proof of their educational experiences and attainment with them to the UK and, as such, find it difficult to access appropriate courses and training
  - Death rates from coronary heart disease among first generation South Asian adults are approximately 50% higher than the rest of the population
  - Black Caribbean population more likely to be admitted to psychiatric units and more likely to be locked in wards or detained under the Mental Health Act
  - Minority ethnic people report a higher risk of household victimisation (e.g. vandalism, housebreaking, vehicle theft) than majority population.
- 
- Minority ethnic people living in rented accommodation are much less likely to live in social rented accommodation compared to people from the majority community.
  - There are large differences in economic activity rates between ethnic groups. People in the majority community have the highest activity rate and Pakistani and Other South Asian people have the lowest rate.

- There are large differences between the industries in which people from different ethnic groups are employed.
- There are large differences in education qualifications between ethnic groups.
- The proportion of the adult (18 years+) population who are students varies enormously between ethnic groups.

One of the important lessons from these statistics is that minority communities are no less complex than the majority community. Although there are similarities, outcomes are not always the same. And within minority ethnic communities, there can be very different outcomes for woman and men, for disabled and non disabled people. A tailored approach is therefore required, which addresses those differences. It should not be assumed that all people from minority ethnic communities want or do not want the same things. As mentioned above, an equality impact assessment will be carried out on this National Strategy and Action Plan, in order to assess the differential impact on all equality groups, and the results published.

### **Integration versus assimilation – multiculturalism or pluralism?**

There has been a significant debate over the last year and a half about whether or not multiculturalism has failed as an idea and a practice. The terrible events of 7/7 and subsequent counter terrorism actions have prompted a close examination of how our communities interact and how we can build strong communities which are safe for all.

It has been argued that the policy of encouraging multiculturalism has led to separated communities, where all practice their own traditions, and do not join together in shared customs. The extension of that argument is that minority communities should be required to become more like the majority, casting off their traditional way of life, and conforming to some form of ‘Britishness’, although a definition of this has proved elusive.

As our One Scotland Many Cultures campaign demonstrates, in Scotland we feel there are tremendous benefits in having different cultures in our society. Our aim is for integration, not assimilation – we wish people to be free to practise their own cultures, while obviously, for those new to these shores, gaining an understanding of how to thrive in our country. Learning English, for example, is essential for communication and interaction, gaining employment and participating fully in society. But practicing a minority faith is fully compatible with living an integrated life, as is wearing traditional dress, including symbols of faith.

There should be no hierarchy of cultures in Scotland – one is not better or worse than others. All are welcome here, all have a place here, all should be treated with respect and equality, not sidelined, devalued or merely tolerated. We can all learn from each other – and true integration happens when we all change, when we all do something differently because there is a better way. We are not looking for assimilation in Scotland, we do not expect all who live here to change so that they ‘fit in’. We want to learn from all communities, to adapt and change to make the most of the strengths and opportunities that diversity offers.

An integrated Scotland will be one in which there is equal access for all to all the benefits of living in Scotland; where all can participate in public life at all levels, enjoying the rights and

responsibilities which flow from that and where there are no artificial barriers between people and we all live, work and study among people from all communities.

## **Mainstreaming**

The public duties, which the Race Relations Amendment Act 2000 introduced to tackle institutional racism, clearly focus on the mainstreaming of race equality into all services provided by public bodies. In the longer term, and given the harmonisation of all the equality strands into an eventual single equality duty, clearly mainstreaming has to be the ultimate goal. All services should be appropriate and accessible to all in our communities. In our response to the Race Equality Review, we outlined a dual role for the minority ethnic voluntary sector, in providing specialist services and in providing expertise to enable the improvement of mainstream services. The Race Equality, Integration and Community Support Fund was established in order to provide funding for these very activities.

There is a stage in the evolution of services for groups which have experienced discrimination when specialist, discrete services are essential. This is as much the case for minority ethnic communities as it is for women or LGBT people for example – where anxiety about how you will be treated by a service provider can prevent access to services. There can understandably be more confidence if people with a shared background are delivering services.

However, parallel development of services across all the equality strands, at a time when the strands are being drawn together is not sustainable in the longer term. Apart from anything else, people often cross a number of equality strands during their lives and the complex interrelationships between them create multiple discrimination. Only by creating truly accessible mainstream services can all forms of discrimination be taken account of without an infinite proliferation of specialist services. This is a more difficult task, requiring significant change in how organisations think about their role. It is very much easier to delegate responsibility to an outside organisation, to tick that box by referring people to someone else on the periphery for the service which should be provided by the centre.

Moving from where we are now to an era of services which are equally accessible to all will take some time, and is a process which must be managed sensitively. Strategically, we will wish to consider how to allocate resources in future to best support this process. And we have already, in our response to the Review of Race Equality, taken steps to drive up public sector performance on meeting the race duties (see page 49 for more details.)

## **Ethnic identity**

As our demography changes, our knowledge about how our communities in Scotland are made up has fallen behind. It has long been acknowledged that the methods we have been using to find out the composition of our minority communities are flawed. Allied to that, there has been a strong dissatisfaction with the ethnicity classifications used for the Census and for monitoring purposes. The use of a colour code in the case of people of African and Caribbean origin was a particularly sensitive issue, but also the limited geographic options for some compared with those for others and the lack of opportunity for mono-ethnic faith groups to identify with their ethnicity were issues which were raised frequently.

The Executive, in partnership with General Register Office Scotland, has been working to develop new ethnicity classifications for use in the 2011 Census. Any revised classifications would also be used for monitoring purposes. Alongside the importance of providing classifications which are acceptable and accurate, there is also a need to be able to measure discrimination as well as provide information to ensure services are appropriate.

The ethnicity classification work is an important example of our commitment to a Scotland where all communities have their needs recognised and provided for. But on a deeper level, it marks our belief that anyone in Scotland can consider themselves Scottish, and that we all have identities made up of different aspects, which we have the right to choose for ourselves.

### **Faith issues**

Race and faith issues interact, combine and separate at various points, and there can often be little difference between them. Racism, Islamophobia, anti-Semitism or other forms of religious intolerance are not experienced significantly differently – being called names, assaulted, denied opportunities or access to services whether it is because of skin colour, race, ethnicity or faith, feels not dissimilar. And perpetrators' lack of knowledge often leads to somewhat random amalgamation of insults – Sikhs, Hindus and Jews being abused for being Muslim for example. Interestingly, a poll carried out for the Guardian in 2005 found that white British Muslims reported experiencing the highest levels of Islamophobia, perhaps because those of that faith from minority communities would categorise the prejudice they experienced as being predominantly racist.

New communities are increasing the profile of faith groups in Scotland – the majority of the asylum seekers dispersed to Glasgow are Muslim for example, many of the A8 nationals who have come to live and work in Scotland are Catholic. Faith can be an important aspect of identity, for both minority and majority communities. And people of no faith, 28% according to the 2001 Census, must also be treated with respect and given equality.

Public debate on faith issues has become very heated, but tends to be simplistic and negative. Muslims in Scotland feel unfairly under threat as a result of anti terrorist activity post 9/11 and 7/7. Racist individuals and far right organisations are making the most of the opportunities provided by the current focus on Muslims to attack those perceived to follow Islam. Relations with faith communities, particularly Muslim communities, are currently very high on the political agenda, and there have been mixed reactions in Scotland to initiatives at UK level. The Westminster government has recently established a Commission on Integration and Cohesion, which will report in the summer of 2007. The Commission is one of the outcomes of a process of consultation carried out post 7/7, and will seek out examples of good practice in community cohesion, including in Scotland, and will make recommendations based on those examples.

In Scotland, a similar but less high profile process took place, with the Minister for Communities engaging in a series of meetings with Muslim young people and adults. A series of meetings for Muslim women was funded by the Executive. This process of engagement is ongoing and will continue, including a conference for young Muslims, to take place in June 2007.

Issues raised during these meetings centred around experiences of racism and lack of opportunities in employment, education etc. For many young Muslims, Scotland is the only

country they have lived in, and their dual identity as Scottish and Muslim, is important to them. As in all communities, the generation gap brings its own tensions, with young people having different ambitions from their parents and grandparents. Faith as an identity is perhaps more significant for some second and third generation members of minority communities, and there is a need to ensure that faith requirements are accommodated into service provision, for example.

A conference organised in partnership with NUS Scotland and the STUC Youth Committee, called 'Who do you think you are? – being young in Scotland today' took place in December 2006. The conference attracted a wide range of young people from across Scotland, who discussed issues around identity and belonging, racism and sectarianism, and democratic participation. The conference was the start of a process of engagement which aims to show young people the benefits of participation, and that dialogue can bring change for the better.

The First Minister has clearly signalled the importance that he places on dialogue with faith communities, and holds annual meetings with Action of Churches Together in Scotland and the Scottish Inter-Faith Council. Mr McConnell also attended a meeting of religious leaders in September 2006, and invited Imams from Mosques around Scotland to a meeting in Bute House in December 2006.

The Executive has provided funding to the Scottish Inter-Faith Council since 2002, and established the Faith Liaison Group (previously known as the Core Liaison Group) in August 2004 in order to provide a channel of communication between the Executive and Scotland's faith communities. The FLG allows issues of concern to be raised with policy makers and enables policy makers to seek the views of faith groups to ensure they are embedded into the development of new policies, legislation and strategies. We carried out a review of the Group in 2006, and will use the evidence gathered through that process to inform the future operation of the FLG.

The development of inter-faith dialogue is clearly an important aspect of our work to tackle inequality. Going forward, we will consider how best to ensure that the views of grass roots members of faith communities are woven into implementation of the National Strategy and Action Plan.

### **Targets and indicators**

Robust targets must be established for key partners, including the Executive, and effective monitoring of performance against these targets carried out, in order to eradicate racial inequality and discrimination.

We have had preliminary with audit and inspection bodies about the development of equality performance measures and there was a view that more work was needed to establish the most effective way to measure progress on race equality and equality more broadly. Work is currently being taken forward includes;

- ◇ Work on Best Value
- ◇ The exploratory work being taken forward by some Local Authorities with the Local Government Improvement Service on an Equality Standard for Local Government in Scotland

- ◇ We are also considering whether we want to develop equality targets for different key policy areas which we might then place in a revised Equality Strategy (due for revision in 2007)

The will be closely linked to public bodies work on the duties.

The lack of good data has been identified as a problem during the process of developing the Strategic Groups' action plans, in particular in relation to ethnic minorities and the labour market. Obviously it is difficult to set appropriate targets and indicators in the absence of reliable and meaningful data, and this area will require to be developed further over the coming period. See Annex A for indicators which have been developed for Ethnic Minorities and the Labour Market.

### **Disability and gender impact assessment**

The new public duties on disability and gender require policies/strategies etc to be impact assessed for their effects on these areas. As it is good practice to impact assess for all the equality strands, this draft Strategy and Action Plan will be equality impact assessed during the period between publication of the draft and of the final Strategy. A group comprising disability and race interests will be convened to explore the links between these areas, and similarly, women's organisations will be invited to discuss gender implications.

## SECTION TWO: THE STRATEGY

### Vision

A Scotland with no place for racism; where diversity is valued; where integration not assimilation is the goal; where there is equality of opportunity for all and where all can live free from threat or harm.

### Aims

We will take action in order to achieve the following aims:

- 1 Eliminating racial inequality and disadvantage – to eradicate racism, racial inequality and unlawful racial discrimination, through promoting equal opportunities for all in Scotland.
- 2 Combating racism and racist crime – to combat racism and provide protection and redress against racism and racist crime.
- 3 Fostering integration and promote dialogue and understanding between communities – to advance dialogue between people of different communities to increase understanding and promote community cohesion and increase participation by people from minority ethnic communities in public life in Scotland.
- 4 Driving up public sector performance on race equality and improving access to and benefit from public services – to ensure that people from all Scotland’s communities can access services which are appropriate for their needs.
- 5 Building capacity – to build capacity within majority and minority ethnic communities to engage with this agenda, to tackle racism and promote race equality. To develop the organisational capacity of the minority ethnic voluntary sector and promote closer working with mainstream services.
- 6 Improving consultation and engagement – to ensure all communities have a voice, and can express their needs and that all feel valued and included.

#### **1 Eliminating racial inequality and disadvantage – to eradicate racism, racial inequality and unlawful racial discrimination, through actively promoting equal opportunities for all in Scotland.**

Racial inequality is experienced across the full range of public and private life in Scotland. All people in Scotland must be able to fulfil their potential, and not be held back or disadvantaged by discrimination, inequality and racism. Structural inequalities in society must be dismantled, and new relationships between communities, based on equality and respect, forged.

While there is an important role for the Executive in working towards achieving this aim, clearly government alone cannot bring about these fundamental changes. Many partners will

have a role to play and we will continue to build upon the many excellent partnerships already in place as we roll out our work.

And of course we must also consider the gender and disability impact of all that we do, and avoid making assumptions. For example, economic inactivity by minority ethnic women is often explained as being either a positive choice made for cultural reasons or a result of lower levels of skills. There are other explanations, including racism, for why more women from minority ethnic communities are not in paid employment, and these should be explored.

The Action Plan within this document gives concrete examples of the activity required to bring about this aim. However, these actions alone are not the whole of the story. Change is required in service provision across the public and voluntary sectors, in education, employment and training, in the media, in political life and so on.

## **2 \_\_\_\_\_ Combating racism and racist crime – to combat racism and provide protection and redress against racism and racist crime.**

Safe communities where all can live their lives without fear must be the goal for all in Scotland. Minority ethnic communities experience racism and racist crime over and above the anti social behaviour that features in communities throughout Scotland. There is therefore a need for particular activity to address these aspects.

Police forces in Scotland have made considerable strides in addressing racism within their ranks, as well as in developing better relationships with minority ethnic communities. The Executive and CRE (Scotland) jointly funded a review of the police response to racism by Law at Work in 2004-5. Law at Work made 67 recommendations in their report, which are being taken forward by police forces. The Executive will provide support to this process if doing so would enable developments to happen more swiftly.

### **Racist incidents monitoring**

Racist incidents are those deemed to be such, either by the victim or any witnesses (MacPherson Report). 4, 294 racist incidents were reported to Scottish police forces in 2005/06, but this represents a minority of incidents. The Commission for Racial Equality estimates that only 1 in 5 incidents are reported, including those reported through third party mechanisms. There are a number of reasons for this under reporting, which is a common feature of all hate crimes – lack of confidence in the police to deal with the incident effectively or appropriately, often based on previous experience; fear of further abuse/attack; and feeling that it is not worth reporting every incident as there are so many.

Clearly, it is important to know the true extent and racism of racist incidents in Scotland. Interventions are more likely to be effective if they are targeted appropriately, and the scale of the problem will have an impact on the resources made available. However, we cannot wait until we have more information, and action is being taken by the police and other criminal justice system partners to address racist incidents.

We are in the process of developing a system to publish data on the racist incidents across Scotland and will develop an online reporting function. As part of this work, Scottish Executive statisticians are currently analysing three years worth of racist incident reporting statistics from all Police Forces in Scotland.

The monitoring system will run nationally and build on existing programmes. We are exploring options for providing an analysis of data for local areas to inform interventions. The Scottish Executive will work closely with organisations, such as Police forces on the collection and presentation of data.

### **3 Fostering integration and promote dialogue and understanding between communities – to advance dialogue between people of different communities to increase understanding and promote community cohesion and increase participation by people from minority ethnic communities in public life in Scotland.**

Community cohesion is a term which has come to the fore in recent times. It marks an issue which has been perhaps more overt in parts of England than in Scotland to date. It is the development of the work on race relations into how racism impacts on communities in their daily lives.

Much of the debate around multiculturalism, referred to earlier, has centred on its influence on keeping communities apart, breeding distrust, hostility and overt racism on occasion. Race riots are the most extreme example of a lack of community cohesion, and have thankfully not been experienced in Scotland. However, 38% of people in One Scotland Campaign post evaluation survey in March 2005 said they felt race riots could occur here.

The events of 9/11 sent shockwaves round the world which, like ripples in a pool, continue to spread ever outwards. Events closer to home, 7/7 and subsequently, have adversely affected the cohesion of our communities in Scotland. Our Muslim communities in particular feel they are being harassed and targeted and are experiencing high levels of insecurity. Other minority faiths are also feeling under siege. Recent debates about the wearing of symbols of faith have raised anxiety levels, and attacks on individuals and places of worship have clearly demonstrated a link between this discourse and the expression of racism.

Strong leadership is required in times like these, and Scottish Ministers have spoken out firmly to make clear that racist and Islamophobic attacks and abuse or any other forms of religious intolerance are completely unacceptable. Reassuring communities that they are not responsible for the actions of a tiny, criminal minority is important, as is firm action against perpetrators of racist attacks and abuse. But further measures are required to break down myths and stereotypes and engage with all parts of our communities to make sure people are brought together, rather than driven apart.

Many areas of Scotland, previously relatively untouched by immigration, are now experiencing the new forms of immigration. An integrated society will not develop of its own accord. Increased diversity has inevitably brought an increase in the identities present in Scotland, some of them multi layered, many of them linked to faith.

Listening to the views of communities, and ensuring action is taken to address their issues is essential. There is much anger and frustration about lack of opportunities in education and employment amongst young people from minority ethnic communities, for example. It is easy to see the path to alienation and a choice to exclude yourself from society growing from these roots. The Minister for Communities has undertaken a series of engagements with minority communities, including young Muslims, since 7/7. A number of meetings to enable

Muslim women to express their concerns were funded by the Executive in the autumn of 2005, and a conference for young Muslims is planned for summer 2007.

Considerable consistency in the issues raised has been apparent. The need for education about the realities of racism and the provision of accurate information about different faiths is one of the main concerns. Although there is already significant work underway in schools in this area, many of those we have spoken to feel that it is not having the desired effect of increasing understanding and reducing racism. Clearly, young people feel that the daily insults they experience at school and out on the streets are continuing, and they see no difference as yet in the way they are treated.

Of course, attitudes are formed at an early age, and schools are not the only influence. Parents and other adults affect the formation of young people's views too, and many young people who feel they have a license to carry out racist crimes no doubt do so in the knowledge that they will not be condemned by their parents. Education and awareness raising are therefore not just required for young people. We will continue to develop our award winning One Scotland anti racism campaign, aimed at the general public, in order to achieve a shift in attitudes and a reduction in racist behaviour and attitudes.

Strong, cohesive communities, where all can live free from fear, is what we want for everyone in Scotland. Clearly we will not achieve this aim without taking action. We will continue to engage with and listen to communities across Scotland, and will address the issues which continue to cause tensions and prevent everyone achieving their full potential.

The Race Equality, Integration and Community Support Fund was set up by the Minister for Communities to ensure that work to enhance community cohesion was supported across Scotland. Different areas have different challenges, and in addition to those supported by the Fund, we have funded a number of projects as pilots so we can gain an understanding of what works, and equally important, what does not work. Project funding is by its nature limited in scope and it will be essential that work established as being effective becomes mainstreamed into the work of local authorities and other partners.

In a democracy, it is the right of everyone to participate, at least at some level. From community organisations to local and national government, there are countless opportunities. However, these opportunities are not being opened for all our communities, and the evidence is plain to see with only 1% of councillors being from minority ethnic communities and, most shamefully of all, 0% of our MSPs.

Interestingly, the gender balance of our Parliament is a particularly good one, with 40% of MSPs being women, compared to 20% in Westminster. There was much debate in the Constitutional Convention which established the structures of the Parliament, about how appropriate representation of women could be achieved.

Positive action, which is lawful, is often mistaken for positive discrimination, which is unlawful. Generations of discrimination do not vanish of their own accord. The success of positive action in bringing about an improved, although not yet wholly reflective, gender balance in the Parliament is clear. Hopefully, the elections in May 2007 will bring minority ethnic candidates into the Parliament for the first time, but action is clearly required to make sure that other opportunities for participation are not denied to people because of their ethnicity.

Young people in particular must come to understand the benefits of participation, and it is greatly to the credit of the Youth Parliament that it has minority ethnic representation of 4%. A number of organisations, such as the STUC, NUS and others have worked over a number of years to combat racism and promote inclusion and participation for all. This is another area in which leadership is important. The Minister for Parliamentary Business has conducted an outreach programme with hard to reach groups, including minority ethnic communities, but it should be emphasised that lack of participation is not solely an issue for this group of young people. In an age when more people vote on television shows than in parliamentary elections, there are wider audiences for messages about the benefits of democratic participation.

Leadership programmes and opportunities to learn more about the hows and whys of participation are important tools in this work. Talent is being wasted at present, and skills which could benefit Scotland are not being harnessed to good effect.

#### **4 \_\_\_\_\_ Driving up public sector performance on race equality and improving access to and benefit from public services – to ensure that people from all Scotland’s communities can access services which are appropriate for their needs.**

Being able to access services designed to meet our needs is the right of everyone in our society. For the majority community, there are rarely issues in doing so, apart from availability. For minority groups, and even for one of the majority groups – women – access to appropriate services is by no means guaranteed.

This is quite simply unfair and discriminatory. Public bodies have been subject to the Race Relations Amendment Act 2000 duties to assess the impact of their policies and functions since 2002. And yet comparatively little impact assessment activity has been carried out as yet. The Executive is not immune from criticism in this area, but after a slow start is now beginning to embed impact assessment into the policy making process. From now on, we will assess the impact of policies and functions on all equality groups, and publish the results, in addition to the reporting requirements of the three public duties on race, disability and gender.

A number of actions have been taken to support the delivery of better, more appropriate services since the publication of the outcomes of the Race Equality Review. Work in this area will continue, and further partnership approaches developed to enable good practice to be shared within and between services. A community facilitation model is being developed to be used in health for example, but the learning for this approach could be utilised in other settings. Communities Scotland has worked with Community Planning Partnerships to enhance their focus on race equality and the Improvement Service is working to assist local authorities to embed race equality issues in their work – see page 49 for more information.

#### **5 \_\_\_\_\_ Building Capacity – to build capacity within majority and minority ethnic communities to enable both the provision of appropriate services and full engagement with Scottish society.**

Capacity building is in a way, a form of positive action. For minority ethnic communities, it provides support to enable organisations and individuals to gain experience so that they can take their place equally alongside others, able to maximise their contribution. For the majority community, it provides awareness and understanding so that they are able to engage appropriately and positively with minority ethnic communities.

The need for capacity building for minority ethnic communities and organisations is often stated. There is no doubt that the structural inequalities in society create an uneven playing field, and that therefore action is required to overcome the inequalities that exist. The Executive supports a range of organisations and projects with a role to provide capacity building in different models. The minority ethnic voluntary sector has a particularly vital dual role in providing services to communities and providing expertise to improve the service delivery of mainstream bodies.

However, it is also important not to view minority ethnic communities always from the viewpoint of a deficit model, as people and groups who automatically need the support of the majority community. There are many extremely effective and powerful people and groups within minority ethnic communities, whose expertise and knowledge can benefit the whole of society. There are also considerations about whose capacity actually needs to be built – if public bodies are experiencing difficulties in consulting minority ethnic communities for example, perhaps it is their capacity to do so which needs to be developed, rather than the other way round. We should avoid making assumptions about who has the most knowledge, skills and experience, and instead seek to make the most of all that we have collectively at our disposal in Scotland.

## **6 \_\_\_\_\_ Improving consultation and engagement – to ensure all minority ethnic communities have a channel of communication with the Executive, and that their needs and views are represented.**

Since the inception of the Scottish Executive in 1999, a consultation culture has developed in Scotland. A blizzard of consultation documents has been published, and a significant number of organisations employ people specifically to respond. This has undoubtedly improved policy making, but concerns have been raised about who is being consulted with and how representative are the views expressed.

In the race equality field, there has not been a forum for communication between communities and organisations and the Executive since the Race Equality Advisory Forum finished meeting in 2001. The Review of Race Equality clearly showed the need for such structures, and we have therefore put in place two new groups to fill this gap.

### **The Forum for minority ethnic organisations**

The Forum will be an extensive group with membership open to all minority ethnic organisations and individuals in Scotland. Meeting annually with the Minister for Communities, the Forum will provide opportunities to discuss issues, network with peers and provide information about race equality activities on the ground. Interacting with the Minister, participating organisations will play an important role in developing thinking on how the work is progressing, what is not working and what is working well and how the National Strategy should evolve to take account of experience in operation.

The Forum will enable the participation of a wide range of organisations, and ensure that grass roots experience is embedded in the ongoing implementation of the National Strategy. The Forum will also provide the Minister for Communities with a unique opportunity to gain a sense of how minority ethnic organisations in all parts of Scotland view the environment within which they are operating, and listen to their current concerns and issues.

The first meeting of the Forum will take place in February 2007. It is important to note that the Forum will be in addition to the contact the Minister routinely has with minority ethnic organisations, and is in no sense intended to replace that contact.

### **National Coalition**

The National Coalition will be a much smaller group, and will be made up of key public sector stakeholders as well as individuals with a breadth of experience gained from their roles. The remit of the Coalition will be to provide advice about how to strategically take forward race equality work, so it will operate in a different field from the Forum, which will be primarily concerned with operational and delivery issues.

The Coalition will meet quarterly, chaired by the Minister for Communities, and will drive the development of race equality work in Scotland, oversee the implementation of the National Strategy and Action Plan, and consider how emerging issues should be tackled. The Coalition will therefore include members with particular expertise in the areas developed by the four Strategic Groups which contributed to the Action Plan. The Coalition can commission research or establish working groups to examine particular areas of work more closely. The first meeting of the Coalition will take place in March 2007.

There will be close links between the Forum and the Coalition, and each will feed information into the other. Some of the membership of each group may overlap. Minutes of the Coalition meetings will be published on the One Scotland website, to ensure that all with an interest in this area can be kept up to date with discussions and developments.

Together, these two new groups will provide vital strategic and operational intelligence to ensure that the National Strategy and Action Plan remains relevant and targeted at the real issues. The National Coalition and Forum will provide opportunities for all those involved with race quality work in Scotland to contribute to national developments. The vast experience and knowledge available throughout the country will be harnessed and incorporated into the implementation of the Strategy, which will be a dynamic, flexible document, adapting to change as required.

### **SECTION THREE: ACTION PLAN**

The following Action Plan has been developed from the plans produced by the four strategic groups on Gypsies/Travellers, Asylum Seekers/Refugees, Rural Issues and Ethnic Minorities and the Labour Market. In addition, there are actions relating to the core principles of the National Strategy. Although not all of the actions suggested by the strategic groups have been incorporated in their entirety, most of the points identified as requiring action are here.

This Action Plan represents a three year work plan. Once these actions have been implemented, attention will turn to the other issues raised by the strategic groups, as well as any emerging issues identified by the Forum or National Coalition.

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<b>Aspiration - Racial equality achieved</b>			
<b>Outcome</b>	<b>Actions</b>	<b>Progress Measures Expected by March 2008</b>	<b>Responsibility</b>
<b>Racism and racist crime combated</b>	<ul style="list-style-type: none"> <li>Leadership demonstrated at senior levels politically and in public bodies</li> <li>Further develop anti racist education for schools</li> <li>Further develop One Scotland campaign</li> <li>LAW report recommendations implemented</li> <li>Establish racist incidents monitoring system including on line reporting</li> <li>Use data from above to implement specific interventions</li> </ul>	<p>Evidence in speeches/public comments etc</p> <p>Additional materials in use in schools</p> <p>Reduction in racism evident in post campaign research and other surveys</p> <p>Progress in implementation</p> <p>System in place</p> <p>Identify patterns and consider appropriate interventions</p>	<p>SE/NHS/CoSLA/ACPOS</p> <p>Scottish Executive</p> <p>SE</p> <p>SE/ACPOS</p> <p>SE</p> <p>SE</p>

<p><b>Strong, safe, integrated, cohesive communities in all parts of Scotland</b></p>	<ul style="list-style-type: none"> <li>• REICS fund projects</li> <li>• Continue programme of community meetings</li> <li>• Address concerns raised</li> <li>• Stimulate debate about racism/identity/community cohesion issues</li> </ul>	<p>Funded projects successfully complete</p> <p>6 further meetings take place</p> <p>Action taken on concerns inc young people's meetings and conference</p> <p>Symposium has taken place</p>	<p>SE</p> <p>SE</p> <p>SE</p> <p>SE</p>
<p><b>Improved access to better services for minority ethnic communities</b></p>	<ul style="list-style-type: none"> <li>• Development of training and guidance for service providers</li> <li>• Development of TICS strategy</li> <li>• Collation and dissemination of good practice</li> <li>• Identify and fill research and data gaps</li> <li>• Evaluate models and mainstream where appropriate</li> </ul>	<p>Training and guidance in place</p> <p>Strategy drafted</p> <p>Collation and dissemination underway</p> <p>Research and data collection underway</p> <p>Evaluation of projects underway</p>	<p>Scottish Executive</p> <p>TICSIG</p> <p>SE</p> <p>SE</p> <p>SE</p>
<p><b>Capacity of minority and majority communities built to enable inclusion and equality for all</b></p>	<ul style="list-style-type: none"> <li>• Provide funding for capacity building programmes for individuals, organisations and communities</li> <li>• Evaluate models and mainstream where appropriate</li> <li>• REICS fund projects</li> </ul>	<p>Projects meeting objectives</p> <p>Evaluation of different models underway</p> <p>Projects meeting objectives</p>	<p>Scottish Executive</p> <p>SE</p> <p>SE</p>

<b>Improved consultation and engagement</b>	Establish forum	Met 4 times	Scottish Executive
	Establish National Coalition	Met 4 times	Scottish Executive
	Community meetings	Hold 2 rounds of meetings	Scottish Executive

### ASYLUM SEEKERS/REFUGEES

<b>Outcome</b>	<b>Actions</b>	<b>Progress Expected by March 2008</b>	<b>Responsibility</b>
<b>Improved services for asylum seekers and refugees.</b>	Scottish Executive to raise with the Equality in Audit and Inspection group how refugee and asylum seeker issues are accounted for in inspection frameworks.	Refugee and asylum seeker issues embedded in audit and inspection frameworks	Scottish Executive and Audit and Inspection bodies
<b>Refugees and asylum seekers able to access all services fully as appropriately</b>	Scottish Executive to examine ways of working with local authorities and the voluntary sector to ensure a strategic multi agency, integrated approach to guidance and advice to refugees and, where appropriate, asylum seekers. Advice and information for the entire settlement process should be examined particularly at the point of a positive decision.	Consistent, accurate advice widely available and monitored.	Scottish Executive, Local Authorities and the voluntary sector.
	Scottish Executive/ Communities Scotland to examine all existing advice and information resources, particularly web based, and pinpoint the gaps that currently exist for refugees looking to settle in Scotland including availability of appropriate support services, jobs, housing, and whether there are other residents from the same country of origin in the area.	All necessary information needed by refugees for integration easily accessed and available on the internet, whether through new or existing resources.	Scottish Executive/ Communities Scotland

	SE to examine guidance for social care and health staff to ensure that current legislation is accurately reflected and in plain English. Any identified gaps or unmet needs should be adequately fulfilled and resourced as appropriate to satisfactory outcome and to fit the Scottish context. This should be done involving Community Health Partnerships and taking account of Scottish legislation as well as Race Equality Impact Assessments	Guidance for Social Care and Health staff clear and relevant to Scottish legislation and working practices.	Scottish Executive, Local Authorities, Community Health Partnerships
<b>Translation and interpreting services for refugees and asylum seekers improved</b>	Translation, Interpreting and Communication Support (TICS) Implementation Group to examine TICS issues raised by SRIF.	TICS strategy published	Scottish Executive & TICSIG
	Scottish Executive to ensure that information on NHS Scotland's services is available in an appropriate range of languages and formats and that alternative methods of communication are considered for their impact and value and suitably actioned. Local authorities in their local housing strategies are required to identify any ME and refugee housing needs, including the need for larger accommodation in affordable housing developments.	All NHS Scotland's information available in appropriate formats for refugee communities	Scottish Executive
<b>Improved housing services and information for refugees at key stages of settlement, encouraging them to stay in Scotland.</b>	Communities Scotland to review local Housing Aid	Communities Scotland assessment of these strategies will ensure they are developed taking into account any relevant recommendations in CRE core guidance and obligations under the Race Relations Amendment Act (2000).	Scottish Executive, Communities Scotland
	Communities Scotland to review local Housing Aid	HAG funding reviewed	Communities Scotland

	Grant funding programmes to ensure that the need for larger accommodation for larger families is fully taken into account.		
	Communities Scotland in regulating and inspecting social housing providers to assess landlords' accessibility to refugees and ensure this is reported on.	Communities Scotland report on accessibility of social housing.	Communities Scotland
<b>Healthcare Policy, Planning &amp; Service Delivery should meet the needs of asylum seeker and refugee populations</b>	Review Scottish Executive Health Department & NHS Scotland Race Equality and Fair for All schemes to highlight the extent to which Asylum Seeker / Refugee populations needs are being included and/or met. Any realised gaps or unmet needs should be adequately fulfilled and resourced as appropriate to satisfactory outcome.	All gaps in schemes and guidance identified and addressed.	SE, NHS NRCEMH
<b>Improved longer term outcomes for asylum seekers and refugees in relation to health and well being</b>	Scottish Health Council to build in assessment of NHS responsiveness to asylum seeker and refugee communities in annual reviews. The ultimate aim should be to achieve successful and worthwhile user involvement and consultation with appropriate and adequate monitoring and evaluation mechanisms.	Annual reviews should include responsiveness to asylum seeker and refugee communities.	Scottish Health Council, SE
	NHS Education for Scotland to consider education on refugee and asylum seeker issues as part of their developing PFPI/Equality & Diversity Educational Framework: -at undergraduate, postgraduate level, inservice training and induction training. - asylum seekers and refugees should be included in training delivery as far as possible.	Education on asylum seeker and refugee issues in development.	NHS Education for Scotland
	Scottish Executive to work with Home Office to chart	Data collection at a national	Scottish Executive

	<p>the experiences of recently granted refugees and their longer term experiences especially re health and well being. (The Sunrise Project might offer a useful tool with which to carry this out).</p>	<p>and local level to ensure an accurate profile is being portrayed.</p>	
<p><b>Reduction in racism directed at asylum seekers and refugees.</b></p>	<p>The One Scotland campaign to continue to feature refugees as a key part of the anti-racist strategy.          Suggestions include:          - Information including myth-busting facts could be made widely available in various formats including both Scottish Executive and One Scotland websites          - Ongoing impact assessment could be carried out including specific questions about attitudes to refugees and asylum seekers in the campaign monitoring, with the learning from this used to inform the campaign methodology.</p>	<p>Campaign research and other attitude surveys show more positive views of asylum seekers and refugees</p>	<p>Scottish Executive</p>
	<p>Scottish Executive Ministers to continue to promote positive images of refugees and asylum seekers when the appropriate opportunities arise.</p>	<p>Evidenced through speeches, articles etc.</p>	<p>Scottish Executive</p>
	<p>Scottish Executive to support the development and distribution of myth-busting information in formats and mediums designed to influence young people.</p>	<p>Information developed.</p>	<p>Scottish Executive</p>
	<p>Scottish Executive and Community Planning Partnerships to continue to support projects in Scotland, including those run by Refugee Community Organisations, which provide opportunities for refugees, asylum seekers and local communities to engage meaningfully thereby promoting positive images.</p>	<p>Projects in place.</p>	<p>Scottish Executive, Community Planning Partnerships</p>
<p><b>Vocational ESOL available to all who would benefit</b></p>	<p>New vocational ESOL models should be adopted in public sector organisations with a ethnic minority</p>	<p>Vocational ESOL network established and mapping</p>	<p>Scottish Executive, ESOL providers</p>

<b>from it</b>	workforce, as part of staff development and to develop the potential of this workforce which is often disproportionately represented in unskilled jobs. The Scottish Executive to support the network of community and local authority providers of workplace ESOL currently being set up by Anniesland College, Glasgow and the Workers Educational Association and the mapping exercise of all vocational ESOL models and pilots currently undertaken in Scotland in order to identify best practice. The Executive to fund a national cross sectoral symposium on this issue for practitioners and employers as part of identifying a National Vocational ESOL strategy.	exercise concluded	New Roots Scotland, Scottish Executive
<b>Improved access to labour market for refugees at appropriate levels</b>	Scottish Executive to consider the creation of a <b>multi-agency pilot recognition and guidance centre</b> for asylum seekers, refugees and overseas workers which would use the SCQF to support RPL enabling faster entry to the labour market at an appropriate level. Suggested first step is to <b>set up a working group for 6 months</b> to look at accurate costings and possible sources of funding, draw up an implementation framework and approach all delivery partners.	National Vocational ESOL strategy for Scotland established.  Symposium takes place.	Scottish Executive New Roots Scotland
<b>Asylum seekers and refugees able to access</b>	Scottish Executive to fund the production and the distribution of a resource pack for employers which will both inform and support employers to recruit, retain and develop employees who are refugees or from overseas.	Working group established and implementation framework drawn up. Resource pack for employers funded and distributed  Evidence suggests better engagement and awareness of refugee issues exists among employers.	Scottish Executive, New Roots Scotland
<b>Asylum seekers and refugees able to access</b>	Improved information on access and rights of asylum seekers and refugees to Further Education and Higher	Appropriate information on access to further and higher	Scottish Executive, Scottish Further and

<b>Further and Higher Education appropriately</b>	Education to be published, particularly for admissions secretaries.	education for asylum seekers published	Higher Education Funding Council
<b>Improved access to legal advice and info for asylum seekers</b>	The Scottish Executive to create links with the Office of the Immigration Services Commissioner (OISC) to promote OISC quality mark for advice and information providers to improve access to justice, legal advice and information.	Liaison with OISC established.	Scottish Executive
	The Scottish Executive to consider the need for a mapping of advice, representation and legal services at all levels to identify gaps in provision and produce a comprehensive directory of services. This would include provision of translation and interpretation support, refugee community organisations, volunteer centres amongst others and identify the level of training received by providers.	Mapping of services carried out if appropriate.	Scottish Executive
<b>Communities are prepared to help ensure a warmer welcome for asylum seekers and refugees and community cohesion issues are addressed</b>	Scottish Executive and others to support public and voluntary sector organisations, Framework for Dialogue Groups and local networks working to promote integration in local communities, including the development of services and social, cultural and sporting activities.	Local integration projects supported.	Scottish Executive/Community Planning Partnerships
	Capacity building support and guidance for independent refugee community organisations to be provided directly or through capacity building with other community development providers and partner agencies	Capacity building for RCOs provided.	Scottish Executive Scottish Refugee Council Voluntary Sector
	The Scottish Executive to identify and document examples of good practice in community development and disseminate this information effectively.	Good practice identified and disseminated.	Scottish Executive
<b>Children's services better</b>	The Scottish Executive to ensure appropriate guidance	Multi agency group	Scottish Executive,

<p><b>able to provide for refugee and asylum seeker children including those who are unaccompanied (UASC)</b></p>	<p>is in place for Local Authorities caring for UASC, particularly where their needs differ from other looked after children (for example guardianship/independent advocacy, best practice on age assessment and triple planning, transitional procedures and level of care for post 16 year old UASC).</p>	<p>established to examine gaps in guidance following the Home Office Reform Programme. Recommendations from the HMLe inspection of children's services report to be examined and implemented as appropriate. - SE engaged with Home Office on the UASC Reform Programme.</p>	<p>Local authorities.</p>
	<p>Scottish Executive to consider current guidance available for local authorities and providers of children's services and ensure asylum seeker and refugee needs are taken account as appropriate. These should also be reflected in the appropriate regulatory frameworks. Scottish Executive to ensure that refugee and asylum seeker children's needs are embedded in guidance to local authorities in development of Integrated Children's Service Plans. Specific concerns noted for inclusion in the guidance were provision of pre-five education, application of Additional Support for Learning legislation to refugee and asylum seeking children and young people, eligibility for Educational Maintenance Allowances and access to higher and further education.</p>	<p>Asylum seeker children's needs embedded in guidance on Integrated children's Services Plans.  Scottish Executive Education Department guide on the school education system in Scotland for parents and pupils, currently available on the SE website, is to be updated.</p>	<p>Scottish Executive</p>

	<p>All staff working with refugee and asylum seeker children to receive training on refugee and asylum issues, in particular members of the Children's Panel with a view to building up expertise on the panel for refugee and asylum seeker children. Scottish Executive to look at developing guidance, models and training on age assessment of UASC.</p> <p>Scottish Executive to consider recommendations coming out of research "Education and schooling for asylum-seeking and refugee students in Scotland" particularly recommendations around development and dissemination of good practice in English as an Additional Language and more detailed analysis of educational outcomes for these students.</p>	<p>Training for Children's Panel implemented.</p> <p>Guidance and training on age assessment developed.</p> <p>Good practice in EAL identified and disseminated.</p>	<p>Scottish Executive</p> <p>Scottish Executive</p>
<b>Improving Educational Access and Outcomes</b>			

## GYPsIES/TRAVELLERS

<b>Outcome</b>	<b>Actions</b>	<b>Progress Measures Expected by March 2008</b>	<b>Responsibility</b>
<b>Improved access to Education for Gypsies/Travellers throughout their lives</b>	<p>The Scottish Executive working with STEP, higher and further education establishments and the Scottish Qualifications Authority should develop strategies for Gypsy/Traveller learning, including;</p> <ul style="list-style-type: none"> <li>a) School,</li> <li>b) Out of School</li> <li>c) Pre-school</li> <li>d) Further education</li> </ul>	<p>Strategies for a-g in place and implemented. Liaison in place in all Local Authorities</p>	<p>SE/STEP/SQA/SFHE C</p>

	<p>e) Higher education  f) Informal education, training and employment  g) Financing  h) Local authorities should establish liaison between schools and Gypsy/Traveller parents and children where they live</p>		
<p><b>Improved access to information/advice/capacity building for Gypsy/Travellers including a young people's forum</b></p>	<p>The Scottish Executive should support the development of an interim group to establish a national representative Gypsy/Traveller body that would provide:</p> <ol style="list-style-type: none"> <li>a. A young people's forum</li> <li>b. advice</li> <li>c. legal advice</li> <li>d. information</li> <li>e. development</li> <li>f. capacity building support.</li> </ol> <p>The Scottish Executive and other public bodies should create opportunities for capacity building for both Gypsy/Travellers and those with whom they engage.</p>	<p>Group set up on establishing national reference body, terms of reference for National body agreed</p>	<p>Scottish Executive</p>

<p><b>More and better quality sites for Gypsy/Travellers</b></p>	<ul style="list-style-type: none"> <li>◇ The Scottish Executive should continue grant support for Gypsy/Traveller sites beyond 2008 and extend it to cover a range of models of accommodation and transit sites</li> <li>◇ Local authorities should develop strategies for managing unauthorised encampments and consult local Gypsies/Travellers on these.</li> </ul>	<p>Site grant extended</p>	<p>Scottish Executive</p>
<p><b>More overt leadership and political support at senior levels</b></p>	<p>The Scottish Executive and other public bodies should develop leadership and political support for Gypsies/Travellers at senior levels.</p>	<p>Clear evidence of political support</p>	<p>Scottish Executive, NHS, ACPOS, COSLA</p>
<p><b>Increase in land identified for sites</b></p>	<p>Scottish Executive to issue guidance to Public Authorities about their responsibilities to Gypsies/Travellers and ensure appropriate training in place</p>	<p>More sites identified both Local Authority and private</p>	<p>Scottish Executive, Public Authorities</p>
<p><b>Better relationships between Gypsies/Travellers and the Police</b></p>	<p>ACPO(S) should create better communication channels between police and Gypsy/Travellers, and build confidence in Gypsy/Travellers for reporting crimes against them and safety issues</p>	<p>Gypsies/Travellers reporting crimes committed against them</p>	<p>ACPOS</p>
<p><b>Unauthorised campsites managed effectively</b></p>	<p>Local authorities should develop strategies for managing unauthorised encampments and consult local Gypsies/Travellers on these.</p>	<p>Reduction in reported issues about unauthorised sites</p>	<p>Local Authorities</p>

<b>Less racism directed at Gypsies/Travellers</b>	Scottish Executive to focus on Gypsies/Travellers in future phases of One Scotland campaign	Awareness of Gypsies/Travellers issues raised – measurement in post campaign research	Scottish Executive
<b>Gypsy/Traveller accommodation needs embedded in Local Housing Strategies</b>	Local authorities should conduct Gypsy/Traveller accommodation needs assessments as part of their preparation of Local Housing Strategies	Local Housing Strategies include evidence from accommodation needs assessments	Local Authorities/Communities Scotland
<b>Better health outcomes for Gypsies/Travellers at all life stages</b>	The Scottish Executive and NRCEMH should develop strategies to address the health needs of Gypsies/Travellers	Strategy on Gypsy/Traveller health improvement in development	Scottish Executive/NRCEMH/NHS Boards

## RURAL AREAS

<b>Outcome</b>	<b>Actions</b>	<b>Progress Measures Expected by March 2008</b>	<b>Responsibility</b> (nb- references to <b>Scottish Executive</b> includes <b>Communities Scotland</b> where their involvement is appropriate)
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<p><b>An improved infrastructure to support minority ethnic communities and promote race equality in rural areas</b></p>	<p>Executive to commission a mapping exercise and follow up work to establish-</p> <ul style="list-style-type: none"> <li>• the extent to which <b>national</b> ME and mainstream voluntary organisations engage with those in rural areas;</li> <li>• a profile of the mainstream and ME voluntary sector and the work it is doing to deliver race equality in rural areas, including around capacity building, community engagement and mainstreaming;</li> <li>• capacity of the mainstream and ME voluntary sector to do this and where it might need support;</li> <li>• an indication of who they are working with in voluntary, public and private sectors and how they might work better together.</li> </ul> <p>Local Authorities/Community Planning Partnerships to commission a mapping study for their respective areas to establish the same (ie as above) bit in respect of <b>local</b> ME and mainstream voluntary bodies.</p>	<p>Mapping Executive published on Executive website</p> <p>Programme of follow up work agreed</p> <p>Mapping studies published and programme of follow up work agreed</p>	<p>Scottish Executive</p> <p>Local Authorities/Community Planning Partnerships</p>
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	<p>Executive to meet with relevant partners e.g. CAS, SCVO, BEMIS, CEMVO, Victim Support to-</p> <ul style="list-style-type: none"> <li>▪ agree a programme to mainstream race equality into workstreams of CABx, local voluntary groups and agencies operating in rural areas and how they might be supported to expand services and provide second tier support to existing voluntary organisations.</li> <li>▪ explore options and strategies for putting in place mechanisms and structures for supporting individuals who may be the victims of discrimination in rural areas.</li> </ul>	<p>Mainstreaming programme in place and being implemented</p> <p>Meeting held and way forward agreed</p>	<p>Scottish Executive and relevant local and national voluntary groups and agencies including CAS, SCVO, BEMIS, CEMVO, Victim Support</p>
<p><b>Improved Rural Information Sets and Data Sharing</b></p>	<p>Executive to look at the scope for improved data sharing and information on issues relating to race equality in rural areas</p> <p>Scottish Executive to review principles behind Social Index of Multiple Deprivation formula, and incorporate rural and race/rural dimension.</p>	<p>Programme of follow up work agreed</p> <p>Review undertaken and response published on Executive website.</p> <p>Rural and race/rural dimension incorporated.</p>	<p>Scottish Executive</p> <p>Scottish Executive</p>

<p><b>Scottish Executive Funding Schemes to take account of race/rural issues</b></p>	<p>Executive to ensure race equality agenda/dimension is reflected fully in Executive funding schemes by undertaking full impact assessments.</p>	<p>Impact assessments of all Executive schemes/programmes undertaken and findings published on Executive or other website as appropriate.</p>	<p>Relevant Executive division</p>
<p><b>More overt leadership and political support at senior levels for race equality in rural areas</b></p>	<p>Executive to meet with the Funders Forum to explore the extent to which funding criteria reflect the rural position/dimension e.g. small numbers, and how they are reflecting, through their guidance on cost standards, the increased costs in rural communities.</p>	<p>Meeting held and follow up programme of work agreed</p>	<p>Scottish Executive</p>
<p><b>More overt leadership and political support at senior levels for race equality in rural areas</b></p>	<p>Executive to convene a conference targeting leaders and senior officials in public bodies and community planning partnerships to improve delivery of race equality in rural areas.</p>	<p>Conference report published out setting actions/recommendations at local level with requirement to report on implementation.</p>	<p>Scottish Executive, leaders and senior officials in public bodies and community planning partnerships</p>
<p><b>More overt leadership and political support at senior levels for race equality in rural areas</b></p>	<p>Executive to arrange a meeting with relevant internal colleagues to review the images it reflects of rural Scotland.  Executive to encourage local authorities and other public bodies to do the same.</p>	<p>Meeting held and programme of work agreed</p>	<p>Scottish Executive' local authorities and other public bodies</p>

	<p>Executive to meet with VisitScotland, Highlands and Islands Enterprise and Scottish Enterprise, to raise awareness of race equality issues, including around imaging of rural Scotland, and explore their respective roles in ensuring appropriate attitudes towards, and reception of, visitors or new enterprises to rural Scotland.</p>	<p>Meeting held and agreement reached on possible action</p>	<p>Scottish Executive, VisitScotland, Highlands and Islands Enterprise and Scottish Enterprise</p>
	<p>Executive's proposed Scottish symposium in 2007 to debate Scottish identity to consider the rural context. Opportunity to promote the emerging diversity of rural Scotland.</p>	<p>Rural perspective included in symposium development and delivery.</p>	<p>Scottish Executive</p>
	<p>Executive's One Scotland campaign to address issues facing Gypsies/Travellers and migrant workers, and anti-English sentiment, in rural areas. Opportunities to promote this diversity which enriches our economy, culture and society.</p>	<p>Campaign advertising or PR covering these issues</p>	<p>Scottish Executive</p>

<p><b>Improved access to Information and Advice for minority ethnic communities in rural areas</b></p>	<p>Executive to meet with CAS/CABx and other relevant agencies to discuss how minority ethnic groups, including migrant workers, can get better access to information and advice on their rights and responsibilities in relation to living and working in rural areas including employment, education and housing.</p> <p>Executive to revise chapter 13 of its Code of Guidance on Homelessness as recommended in the recent research from the Scottish Council for the Single Homeless.</p>	<p>Meeting held and programme of follow up work agreed</p> <p>Chapter 13 of Code revised</p>	<p>Scottish Executive, CAS/CABx and other relevant agencies</p> <p>Scottish Executive</p>
<p><b>Rural issues mainstreamed across all Scottish Executive policy areas</b></p>	<p>Executive to ensure rural dimension factored into its mainstreaming equality business.</p> <p>SEERAD- Rural Policy- particularly must mainstream equalities into its policy considerations, including in the context of its rural development strategy and visioning work currently underway, as well as its funding schemes.</p>	<p>Statement of impact or likely impact of policy/function on race equality in rural areas to be included in all impact assessments.</p>	<p>Scottish Executive Divisions, particularly SEERAD- Rural Policy</p>
<p><b>Better ESOL provision in rural areas</b></p>	<p>Executive's National Strategy on Translation, Interpreting and Communication Support to reflect rural dimension</p>	<p>Final Strategy reflects rural dimension.</p>	<p>TICSIG</p>

	<p>Adequate English for Speakers of Other Languages (ESOL) provision to be made available in rural areas</p>	<p>Adequate ESOL provision available in rural areas.</p>	<p>Scottish Executive/FE institutions</p>
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#### ETHNIC MINORITIES AND THE LABOUR MARKET

Outcome	Actions	Progress Measures Expected by March 2008	Responsibility
<p><b>Elimination of the Ethnic Penalty</b></p>	<p>Work with the Office for National Statistics to quantify the costs and benefits of an ethnic boost to the Labour Force Survey in Scotland and take appropriate steps based on this cost-benefit analysis.</p>	<p>Cost benefit analysis completed</p>	<p><b>Scottish Executive Labour Market Statistics</b></p>

	Highlight and seek to develop data collected by the Scottish Executive to help monitor the size and socio-economic profile of individual ethnic minority communities in Scotland including continuing to monitor the reporting of ethnicity of children in schools through <i>Pupils in Scotland</i>	First report published	<b>Scottish Executive Labour Market Statistics</b>
	Scottish Executive to map new EU migrant communities and possible impact needs to be considered	Research initiated	<b>Scottish Executive Office of the Chief Researcher</b>
	Scottish Ministers to set targets for key public sector organisations to set targets for a net increase in employment of ethnic minorities and if possible include progression and retention in their organisation which reflects the proportion of the population in its area of operations	Targets set	<b>Public Sector organisations, NDPBs, Scottish Executive Labour Market Statistics</b>
	Scottish Executive to develop indicators for ethnic minority employment in the public sector	Indicators set	<b>Public Sector organisations, NDPBs, Scottish Executive Labour Market Statistics</b>
	Establish Scottish targets, measurement tools and public reporting systems. Agreement with Audit and Inspection bodies to monitor delivery of targets.	Monitoring arrangements set	<b>Public Sector organisations, NDPBs, Scottish Executive Labour Market Statistics</b>

	Develop an equality/diversity measure for Scotland's economic progress toward a Smart Successful Scotland, build on Equality Matters in Business work and demonstrate leadership by giving clear and co-ordinated messages to business and the public sector on the economic benefits of race and gender equality	Equality/Diversity measure set	<b>Scottish Executive and Enterprise Networks</b>
	Scottish Executive to give clear leadership to delivery agencies about impact of gender, ethnicity and inequality issues	Clear evidence of Executive support	<b>Scottish Executive</b>
	Either extend English Race for Opportunity Campaign to Scotland or establish Race for Opportunity campaign to benchmark success, demonstrate business benefits of equality, provide practical and tailored help to employers and support momentum for the creation of a positive action network OSMC campaign to develop messages around indirect or institutional discrimination	Race for Opportunity arrangements made	<b>Scottish Executive, Scottish Enterprise, Scottish Business in the Community and Private Sector</b>
	Scottish Executive procurement division to develop and publish a strategy to promote race equality through procurement.	Clear evidence of development of messages Strategy published	<b>Scottish Executive Equality Unit</b> <b>Scottish Executive Procurement</b>

	Leaders of Local Authorities and Chief Executives set employment targets to ensure effective delivery of these targets through monitoring, training, evaluating progress and establishing clear lines of accountability within their best value and performance frameworks as well as procurement practices	Targets set	<b>Local Government/Public Sector Leaders</b>
	Private sector organisations, Jobcentre Plus, Sector Skills Councils and Scottish Executive to work with private recruitment agencies on greater awareness of issues around ethnic minorities including ethnic minority women and the labour market	Clear evidence of awareness raising	<b>Private sector organisations, Jobcentre Plus, Sector Skills Councils and Scottish Executive</b>
<b>Reduction of the employment gap</b>	Scottish Executive guidance to ensure that Local childcare Partnerships develop plans to encourage childcare providers to provide childcare which is accessible to ethnic minority families	Guidance produced	<b>Scottish Executive</b>
<b>Reduction of Labour Market Segregation</b>	Address the under representation of particular ethnic minority groups as business advisors at all levels to ensure the customer base is reflected and upskilling of business advisers on ethnic minority business issues.	Increase in proportion of people from ethnic minority groups as business advisers	<b>Enterprise Networks</b>
	Each Local Enterprise Company (LEC) to monitor uptake of business development support services by ethnic minority businesses. Use this data to inform Equality Impact Assessment work and address any under-representation	LEC monitoring data published	<b>Enterprise Networks</b>

	Explore with Scottish banks ways to improve ethnic minority businesses access to formal financial services in line with existing equality work and possible follow up work	Framework agreed with Committee of Scottish Clearing Banks	<b>Scottish Executive, Chair EMLM</b>
	In light of the planned Race Equality Impact Assessments of job focused training programmes, Enterprise Networks to review programme design and implement a plan to increase ethnic minority representation and mitigate any adverse impact in access/outcome. Action to remove institutional barriers for men and women from particular ethnic minority groups in accessing these training programmes.	Race Equality Impact Assessment published Possible review of programme design	<b>Enterprise Networks and Sector Skills Councils</b>
	Scottish Executive Workforce Plus team to ensure that local partnerships' plans for employability services address the needs of ethnic minorities including ethnic minority women in their areas.	Clear evidence of the needs of ethnic minority groups in Local Partnership plans	<b>Scottish Executive Workforce Plus/Jobcentre Plus</b>
	Make links with DWP Cities Strategy involving Glasgow, Edinburgh and Dundee. Scottish Executive to lead sharing of good practice examples between local areas.	Clear evidence of links	<b>Scottish Executive Workforce Plus/Jobcentre Plus</b>
	Review the data and evidence that currently exists for the promotion of race equality within Careers Scotland (Scottish Enterprise), Careers Scotland (Highlands and Islands Enterprise) and within careers services in the FE and HE sectors and implement a plan to mitigate adverse impact or disparities in access/outcome	Evidence review completed	<b>Scottish Executive ETLLD and Careers Scotland</b>

	<p>Ensure the ongoing curriculum review (<i>A Curriculum for Excellence</i>) considers the provision and effectiveness of diversity and citizenship in schools and represents this in its final outcomes. Link to the Scottish Executive's cross departmental group on occupational segregation.</p>	<p>Clear evidence of consideration of diversity in <i>A Curriculum for Excellence</i></p>	<p><b>Scottish Executive, local and education authorities</b></p>
	<p>Develop a strategy for involving ethnic minority parents on Parent Councils so that the composition of Parent Councils reflects the ethnicity of school pupils and monitor the inclusion of an equal opportunities section in Head Teachers' annual reports to parents</p>	<p>Strategy published</p>	<p><b>Scottish Executive Education Department, Local Authorities, HMIE</b></p>
	<p>Ensure early availability of FE and HE attainment data by ethnicity and publish with other equality data. Build on work already underway to enable Local Authorities to prioritise and address attainment gaps</p>	<p>Ensure FE and HE data is available</p>	<p><b>Scottish Executive Education Department/Local Authorities</b></p>
	<p>Establish network of leaders and role models to provide work experience, interview and job search skills or mentoring in public and private sector</p>	<p>Network established</p>	<p><b>Scottish Executive, Enterprise Networks and key partners</b></p>
	<p>The Cross Departmental Working group on Occupational Segregation to take ethnicity into account when developing actions</p>	<p>Presentation at Cross Departmental Working Group</p>	<p><b>Scottish Executive</b></p>
	<p>The development of the Women and Work recommendations in Scotland should take ethnicity into account</p>	<p>Meet with Women and Work Commission</p>	<p><b>Scottish Executive</b></p>

## SECTION FOUR: UPDATE ON PROGRESS SINCE NOVEMBER 2005

In the document we published in November 2005, *the Review of Race Equality: A Summary of the Review and the way forward*, we outlined a number of areas in which we intended to take work forward. The following section provides an update in each of these areas.

### **Strategic Groups:**

The Review of Race Equality identified the need for a more in depth consideration of four key areas:

Gypsies/Travellers;  
Asylum Seekers and Refugees;  
Race Equality in Rural Areas; and  
Ethnic Minorities and the Labour Market.

Four strategic groups were established to identify the issues and make recommendations about actions which would address those issues. The strategic groups were made up of a range of interests, including key stakeholders and relevant Executive officials. The groups met over a number of months, and have each produced reports which will be published on the Executive's One Scotland website alongside this National Strategy and Action Plan. Group minutes and papers have already been published on the One Scotland website to provide an insight into their discussions.

The work of the strategic groups was a very important part of the development of this National Strategy and Action Plan. Bringing considerable knowledge, skills and experience around the table, the groups contributed to an intense form of consultation which helped to ensure the end product had the support of those who would be partners in its implementation.

The process was challenging at times, but each of the groups successfully fulfilled its remit, and made a significant contribution to the work to achieve race equality in Scotland. The following section provides some information about the work of the strategic groups; more can be found on the One Scotland website.

Action points covering the areas considered by the strategic groups are included in this National Strategy and Action Plan.

### Gypsies/Travellers

The establishment of a Strategic Group on Gypsies/Travellers was announced by Johann Lamont, Deputy Minister for Communities in June 2005 when she appeared before the Equal Opportunities Committee to give evidence for their inquiry on Gypsies/Travellers.

The Group met for the first time in October 2005 and continued to meet on an approximately monthly basis until June 2006. The meetings tended to discuss one or two specific issues and the actions are primarily themed around these issues. Where similar issues arose for more than one subject these have been pulled together to form a list of cross-cutting/over-arching issues.

At the first meeting the remit of the group was agreed to be:

“to consider issues of concern for Gypsies/Travellers, and develop and action plan to enable the provision of more accessible, co-ordinated and good quality services”

The final meeting of the Group was held in August 2006 at which the priorities for short term action were discussed and agreed. The Group wanted to select issues where it was realistic to expect that progress could be achieved in the short term. These priorities were refined and developed from a longer list of issues identified at Group meetings throughout the year and the actions may not now directly reflect the issues identified in each subject themed chapter. However, some members felt it was important that these lists were retained to ensure that areas of concern were recorded. As a result both the short term actions and the original lists of issues are presented in the subject specific sections that follow. It is also important to note that some of the original issues identified were raised by only a minority of the Group. For others there was a lack of consensus about whether they should be pursued or how they could be implemented. Further investigation of these issues will be required over the longer term in order to ensure that they can be taken into account.

### Asylum Seekers and Refugees

The integration of refugees is a partnership commitment. The Scottish Refugee Integration Forum was first set up in 2002 to examine the barriers refugees were facing in integrating and accessing services in Scotland. An action plan was published in 2003 and progress reports were published 6 months and two years later. The Forum was reconvened in December 2005 to update the action plan and address new and emerging issues facing refugees in 2006.

The remit of the Forum stated: “To review the SRIF action plan and to consider emerging and current issues affecting refugee integration in Scotland and how they might be addressed by key stakeholders. To develop an action plan for inclusion in the National Strategy and Action Plan for Race Equality to be published in summer 2006. Work is to be conducted in consultation with refugees.”

Six subgroups were organised to look at specific themes; Access to Justice, Children’s Issues, Health, Housing, Community Development/Positive Images and Employment and training. These subgroups identified priority actions which were then debated and agreed but the main Forum.

The actions drafted by the Forum are intended to improve refugees and asylum seekers access to services and break down barriers which prevent refugees contributing economically, socially and culturally to Scotland. As well as producing action points for the Executive to take forward, the Forum also raised a number of issues which are the responsibility of the Home Office. The Executive will make these points known to the Home Office and will report their response back to members of the Forum.

For further information about the group including minutes of meeting please visit <http://www.scotland.gov.uk/Topics/People/Equality/Refugees-asylum/intro>

### Race equality in rural areas

The purpose of this group was to identify and debate the key issues relating to race equality in rural areas and to develop an action plan with recommendations on how to effect real change. The group, which was Chaired by the Head of the Scottish Executive's Equality Unit, met between January and August 2006 and comprised individuals from the public, voluntary and community sector with knowledge and experience of the issues. In the broadest sense the group's action plan aims to :

- improve community cohesion across/within all communities in rural areas
- reduce race inequalities within rural communities
- improve access to services for all communities in rural areas
- develop more inclusive services in rural areas
- improve the general infrastructure in rural areas to tackle race inequalities/disadvantage

For further information about the group including minutes of meeting [follow the attached link](#).

### Ethnic Minorities and the Labour Market Strategic group

The Ethnic Minorities and the Labour Market Strategic Group was a short life project group with key stakeholders which met between February and July 2006. The group was chaired by Charan Gill MBE. The overarching objective for this work is to increase the number of people from ethnic minority groups in the labour market and to address barriers to participations. This linked to three specific objectives;

- Elimination of the ethnic penalty
- Reduction of the employment gap
- Reduction in occupational segregation.

All the targets and action points set out the steps required to achieve the objectives and reflect the regional differences in Scotland. The production of the action plan will not in itself be a measure of the success of the group. The success of the group will be measured on the implementation of the action plan.

To address the objectives, at the first meeting the group agreed in the following workstreams;

- Government practice and leadership
- Entrepreneurship, finance and business support
- Education, training and skills support development
- Equality in the workplace
- Labour market segregation

This group developed a series of indicators to sit alongside their action plan. The indicators are attached as Annex A.

## **Strategic Leadership/Dialogue with Communities**

The establishment of a high level public sector group on equality, including race equality, which will look at the implementation of the equality public duties and equality legislative requirements

The high level public sector group on equality will be set up after the publication of this Strategy and the introduction of the two new public duties on disability and gender. This Strategy will provide a strategic framework for the work of the group and ensure that it retains a focus on race. Public sector reform work and the implications of how the CEHR will operate will also need to be taken into account. There will be more clarity about the operation of the CEHR after its establishment in April 2007.

National coalition on race equality, comprising key stakeholder organisations

The establishment of a National Coalition on Race Equality was announced as one of the outcomes of the Review of Race Equality. During the process of developing the National Coalition, it became clear that there was a need for two bodies – the Coalition itself, and also a Forum for minority ethnic organisations and individuals. Further information on the Forum and the National Coalition can be found at page 22.

Federation of Race Equality Councils and race equality partnerships

We are exploring building on the structure of the Scottish Association of Race Equality Councils (SAREC) as a mechanism to develop better race equality partnerships in local areas. We will discuss with SAREC their potential role in this work.

Establishing a series of meetings with minority ethnic communities and organisations across Scotland, hosted by the Minister for Communities

Working in partnership with BEMIS, a series of meetings held by the Minister for Communities with minority ethnic communities and organisations across Scotland is underway.

The Minister is using these meetings to hear about people's views and experiences of living in Scotland as members of minority ethnic communities, their views about racism and race equality, and issues like identity and participation. This is the community stage of a debate we want to stimulate about these issues, and will feed into our work to implement the National Strategy and Action Plan on Race Equality.

## **Combating Racism and Racist Crime**

National monitoring system for racist incidents

We are in the process of developing a system to publish data on the racist incidents across Scotland and will develop an online reporting function. As part of this work, Scottish Executive statisticians are currently analysing three years worth of racist incident reporting statistics from all Police Forces in Scotland.

The monitoring system will run nationally and build on existing programmes. We are exploring options for providing an analysis of data for local areas to inform interventions. The Scottish Executive will work closely with organisations, such as Police forces on the collection and presentation of data.

#### Executive to work with police services and the CRE in the improvement of police/community relations in light of the recent independent review of policing in Scotland

The recommendations from the review of policing are now being taken forward by Police forces. The Scottish Executive and Her Majesty's Inspector of Constabulary have agreed to work with the police and the CRE to progress the detailed recommendations in the report. As this work develops, there may be points at which additional support would be beneficial.

#### One Scotland Many Cultures campaign

We want to challenge the myth that just because Scotland has a proportionally small minority ethnic population, racism does not exist. Creating the climate for change and shifting attitudes is a critical part of our work to combat racism and promote race equality. Our ongoing One Scotland campaign ([www.infoscotland.com/noplace](http://www.infoscotland.com/noplace)) sets aspirations about the sort of Scotland we want to live in and raises public awareness of racist attitudes and behaviour, and the negative impact these have on individuals and society. It also celebrates the positive aspects of Scotland's increasingly culturally diverse society.

We continue to work with a wide range of stakeholders to ensure the focus and tone of each phase of the campaign are appropriate. The Review of Race Equality and the subsequent work of the strategic groups raised a number of points about the future direction of the campaign. Suggestions included having a focus on Gypsies/Travellers to redress the extreme racism and discrimination experienced by these communities, and using the campaign to dispel myths about minority ethnic women. We will consider all of the suggestions made and incorporate them into future phases of the campaign as appropriate. This may mean tackling issues through media platforms, such as columns in newspapers and magazines, and PR activities. Unfortunately there is not sufficient budget to allow us to make a TV advert about every minority ethnic community, but there are a number of effective communication methods at our disposal.

The advertising campaign is just one part of the Executive's overall strategy to tackle racism – there is a supporting infrastructure, for example through detailed action plans produced by public bodies under the amended Race Relations Act, education projects with schools and young people, and a range of other initiatives that help to tackle racism and promote race equality across the work of the Executive's departments and agencies.

#### Awareness raising with young people and schools based activities to promote race equality

We have commissioned a number of projects to promote equal opportunities in schools. These projects cover a range of equality strands. The projects particularly relevant to race equality are:

##### Project 1: A review of dealing with racist incidents in schools

- York Consulting were commissioned to carry out research to identify the current understanding of and processes for investigating racist incidents within Education

Authorities and schools, and also to establish the use and impact of the Anti-racist toolkit. The research report was published on 9 June 2006.

- We are currently considering a proposal from York Consulting to carry out follow-up work. This work is likely to include the redevelopment of the Anti-racist toolkit, and also materials which will assist teachers in addressing racism.

#### Project 3: Pilot project on school staff development on equality

- The Centre for Education for Racial Equality in Scotland (CERES) have taken forward work to review and assess staff development programmes currently used in a sample of Education Authorities in relation to equality issues. The project team then produced pilot materials making up an induction pack for staff in schools, which was then tested in 6 Education Authority areas. The materials include:
  - A training DVD
  - Case studies, including one which focuses on race and faith
  - Guidance for school management teams on mainstreaming Equality and Diversity issues into school planning processes
- It is expected that the final materials will be available by early 2007.

#### Project 4: Pilot project on mainstreaming anti-discrimination into the curriculum

- CERES have considered current curriculum frameworks and supporting materials. They have also taken the ongoing review of the curriculum into account, and consulted with practitioners in Education Authorities and schools. Pilot materials were then produced, including:
  - A checklist providing a framework for mainstreaming equality and anti-discrimination into the curriculum
  - Ideas on how to mainstream equality and anti-discrimination issues into subject areas, including in Maths and English.
  - Lesson ideas on developing pupils' understanding of anti-discrimination.
- The pilot is currently ongoing, and it is expected that the final materials will be available by Autumn 2007.

#### Project 5: To provide training and assistance to education authorities and schools with taking forward RR(A)A duties

- This project, being taken forward by CERES, consulted the sector to establish if further support is required to assist schools in meeting their RRAA duties. In response, the following documents are being produced:
  - A report on promoting good race relations in schools
  - Guidance for Quality Improvement Officers (QIOs) on their role in relation to race equality
  - A report on good practice in relation to faith issues
- The materials should be widely available by early 2007.

#### Project 7: Promoting the education interests of Gypsies and Travellers

- We funded the Scottish Traveller Education Programme (STEP) to consider the impact their 2003 guidance, *Inclusive education approaches for Gypsies and Travellers within the context of interrupted learning*, on the practice of Education Authorities and schools. Based on these research findings, STEP recommended actions to support the learning of Gypsies and Travellers, and are now working on a number of initiatives, including:
  - Developing and supporting the role of the Traveller Education Network (TENET)

- The production of an Initial Rapid Assessment Guide
- The development of a pilot e-learning community for Gypsy and Traveller pupils

Other work in relation to Race Equality:

**RRAA Network**

We fund the Race Relations Amendment Act Network through the Centre for Education for Racial Equality in Scotland (CERES). The Network is a consultative, advisory and practitioner forum which we have funded for approximately 3 years. Funding for the network is continuing, but its focus is broadening to address the various equality strands. The name of the network is likely to change to the Equality and Diversity Network.

**Show Racism the Red Card Scotland video and education pack**

We funded the distribution of the video and education pack to all publicly funded schools. The materials help deliver anti-racist education through the medium of Scottish professional football.

***My Dark Sky***

We have funded a Scottish schools tour of the play *My Dark Sky*, based on the story of the White Rose Society during the Holocaust. The play is based on the materials within *The Arts and the Holocaust* teachers pack, seeking to use lessons from the Holocaust to promote equality, citizenship and tolerance amongst pupils.

**Symposium and network of academics**

We will hold an international symposium to explore issues around Scottish identity in 2007. The key topic for exploration is Community in the New Century – Scotland’s changing face – Dialogue and Discussion.

The symposium will have both Scottish and international academic speakers. This will be an interactive event which will stimulate further debate. In preparation for developing the programme we will have dialogue with different regions in Scotland and engagement with young people. This will be taken forward through a series of pre-events organised with schools, youth organisations and Local Authorities.

**Driving up Public Performance and delivery on race equality**

To provide Non Departmental Public Bodies (NDPBs) with strategic direction and guidance where required

The implementation of the National Strategy and Action Plan will require the provision of guidance at a number of points. Consideration will be given to the most effective way to do this, linking with the Audit and Inspection bodies as appropriate.

To fund, through Community Scotland, two posts to work with Community Planning Partnerships (CPPs) including on Regeneration Outcome Agreements, to improve capacity and understanding of race equality

Funding from the Scottish Executive has allowed Communities Scotland to develop an ongoing programme of equalities improvement work to give direct support to Community

Planning Partnerships. Phase one of the programme has completed. This phase was to ensure compliance with existing race duties and promote the forthcoming duties around disability and gender. All CPPs received an independent equalities analysis of their Regeneration Outcome Agreement. The majority of CPPs also took the opportunity to meet with the author to discuss the contents and explore particular issues in their area.

Community Planning Partners are required to demonstrate their improvements on equalities, and in particular how they are fulfilling the general race duties, within their ROA annual reports. Within the majority of annual reports there is evidence of real progress with and commitment to equalities issues. Equalities will continue to be an area for continuous improvement, to be demonstrated through annual reporting processes through to 2008.

Most CPPs are now working beyond minimum legal compliance towards good practice. To date 19 CPPs are taking forward a programme of tailored direct support. In some areas, such as South West Scotland this work is being done collaboratively amongst CPPs in that area. Other CPPs such as Argyll and Bute and Aberdeen are working on individual programmes of work.

In order to tackle national issues Communities Scotland are also working collaboratively with all three equalities commissions. Two joint conferences (one urban, one rural) will be held early next year. At these events the three commissions will state their joint position on their expectations of public partnerships in meeting the equality duties as well clarify their expectations of Communities Scotland and the Scottish Executive in fulfilling legal duties in policy development and assessment roles. The events will also showcase examples of good practice in partnership work and provide each CPP with relevant information and guidance material.

#### To fund work by Local Government Improvement Service to work with local authorities

The Improvement Service has put in place the following initiatives aimed at supporting the embedding of race equality issues in the work of local authorities:

1. Supporting the Equalities Network - Developing a new area on the Improvement Service website to allow the Equalities Network to exchange information / reports / council briefings etc with the aim of enabling the network to have a higher profile and make more impact on service delivery within members' local authorities.
2. Designing an Equalities Standard for Scottish local government - The Improvement Service has commissioned the development of an Equalities Standard for Scotland. The Standard will be available in April 2007. The Improvement Service will support its further development and implementation into Scottish Councils and other public services on a voluntary basis. Work will be carried out with key stakeholders to gain momentum behind, and support for, the Standard. The Standard will cover all equality strands, but will have a strong focus on race given the public duties.
3. Supporting the sharing of best practice - Argyll and Bute Council's Equalities Assessment Toolkit will be promoted through an event for other local authorities.
4. Devising an appropriate work programme to capture the new equality duties within the Improvement Service's performance management work.

5. Developing the equality self-assessment questions within the new Public Service Improvement Framework produced in partnership with Quality Scotland, Investors in People and West Lothian Council.

The Improvement Service will continue to develop this programme of work over the coming period.

#### Work with audit/inspection bodies of race equality performance measures

As stated above, racism will not be eradicated by education and information alone. Robust targets must be established for key partners, including the Executive, and effective monitoring of performance against these targets carried out.

We have had preliminary with audit and inspection bodies about the development of equality performance measures and there was a view that more work was needed to establish the most effective way to measure progress on race equality and equality more broadly. Work is currently being taken forward includes;

- ◇ Work on Best Value
- ◇ The exploratory work being taken forward by some Local Authorities with the Local Government Improvement Service on an Equality Standard for Local Government in Scotland
- ◇ We are also considering whether we want to develop equality targets for different key policy areas which we might then place in a revised Equality Strategy (due for revision in 2007)

The will be closely linked to public bodies work on the duties.

#### To fund a short-life project with the National Resource Centre for Ethnic Minority Health to develop a good practice model for effective Health Board consultation with ME communities

We have worked with NRCEMH and their network of race/equality lead officers to develop a pilot project using a community facilitation model, based on some very successful work carried out in Northern Ireland. The post holder will work to build capacity among new communities in Borders to enable them to engage with health providers and raise issues affecting them. The model is designed to be self sustaining in the longer term, and also to be easily replicated in other areas.

#### **Building the ME Voluntary Sector, increasing capacity of communities**

#### Work to capacity build ME voluntary sector/ Consider models of good practice locally that could be rolled out to other areas/ Support work of specialist ME voluntary sector

The race review highlighted the need to support the minority ethnic voluntary sector to become more robust and be able to articulate need and to improve the understanding and capacity of both majority and minority communities to tackle racism and promote race equality. In addition to the projects supported by the Race Equality, Integration and Community Support Fund, see below, we are therefore-

- Providing funding for Black and Ethnic Minority Infrastructure in Scotland (BEMIS) for their work to support communities and organisations in the minority ethnic voluntary sector;
- Increasing voluntary sector development and exploring models for organisational capacity building e.g. through funding the Council of Ethnic Minority Voluntary Sector (CEMVO)'s capacity building programme. The REICS Fund also supports CEMVO's Ethnic Minority Civic Congress. This project will work to change the civic landscape in Scotland through creating "a visible structure for civic engagement." It has been developed in response to the poor levels of representation from ethnic minorities amongst our current civic leaders.
- Considering models of good practice locally that could be rolled out to other areas e.g. Black Community Development Project – this project challenges race and class discrimination through community empowerment, forge partnerships and document practices aimed at informing policy and challenging mainstream services against institutional racism.
- Continuing to support work with host and asylum seeking/refugee communities to facilitate integration and build safe communities (through SRIF).
- Continuing to support the work of the specialist minority ethnic voluntary sector in their two-fold roles of providing direct services to minority ethnic communities as well as working to challenge racism and encourage the embedding of race equality into mainstream services. For example, Positive Action in Housing have developed a project aimed at helping new migrant communities access education, housing and work opportunities, and facilitating service providers to provide equal access to their services and jobs. And the Ethnic Minorities Law Centre – following a successful pilot run in Lanarkshire last year, has established a project to enable minority ethnic communities in the Edinburgh to access legal advice and representation (in a culturally sensitive way). EMLC will work with the CABx in Edinburgh in partnership with City of Edinburgh Council.

### **Translation and interpreting**

The quality and availability of these services is an issue which was raised frequently by the strategic groups, in particular those considering asylum seekers and refugees and rural issues – the latter due to the large numbers of migrant workers now located in rural parts of Scotland, where there is little established ESOL provision. As the languages required by asylum seekers and refugees become more numerous demand for translation increases and the resources available are stretched. New communities are placing new demands on already stretched services, and in some cases, in particular for the Roma people from Slovakia now living in Glasgow, it is very difficult indeed to find any interpreters. Creative approaches are having to be adopted. To ensure the best use of resources public bodies should consider the best methods available to them in disseminating information, in many cases face to face or group oral dissemination can be preferred to translated leaflets. The Executive has recently established the Translation Interpreting and Communication Support Implementation Group (TICSIG) to implement the recommendations in the research report Scottish Executive Research Report "Translation, Interpreting and Communication Support: A Review of Provision in Public Services in Scotland" (The Executive summary contains the key points)

<http://www.scotland.gov.uk/Publications/2006/01/25141550/0>

, and to consider the recommendations from the Scottish Consumer Council's report "Is Anybody Listening: the user perspective on interpretation and translation services for

minority ethnic communities”

<http://www.scotconsumer.org.uk/publications/reports/reports06/rp06lost.pdf>

The recommendations made by the strategic groups around translation and interpreting have been brought to the attention of TICSIG which is currently meeting to discuss the development of national policy around this issue.

## **Funding**

### Scottish Refugee Integration Fund

The Scottish Refugee Integration Forum first met in 2002 and published an action plan shortly after in 2003. The Scottish Refugee Integration Fund (SRIF) has supported projects with outcomes which complement and assist the implementation of the SRIF Action Plan. Funding has been awarded on a year by year basis to a wide range of projects which assist the integration and support of asylum seekers and refugees.

Therefore, these domains have been translated into three themes below, forming the three key criteria and the **funding priorities** for this fund in 2007/08.

#### **1. Improving Access to Services**

This criterion is based around improving access to public services which enables asylum seekers and refugees to be better integrated and supported. Services may focus on the following areas (although this is not exhaustive):

- Improving access to housing for refugees
- Improving access to education and further education
- Improving access to health services
- Access to volunteering/voluntary work which enables skill development
- Provision of support services to enable access to mainstream services e.g. provision of childcare, training, language support, volunteering opportunities etc.

#### **2. Providing Information and Advice**

The provision of information and advice has always been a key feature of the SRIF programme.

Projects offering advice will also be expected to evidence that they are providing a quality service with fully trained staff and/or volunteers. It will be expected that any project offering information and advice are able to sign post to a range of other services particularly mainstream services. Projects should show a good understanding of mainstream advice and information services available to them in their area. It will be expected that where legal advice is being offered that the organisation and individuals involved have relevant qualifications and a track record of experience with the proposed client group. The nature of the information and/or advice being offered should also be made clear in the application form.

### 3. Building Social Connections

Building social connections has always been a key indicator of integration.

#### Race Equality Integration and Community Support Fund

The £2m Race Equality, Integration and Community Support Fund (REICSF) has been allocated between 36 projects across Scotland from 2006-08 and Ethnic Minority Grant Scheme Projects. The Fund is targeted at locally based projects designed to support cross community integration, helping organisations and communities in their efforts to bring people together, tackle racism and promote equality.

We received 210 bids for funding over **£14 million**.

In this round we have allocated funding of **£1,879,223** (£951,545 in year one and £927,678 in year two) to **36** projects across Scotland. Over 7500 individuals are expected to benefit from a range of services and projects aimed at tackling racial inequality and promoting integration. These projects will deliver benefits to a wide range of target groups including women, children and young people; refugees; older people; Gypsies/Travellers; and migrant workers. We are confident that these projects represent a balanced approach to advancing race equality in Scotland.

With the £130,000 residual grants to Ethnic Minority Grant Scheme projects in year one, we have committed more than the £2m in the fund. However, there will inevitably be slippage, and we hope to be able to award a number of small grants to community organisations in year two.

**ANNEX A**  
**INDICATORS FOR ETHNIC MINORITIES AND THE LABOUR MARKET**

<b>Targets</b>	<b>Indicators</b>	<b>Measurement/Monitoring*</b>	<b>Public System</b>	<b>Reporting</b>
<b>Elimination of the ethnic penalty</b>	Mechanisms in place to improve the collection of ethnicity data, establish our starting point, set targets and measure progress	Investigate the possibility of an ethnic boost to the Labour Force Survey (LFS) Investigate the possibility of publishing an annual ethnicity report which could identify other administrative sources of data and with further analysis Audit and Inspection bodies monitor delivery of targets	Scottish Equality Report	Executive Annual Report  Audit and Inspection monitoring reports
	Increased employment and progression of ethnic minorities in the public sector	Employment targets agreed for key public sector agencies - Enterprise Networks, Health Boards, HE and FE institutions, Local and Education Authorities, Scottish Executive, Police, NDPBs by ethnicity, gender and possibly by grade	Scottish Public Agencies and Monitoring reports	Executive Sector and Audit and Inspection reports
	Put mechanisms in place to improve data collection on the employment and progression of ethnic minorities in the voluntary sector		LFS	
	Increased employment and progression of ethnic minorities in the private sector	Private sector to lead in establishing Race for Opportunity and NEP Business Commission work	LFS	
	Public and private sector leaders raise awareness of racial discrimination and communicate that racial inequalities hold back our economy and impact on all of us – whether we belong to a majority or minority group Opinion formers to actively engage with the media for more positive coverage of ethnic minorities in	One Scotland Many Cultures (OSMC) evaluations show increased public awareness of the covert and subtle nature of racial discrimination		One Scotland Many Cultures evaluations

	the labour market		
<b>Targets</b>	<b>Indicators</b>	<b>Measurement/Monitoring</b>	<b>Public Reporting System</b>
<b>Reduction of the employment gap, including gender</b>	Increase the ethnic minority working age employment rate	Increase ethnic minority employment rates by 2010 recognising that, due to large confidence intervals, a statistically significant change in the LFS measure is unlikely to be detected even if an actual change occurs. Use secondary targets such as benefits data to supplement the measurement of this target.	LFS
	Increase economic activity rates for ethnic minority men and women overall. Set specific targets for particular groups while realising the limitation on measuring change in economic activity.	Increase ethnic minority economic activity rates by 2010 recognising that, due to large confidence intervals, a statistically significant change in the LFS measure is unlikely to be detected even if an actual change occurs. Use secondary targets such as benefits data to supplement the measurement of this target.	LFS
	Aspire to achieve parity of outcome in relation to ethnicity including gender differences in 3 Main New Deal Schemes		
	Reduce the number of ethnic minority households living on a low income	Reduce the number of ethnic minority households living on a low income by 2010 while recognising that a significant change is unlikely to be detected by the data due to sample sizes	Households below average income publication