



<b>Meeting</b>	<b>SPA People Committee</b>
<b>Date</b>	<b>30 November 2022</b>
<b>Location</b>	<b>Virtual Conference</b>
<b>Title of Paper</b>	<b>Scottish Government Race Commitment: Tackling Race Inequality in Employment Statement</b>
<b>Presented By</b>	<b>Nicky Page, Temporary Deputy Director of People and Development</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

## PURPOSE

The purpose of this paper is to provide Members with background in relation to the Scottish Government Race Commitment and to recommend that Police Scotland / SPA sign up to this commitment in recognition of the fact that work has already progressed, or is being progressed, to meet the intention of the commitment.

Members are asked to discuss this report and support the proposed approach to sign up to the Scottish Government Race Commitment.

## 1. BACKGROUND

- 1.1 On 24 March 2021 the Scottish Government made a commitment at the Public Sector Leadership Summit on Race Equality in Employment. This commitment was a result of Scottish Government accepting key recommendations of the Scottish Parliament's Equalities and Human Rights Committee's Race Equality, Employment and Skills: Making Progress report.
- 1.2 The Committee inquiry highlighted persistent issues that impact on outcomes for minority ethnic people in Scotland moving into, staying in and progressing in employment. Their recommendations below highlight both systemic issues perpetuating race inequality in recruitment practice and in the workplace, as well as the need to improve practices such as the gathering and analysis of workforce data to inform action plans and determine measureable outcomes:
- The Committee recommends those in public authority leadership positions undertake an assessment of their organisation's understanding of racism and the structural barriers that may exist within their organisations. Public authorities should integrate their ambitions into their next strategic plan. Their strategic goal should be underpinned by specific outcomes and supported by timely monitoring. Public authorities should be transparent about their targets and their progress in delivering their outcomes.
  - The Committee recommends public authorities should review their recruitment procedures and practice against the Scottish Government's toolkit and make the necessary changes.
  - The Committee recommends that all public authorities subject to the Scottish specific Public Sector Equality Duty should, as a minimum, voluntarily record and publish their ethnicity pay gap and produce an action plan to deliver identified outcomes.
- 1.3 As part of the summit Scottish Government urged public sector leaders to also take up this commitment in a collective bid to tackle race inequality in employment.

## 2. CURRENT POSITION

- 2.1 Prior to the EDI Strategy it was clear that themes in relation to barriers to recruitment, retention, progression and data were front and centre as a strategic focus for Police Scotland/SPA through the current Joint Equality Outcomes for Policing. This commitment has been underlined through the EDI Strategy, which includes a

strategic outcome to become an anti-racist organisation with zero tolerance for any discrimination, bullying or harassment.

- 2.2 Police Scotland already has work underway that supports the commitment in the EDI Strategy and aligns to the Scottish Government's Race Commitment such as the publication of race pay gap data. This was published for the first time in the April 2021 alongside the E&D Mainstreaming and Equality Outcomes Progress Report. The monitoring report with the race pay gap data included can be accessed on the Police Scotland Website.
- 2.3 The approved EDI strategy includes a specific intention to sign the Scottish Government's Race Commitment and contribute towards collective efforts across the Scottish public sector to tackle racial inequality in employment.
- 2.4 The implementation plan includes the following Activities/Milestones:
- Undertake a scoping exercise to ensure Police Scotland has the right tools in place to demonstrate an ability to deliver on Race Commitment
  - Lead on delivery of any tools required to fully meet the Scottish Government Race Commitment
    - Improved use of EDI data and insights in development of evidence based actions including specific consideration of actions associated with pay gap data
    - Publication of recruitment procedures which have been subject to EqHRIA, including consideration of the Scottish Government toolkit
    - Engagement with wider public sector via Scottish Government led groups on EDI
- 2.5 With the publication of the EDI Strategy and implementation plan it is viewed that this provides the necessary commitment for Police Scotland and SPA to sign the Race Commitment with progress against this commitment forming part of ongoing EDI Strategy Implementation progress reporting.

**3. FINANCIAL IMPLICATIONS**

3.1 There are no financial implications in this report.

**4. PERSONNEL IMPLICATIONS**

4.1 There are no personnel implications in this report.

**5. LEGAL IMPLICATIONS**

5.1 There are no legal implications in this report.

**6. REPUTATIONAL IMPLICATIONS**

6.1 There are no reputational implications in this report.

**7. SOCIAL IMPLICATIONS**

7.1 There are no social implications in this report.

**8. COMMUNITY IMPACT**

8.1 There are no community implications in this report.

**9. EQUALITIES IMPLICATIONS**

9.1 There are equality implications in this report which are referenced throughout the report

**10. ENVIRONMENT IMPLICATIONS**

10.1 There are no environmental implications in this report.

**RECOMMENDATIONS**

It is recommended that Members discuss this report and support the proposed approach to sign up to the Scottish Government Race Commitment.