

Equality and Human Rights Commission

News in Scotland

11 November 2013

[Commission publishes report on public bodies equality performance](#)

29 August 2013

[Commission publishes procurement guidance for public authorities](#)

31 July 2013

[Apprenticeship schemes excluding women and disabled workers](#)

28 June 2013

[Commission publishes equality guidance for schools](#)

26 June 2013

[EHRC intervention in Supreme Court equal pay win for 251 Dumfries and Galloway school workers](#)

24 June 2013

[Equality - how does Scotland's public sector "measure up"?](#)

Monitoring the public sector equality in Scotland

Between May and October 2013, the Equality and Human Rights Commission (EHRC) conducted 'Measuring Up?', a programme of work to monitor listed authorities' compliance with the Equality Act (2010) (Specific Duties) (Scotland) Regulations 2012, which set out actions to support listed authorities' to meet their public sector equality duty in Scotland.

This monitoring programme was carried out in 3 stages.

Stage 1

EHRC staff monitored listed public authorities' against the requirements to publish information as required by the following duties:

- Duty to report progress on mainstreaming the equality duty;
- Duty to publish equality outcomes and report progress;
- Duty to gather and use employee information;
- Duty to publish gender pay gap information;

Duty to publish statements on equal pay including occupational segregation information.

The EHRC published the results of this assessment in June 2013 ['Measuring Up?'](#)

[Monitoring Public Authorities' performance against the Scottish Specific Equality Duties'](#)

Stage 2

The EHRC commissioned a review of listed public authorities' performance of the employment duties. All listed authorities' are required to take steps to gather and use employee information recording: Composition of its employees in relation to their relevant protected characteristics; and Recruitment, development and retention of employees in relation to their relevant protected characteristics.

The findings of this work were published September 2013 in ['Measuring Up? Report 2: Monitoring public authorities' performance of the employment duties'](#)

Stage 3

The EHRC commissioned a more in-depth review of listed public authorities' equality outcomes.

Measuring Up? 3 reports on the extent to which public bodies have met their legal duties in relation to publishing equality outcomes and information on their employment practices and is available here: [Measuring Up? Report 3: Monitoring public authorities' performance of the Scottish Specific Duties](#)

Equality Impact Assessment

Claire and Lorraine have attended the RGO and CLW Directorate Management Team (DMT) Meetings this month to raise awareness of the issues still giving concern in the operation of the EIA process. They will attend the ENE DMT on the 11th March 2014

Equality and Diversity Forum: currently undergoing a refresh and stakeholder organisations have been asked for their input as well as obtaining best practice suggestions from the Scottish Council's Equality Network

Draft Gaelic Language Plan

The DGLP has been submitted to the Gaelic Board following approval by Leadership Panel on Tuesday 18th February 2014. As soon as it is approved we will need to start taking forward the actions and commitments made within the draft Plan.

Hate Crime

The Scottish Government campaign drives public awareness of reporting hate crime to the police through a Scottish Government campaign launched today (23 February 2014).

The **Speak Up Against Hate Crime** campaign will empower those who experience or witness crime based on prejudice against their actual or presumed race, religion,

disability, sexual orientation or gender identity to report all incidents to Police Scotland.

Reporting hate crime will help tackle the abuse, send out a clear message to perpetrators of the unacceptability of their actions and work towards preventing acts of hate happening to others.

The Scottish Government is working in partnership with key organisations, agencies and communities across Scotland – including Police Scotland, Crown Office and Procurator Fiscal Service and disability, race, sexual orientation, gender identity and religious organisations – to raise awareness among those affected by hate crime.

Current statistics show that there were more than 4,000 racially aggravated charges of hate crime reported (4,012) in 2012-13 and that across incidents relating to religion, disability and sexual orientation, there was a significant rise in reported charges. Working with Police Scotland, this campaign aims to ensure members of the public are confident in the reporting process and have an understanding that reporting will help them now and others in the future.

“Police Scotland also recognises that in some cases victims or witnesses of hate crime don’t feel confident reporting the matter directly to the Police and may be more comfortable reporting to a person or organisation they are familiar with. There are a variety of third-party organisations that work in partnership with Police Scotland to receive reports of hate crime on their behalf.”

Keith Lynch, from Edinburgh, and his wife, Tracy, were tormented by local people because of their learning difficulties. People assaulted Tracy on a bus and regularly shouted and banged on the windows of their home.

Keith said: “I felt they were picking on us because we were an easy target because we have learning difficulties. We were scared and felt trapped in the house. We started up a Neighbourhood Watch and after a support worker got involved the Police came. They got hold of one of them and issued a warning. That was last August and since then it’s gone quiet. It’s taken a while but both my wife and I feel happier now.”

Locally there has been success in tackling disability harassment and homophobic incidents through the Ayrshire Equality Partnership. However, the use of a third-party reporting sites in Ayrshire is not going well.