Registers of Scotland

RoS Board

13 June 2023

Equality & Diversity Mainstreaming Report

Purpose

1.   The purpose of this paper is to provide the Board with a progress update on the development and publication of the RoS Equality & Diversity Mainstreaming Report.

2.   This paper is for the Board to note the publication of the report and intended next steps in taking forward the outcomes.

Background

3.   The Equality Mainstreaming Report 2023 was published on 16 May. This fulfils key elements of our Public Sector Equality Duty under the Equality Act (2010).

        https://www.ros.gov.uk/about/publications/policy-and-guidelines/2023/equality-and-diversity-mainstreaming-report-2023?_ga=2.13886580.296195196.1684709897-137436067.1684422431

4.   We used a wide range of evidence to create this report, including external research and policy papers.

5.   Internal evidence included EDI demographics of the RoS workforce and analysis of the CSPS and wellbeing surveys data by equality factor.

6.   Consultation was also key to the development of the report. We met with EMT, PCS, representatives from our EDI Colleague Forum and equality networks. We also consulted with teams of colleagues who work with internal and external customers.

7.   This focus on evidence and our consultative approach ensured the new outcomes are relevant, impactful and that they will support achievement of the corporate plan priorities.

Equality & Diversity Mainstreaming Report

8.   The report provides an update on progress against our 21-23 mainstreaming outcomes and the impact of this progress. It also outlines new outcomes to take forward over 2023-25.

9.   The new outcomes focus on:

   • Improving our use of EDI data

- Increasing the diversity of our workforce

- Becoming a more inclusive organisation

- Improving accessibility of our learning tools and resources while broadening our EDI content

10. The report has been communicated internally and externally and we will continue to reinforce this promotion over the coming weeks. Initial interaction with the external comms shows high engagement. A full report will be available on this for the EDI Steering Group in August.

Next steps

11. We will be discussing the new outcomes with relevant groups across RoS to develop an action plan.

12. This plan will also include a review of the current EDI actions and bring this into line under the new outcomes for 2023-25.

13. It will ensure that we make progress against our new outcomes and contribute to the Corporate Plan objectives.

14. Regular updates on progress will be prepared and shared with colleagues across RoS. It was agreed at the EDI Steering Group on 29 May that reporting timelines will be aligned quarterly to the Steering Group, EMT, Board and provide progress updates to colleagues across RoS.

15. This will support transparency of activity and impact. It will also support the development of the next mainstreaming report in two years.

16. The EDI Strategy will also be reviewed in light of the consultation for this report and the new outcomes.

Conclusion

17. The mainstreaming report has been published and communicated internally and externally.

18. From now until August, work will be completed to create an action plan to take forward the outcomes and provide a report on engagement with the report, both internally and externally.

Head of Talent Enablement
EDI Lead

People and Change
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