



The Scottish
Government
Riaghaltas na h-Alba

Race Equality Framework for Scotland

2016-2030

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Summary of Visions and Goals

Overarching Work

Vision for 2030:

Our Vision for a fairer Scotland is that by 2030 Scotland is a place where people are healthier, happier and treated with respect, and where opportunities, wealth and power are spread more equally.

The Race Equality Framework aims to ensure that this vision is achieved equally for people from all ethnicities, helping to build a Scotland where we all share a common sense of purpose and belonging

Key Goals:

1. An accountable approach to support and drive forward the implementation of the Race Equality Framework is established
2. Strategic work within Scotland's public sector better addresses race equality, including through more effective practice linked to the Scottish Specific Public Sector Equality Duties
3. Scotland's public sector has improved capacity to tackle racial inequality and meet the needs of minority ethnic people
4. Policy processes in Scotland are based on a robust range of data on ethnicity
5. Scotland's minority ethnic voluntary sector is stronger, more effective and sustainable

Community cohesion and safety

Vision for 2030:

We build good race relations and community cohesion across all communities, and all minority ethnic individuals feel safe, protected and included, and experience less racism

Key goals:

6. There is greater cohesion between all communities in Scotland
7. Access to justice and safety for minority ethnic individuals is improved and the effectiveness of the justice process in dealing with racism is reviewed
8. Scotland's police workforce is better able to tackle racism and promote equality and community cohesion in the delivery of police services
9. Police Scotland's workforce better reflects the diversity of its communities

Participation and representation

Vision for 2030:

Minority ethnic participation and representation is valued, effective, fair and proportionate at all levels of political, community and public life

Key goals:

10. Increase participation and representation of minority ethnic individuals in governance and influence in decision making at local and national level
11. Minority ethnic people have a fair and proportionate influence on Community Planning
12. Informal community action within minority ethnic communities is better understood and valued
13. Promote inclusiveness and participation by making better connections between minority ethnic communities, organisations and institutions involved in heritage, culture, sports and media

Education and lifelong learning

Vision for 2030:

Everyone has the opportunity to learn in an inclusive environment without disadvantage in relation to racial inequality or racism

Key goals:

14. Innovative, inclusive and effective approaches to education (whether through teaching or pupil support) which take account of the individual needs and experiences of pupils in all ethnic groups are embedded throughout Scotland's education system
15. Minority ethnic pupils are provided with careers guidance that helps to improve transition into employment and tackles occupational segregation in relation to race
16. Minority ethnic pupils have confidence in, and are effectively supported by, approaches in schools to prevent and respond to prejudice based bullying and racist behaviour or incidents
17. Scotland's educators are confident and empowered to promote equality, foster good relations and prevent and deal with racism
18. Scotland's education workforce better reflects the diversity of its communities
19. Minority ethnic people experience better outcomes in completing further and higher education, and in transitioning to the labour market after completion

Employability, employment and income

Vision for 2030:

Minority ethnic people have equal, fair and proportionate access to employment and representation at all levels, grades and occupation types in Scotland's workforce and experience fewer labour market, workplace and income inequalities

Key goals:

20. Identify and promote practice that works in reducing employment inequalities, discrimination and barriers for minority ethnic people, including in career paths, recruitment, progression and retention
21. Ensure robust policy responses that support race equality in relation to income and poverty
22. Ensure access to appropriate early learning and childcare for minority ethnic families
23. Reduce barriers and provide support for minority ethnic people who are new to the labour market, including school leavers and new migrants
24. Minority ethnic entrepreneurs and business owners have equal access to business and enterprise support
25. Scotland's public sector workforce is representative of its communities

Health and home

Vision for 2030:

Minority ethnic communities in Scotland have equality in physical and mental health as far as is achievable, have effective healthcare appropriate to their needs and experience fewer inequalities in housing and home life

Key goals:

26. Minority ethnic communities and individuals experience better health and wellbeing outcomes
27. Minority ethnic communities and individuals experience improved access to health and social care services at a local and national level to support their needs
28. Scotland's health and social care workers are better able to tackle racism and promote equality and community cohesion in delivery of health and social care services
29. Scotland's health and social care workforce better reflects the diversity of its communities
30. Minority ethnic communities experience fewer housing inequalities