

<b>Title of Report</b>	Equality Mainstreaming and Outcomes report and Data Annex 2025
<b>Public/Confidential</b>	Public
<b>Summary/purpose of report</b>	To share our draft Equality Mainstreaming and Outcomes Report 2025 and data annex.
<b>Recommendations</b>	The Council is asked to: <ul style="list-style-type: none"> <li>1. endorse the progress we have made to achieve our equality outcomes</li> <li>2. approve the report and data annex (Appendix 1 and 2) for publication.</li> </ul>
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<b>Responsible Officer</b>	Laura Shepherd, Director, Strategy and Performance
<b>Link to Strategic Plan</b>	These reports links to all strategic themes and outcomes in our Strategic Plan 2023-2026.
<b>Link to Risk Register</b>	Risk 3: We fail to meet corporate governance, external scrutiny and legal obligations.
<b>Impact Assessment</b>	An Impact Assessment (IA) was not required.
<b>Documents attached</b>	<a href="#">Appendix 1: Equality, Diversity and Inclusion (EDI) Mainstreaming and Outcomes report, 2025-2029, April 2025</a> <a href="#">Appendix 2: EDI mainstreaming and Outcomes Report, 2025-2029, Data Annex, April 2025</a> <a href="#">Appendix 3: Summary, EDI Mainstreaming and Outcomes Report, 2025-2029</a>

## INTRODUCTION

1. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places duties on us to:
  - report progress on mainstreaming the general equality duty
  - publish equality outcomes and report progress
  - assess and review new or current policies and practices
  - gather, use and publish employee information
  - publish gender pay gap information and an equal pay statement.
2. By 30 April 2025 we must publish a report which has:
  - a review of our 2021-2025 equality outcomes
  - our 2025-29 equality outcomes
  - workforce information such as our gender pay gap.
3. Once approved the report will be published on our website. We will also publish a shorter summary on the website. A draft is attached as Appendix 3.

## MAINSTREAMING REPORT 2025-2029

4. Appendix 1 has our draft Mainstreaming and Outcomes Report 2025. It sets out activities which contribute to our equality duties and outcomes such as the review of Codes of Practice. It also highlights activities that are more clearly linked to our equality duties. Since 2023 we have:
  - published [the Analysis of registrant equality data report](#)
  - introduced a new Impact Assessment (IA) process for policies, procedures, strategies and projects
  - published the revised Codes of Practice in several languages and formats.
5. Our internal actions include:
  - revising the remit and membership of the Equality, Diversity and Inclusion Group (EDIG)
  - creating an Equality Forum for all employees
  - implementing the [Scottish Credit and Qualification Framework \(SCQF\) Inclusive Recruiter scheme](#)
  - achieving [Disability Confident level 3 Leader](#) status and introducing a [Care Experience Guaranteed Interview scheme](#).
6. The mainstreaming report has our draft outcomes for 2025-2029.
  - Outcome one: We will improve our understanding of the diversity of the registered social work, social care and children and young people workforce.
  - Outcome two: We will improve the way that we involve people in our work and how we consider our impact.

- Outcome three: We promote an inclusive culture within our organisation.
7. Each proposed outcome has activities that contribute to the priorities. These include finalising the Fitness to Practise Decisions guidance and implementing actions in the People Strategy 2024-2027. The report also lists activities that are more directly linked to our equality duties and values. We will:
- continue to gather and publish data on the diversity of register.
  - consider the key findings of the [workforce wellbeing survey](#) and key messages for our work to mainstream equality, diversity and inclusion
  - revise our Impact Assessment form to include new the new [Consumer Duty on public bodies](#)
  - publish an anti-racism learning resource for social workers
  - introduce a procedure for paying expenses and time for people who support our work
  - explore how we can further involve people with lived experience in our work.

## **EMPLOYEE DATA**

8. Appendix 2 has the report's data annex and has information on areas such as employee protected characteristics, recruitment, retention and development and gender pay gap data.
9. We continue to work closely with Performance and Improvement, Organisational Development and HR departments to improve the way that we collect and present this data. Much of this information is now available via Power BI dashboards.

## **CONSULTATION**

10. We developed the initial draft of the mainstreaming report and outcomes following a session with our equality forum. In November 2024 the EDIG approved the draft outcomes for consultation. We revised the outcomes following that consultation and an Equality and Human Rights Commission session on setting outcomes.

## **RISKS**

11. We have an averse risk appetite towards legal compliance. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a duty on the SSSC to develop and publish these reports.

## **IMPLICATIONS**

### **Resourcing**

12. There are no new resourcing requirements identified as part of this report.

### **Compliance**

13. There are no compliance issues identified as part of this report.

## **IMPACT ASSESSMENT**

14. We did not develop an Impact Assessment (IA) for this report. This report sets out how we mainstream equality and the progress on our equality outcomes. Many of the actions in this report have or will require an IA.
15. We have developed a Data Protection Impact Assessment for some of the activities in this report such as collecting registrants' data.

## **CONCLUSION**

16. We recommend that the Council:
- endorse the progress we have made to achieve our equality outcomes
  - approve the report and data annex (Appendix 1 and 2) for publication.