

**CREATIVE SCOTLAND
ALBA CHRUTHACHAIL**

**CREATIVE SCOTLAND
EQUALITY OUTCOMES
2022–26**

Awarding funds from
The National Lottery®

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Background and Overview

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

The public sector equality duty covers the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The public sector equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.

The public sector specific duties require each listed authority to publish a set of equality outcomes, which it considers will enable the authority to better perform the general equality duty.

Creative Scotland's commitment to Equalities, Diversity and Inclusion

In April 2021 Creative Scotland published its refreshed Strategic Framework, which is aligned to our formal remit and legislative duties and sets out our broader aims and our priorities. One of four published priorities within this Framework is Equalities, Diversity and Inclusion: **'Supporting a diverse range of creative people, communities, and activity, promoting an equality of opportunity to create, participate and engage'**.

We are committed to placing equalities, diversity and inclusion at the heart of what we do and who we fund, and particularly committed to: **'Increasing the diversity of who receives and benefits from our support'**.

We want more people, from across all parts of society, to have opportunities to participate in a range of artistic and creative activities and to work in the arts, screen and creative industries. Looking ahead, if the cultural life of Scotland, and the arts and creative sector itself, is to be sustained, refreshed, richer and more dynamic, then all of Scottish society needs to be represented.

Although some progress has been made, it must be acknowledged that addressing past deficits and historic inequalities alone is not enough and that people who are excluded from opportunities and remain on the margins must be equally valued and supported.

Our Equality Outcomes 2022–26

The following Equality Outcomes 2022–26 will underpin our commitment and their delivery will be regularly monitored and evaluated:

Equality Outcome 1:

Our funding distribution will be more responsive to and reflective of the voiced needs of Scotland's diverse communities and increasingly diverse population.

Equality Outcome 2:

People participating in and informing decisions across our funding programmes will be broadly representative of the diversity of the Scottish population.

Equality Outcome 3:

Our policies, activities and programmes will be more transparent, better informed and evidenced and more responsive to the needs of the Scottish equality groups and diverse communities.

Equality Outcome 4:

We will increase the diversity of people working at Creative Scotland at every level of the organisation.

Our Equality Outcomes were approved by Creative Scotland's Board and were developed through the review of existing evidence, identification of progress against the Equality Outcomes for the previous period and internal and external engagement, including Creative Scotland's Equality, Diversity and Inclusion Advisory Group.

We will regularly monitor and evaluate our progress on these Equality Outcomes and will include a mid-term evaluation to ensure we continue to respond to any new evidence and / or changing needs, particularly in light of post-pandemic rebuild and renewal. The recent COVID-19 pandemic has further highlighted existing inequalities and disparities in equalities of opportunities – and the pandemic's negative impact on creative workforces and audiences has increased risks of these becoming even less diverse. Any additions or amendments arising from that mid-term evaluation will be published as an addendum to these Equality Outcomes.

The next section outlines our approach for taking them forward.

Taking forward our Equality Outcomes 2022–26

Equality Outcome 1:

Our funding distribution will be more responsive to and reflective of the voiced needs of Scotland's diverse communities and increasingly diverse population.

What will this look like?

- Increased funding to under-represented and under-funded people from diverse backgrounds and to diverse communities experiencing lack of opportunities, exclusion and marginalisation.
- Our funding distribution is more reflective of the diversity of contemporary Scotland and recognises that there is diversity within diversity and intersectionality.
- We recognise complexity of barriers faced by people who experience exclusion and marginalisation and our funding distribution help address and remove these barriers.

How will we do this?

Achieve a minimum allocation of funds which is broadly reflective of the diversity of the Scottish population and workforce, further addressing under-representation of diverse communities and diverse population by year-on-year improvements. This recognises diversity within diversity, intersectionality and complexity of barriers and exclusive practices.

We will support applicants from diverse backgrounds, and those who have been excluded from opportunities and funding. At pre-application and post application phases of our funding processes we will offer accessible and inclusive services, which are clearly communicated and signposted. We will demonstrate how feedback received on these processes and practices helps inform future approaches which demonstrate care and attention to the needs of these applicants.

All funding programmes are to include equalities, diversity and inclusion (EDI) questions as part of our application processes, and considerations of EDI are part of our funding assessment and decision making. These questions are proportional to size and scale of funding requests and type of funding support.

All organisations which receive funding for more than one year will be required to implement an 'Equality, Diversity and Inclusion Action Plan' as part of their funding and payment conditions. These plans demonstrate what they do to ensure that their workforce, governance, programming, audiences and engagement respond to and reflect the diversity of contemporary Scotland, remove barriers and create conditions for greater equalities of opportunities. These plans seek to be proportionate to the size and scale of funded organisations and funding programmes they have accessed. Our annual monitoring and review cycle includes monitoring of the delivery and impact of funded organisations' 'Equality, Diversity and Inclusion Action Plans'.

Creative Scotland initiates and delivers targeted programmes and activities, including delivering these in partnerships, to specifically develop capacity and resilience, increase visibility, representation and resonance of diverse voices, equality groups and diverse communities.

Creative Scotland's funded portfolio increases the number of diverse people-led organisations (that is organisations whose leadership, governance and executive, including artistic leadership and workforce, aim to be at least 51% reflective of the diversity of the Scottish population).

We support capacity building and development of diverse people-led organisations and our actions help remove barriers experienced by these organisations in accessing funding opportunities.

We actively address historic under-funding, under-representation and lack of diversity in the cultural workforce, leadership and governance.

We support arts in health activities which seek to address growing health inequalities and deliver health and wellbeing outcomes, including

through arts and mental health related programmes. This includes developing partnerships and collaborations with non-arts partners.

Equality Outcome 2:

People participating in and informing decisions across our funding programmes will be broadly representative of the diversity of the Scottish population.

What will this look like?

- Our funding decisions are informed by, and reflective of, greater diversity of voices, perspectives and lived experiences.
- The diversity of people making funding decisions better reflects the diversity of the Scottish population, including socio-economic backgrounds.
- Our funding decisions better respond to the needs of increasingly diverse communities in Scotland.

How will we do this?

Our funding decision-making mechanisms will be reviewed and adapted. These review processes will involve views and perspectives of people with lived experiences of diversity and those of historically excluded and marginalised voices.

Externally recruited, formally contracted people with credible professional knowledge and expertise of equality and diversity, and people with lived experience of diversity, will take part in making funding decisions.

Other measures and actions will be tested and developed to ensure that diversity of lived experiences and diversity of voices and perspectives inform and are reflected in our funding decisions.

We will communicate with greater clarity about how we make our funding decisions and how they are informed by a broader range of diverse views and perspectives.

Equality Outcome 3:

Our policies, activities and programmes will be more transparent, better informed and evidenced and more responsive to the needs of the Scottish diverse communities.

What will this look like?

- Our Equality Diversity and Inclusion Advisory Group will continue to help inform and guide the organisation's Equalities, Diversity and Inclusion approaches.
- A clear and transparent approach to ensuring diversity and representation across our external engagement and consultation processes is devised and developed and its implementation regularly monitored.
- Equality Impact Assessments are embedded in our processes, activities and policies, externally published and their recommendations open to scrutiny.
- Our equalities monitoring and reporting is up to date and evidence and insight gained through this informs our planning.
- Our digitalised funding processes make equalities monitoring and reporting easier and help increase uptake rate.
- Our procurement is strengthened and reflective of good practice and legal requirements regarding equality and diversity.
- Our communications are available in a range of accessible formats and our events accessible and inclusive of different needs and diversity of the Scottish population.
- Our access support processes are fit for purpose and clearly communicated.
- Our Equalities, Diversity and Inclusion training plan is regularly reviewed and refreshed, and staff attendance monitored and evaluated.

- An Equalities, Diversity and Inclusion 'Core Performance Management Objective' is included in each staff member's 'Performance Management and Learning and Development Plans' and regularly monitored and evaluated.

How will we do this?

Continue running the existing Equalities, Diversity and Inclusion Advisory Group, refresh membership at regular intervals and implement clear feedback and evaluation processes to ensure the group's impact is communicated and visible.

Our engagement and consultation process is clearly communicated, and participation of equality groups and diverse communities is monitored and evaluated. Sufficient lead in time and accessible, open and transparent involvement and engagement practices are embedded. We communicate clearly on what we do with information and insights gathered through these processes.

Equality Impact Assessments uptake monitored for all new policies, activities and processes and existing policies reviewed on a rolling basis. Equality Impact Assessments are published on our website in accessible and inclusive formats.

Equalities monitoring and reporting steps and the reasons for collation of information are clearly communicated and relevant to the organisation's reporting needs. Information about what we do with collated data and our evidence base is published. Equalities Monitoring Forms are reflective of good practice and accessible in their design. Their purpose and use is clearly explained and communicated and their uptake evaluated across our funding programmes and other activities. Feedback, insight and analysis from equalities monitoring inform our planning.

Our procurement criteria includes equality, diversity and inclusion considerations, and selected service providers broadly reflect the diversity of Scottish population.

We publish all our communications in accessible formats and seek feedback on accessibility of our channels. Our events demonstrate accessibility in their design and practical delivery.

We review and improve our access support processes and clearly communicate around how they are implemented. We resource access support processes with relevant specialists' expertise and knowledge and work in partnerships with specialists' service providers to support their delivery.

Our Equality, Diversity and Inclusion training plan is kept up to date and reflective of the contemporary issues and legal frameworks and is implemented by specialists with relevant expertise and knowledge. Training needs are regularly reviewed, and uptake of training is monitored and analysed. Training offers are adapted to reflect changes and developments within the fields of practice. Staff members are able to track the development of their knowledge and understanding of equality, diversity and inclusion perspectives, issues and practice.

Each staff member delivers a relevant core equality, diversity and inclusion Performance Management Objective, which is considered as part of ongoing performance management and part of annual performance management cycle.

Equality Outcome 4:

We will increase the diversity of people working at Creative Scotland at every level of the organisation.

What will this look like?

- The diversity across our workforce at all levels better reflects the diversity of the Scottish population.
- We proactively promote diversity within diversity, intersectionality and lived diversity experiences and voices across our workforce and evidence how these inform, influence and shape our activities, policies, practices and our ongoing organisational development.

How will we do this?

Test and pilot approaches that reflect good practice and respond to the changing needs of the contemporary workplace, and which are informed by a diversity of voices and lived experiences and are inclusive and accessible in their design and delivery methodologies.

Recruitment, selection, training, progression and retention policies and processes are reviewed, amended and improved with their impact evaluated over time.

Positive Action considered and implemented where relevant.

Mentoring opportunities, including reverse mentoring, coaching and training opportunities are made available.

Secondments, internships and apprenticeships are proactively supported.

Flexible working options are promoted to widen appeal and staff retention.

Information about career pathways in the arts, screen and creative industries are proactively promoted.

Provide examples of existing staff and promote real life stories to support diverse recruitment.

Promote and communicate the organisation's values.

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Equality Outcomes 2022–2026

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Whilst every effort has been taken to ensure the accuracy of this text, the original documentation should be relied upon as the true and accurate version.