

# Creative Scotland Equality Outcomes



## What is equality?



**Equality** means treating people fairly and giving people the same choices and chances.

The **Public Sector Equality Duty** is part of a law called the Equality Act 2010.

It means that **public bodies** must make sure their work supports equality in their services, through their jobs, and through the money they spend.

**Public bodies** are organisations that work for the Government and give services that we all use like schools, hospitals and councils.

Creative Scotland is a public body.



The Public Sector Equality Duty covers the **protected characteristics** in the Equality Act.

A **characteristic** is how you see yourself or a group that you feel part of.

You can find out more about **protected characteristics** [in this Easy Read document.](#)



The Public Sector Equality Duty says that organisations must publish equality **outcomes** – what they want to happen.

## Creative Scotland's commitment to Equality, diversity and inclusion



**Diversity** means having a mix of different kinds of people.

**Inclusion** means everyone can take part and have the same chance.

Equality, diversity and inclusion (EDI for short) is at the centre of what we do and what people or groups we give money to.



We want a diverse mix of people:

- to have the chance to take part in artistic and creative things
- to work in creative jobs

## Our Equality Outcomes 2022–26

### Equality Outcome 1:



**The projects we give money to will reflect what Scotland's diverse communities and population need.**

### What will this look like?



We will give more money to projects that make it easier for people from diverse backgrounds to have the same choices and chances to take part in creative things.

## How will we do this?



We will have a minimum amount of money to give to groups that reflect the diversity of the Scottish population and workforce.

We want to get better at this every year.

We will support applicants:

- from diverse backgrounds
- who have not had choices and chances to take part in creative activities
- who have not been able to get funding before



The way to apply for funding will be clear and easy to find and use.

We will show how we use **feedback** on these processes and practices to make them better.



**Feedback** means people telling us what they think.

All funding programmes will include EDI questions as part of the application.

We will look at EDI information when we decide what people and organisations to give money to.





All organisations that get money for more than one year will have to have an 'EDI Action Plan'.

Every year we will check how these plans have been done and if they have made a difference.



Creative Scotland has programmes and activities that support equality groups and diverse communities to:

- have time and space to do creative work
- be able to cope with difficult things
- be seen and represented

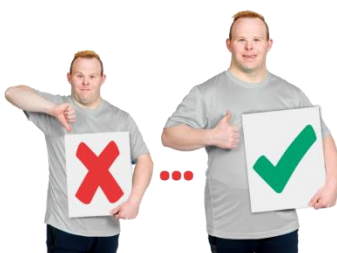


The organisations we give money to will have leaders and workers that reflect the mix of people who live in Scotland.



We support arts in health programmes that:

- support people to feel comfortable, healthy and happy
- look at **health inequalities** and work to make them better



**Health inequalities** are the unfair differences in health between different community groups or areas.

## Equality Outcome 2:



**The people who make decisions about who we give money to will represent the diversity of the Scottish population**

## What will this look like?



- we listen to the voices and experiences of diverse people when we make decisions about funding
- the diversity of people making funding decisions reflect the diverse mix of people who live in Scotland

This includes what backgrounds people are from – if they have grown up in an area with lots of money, or in a deprived area without much money and without the same choices and chances.



- our funding decisions give diverse communities what they need

## How will we do this?



Funding decisions will be made by:

- people who know a lot about equality and diversity



- using the views and experiences of people who have not had the same choices and chances to take part in creative things

We will check and change other ways of making sure diversity is part of how we decide who to give funding to.

We will have clear ways to tell more people about how we make our funding decisions.

## Equality Outcome 3



**Our work will:**

- **be more open and clear**
- **be based on facts, figures and information**
- **be what diverse communities need**

## What will this look like?



- our EDI Advisory Group will give us information and guide our work
- we are open and honest about how we talk to people, groups and organisations, and ask them what they think

We check this is working well.



**Equality Impact Assessments** are ways to make sure the way people work, and work policies treat everyone fairly and equally.

- Equality Impact Assessments are part of all our work and we put them online
- we check equalities information and make reports about it



The information we get from this helps us to make plans for our work.



- having ways to apply for funding online makes equalities monitoring and reporting easier and helps more people to apply



- the way we buy goods and services follows equality and diversity laws
- our communications are available in accessible formats
- our events are accessible and everyone can take part



**Access support** means we can give people the support they need to make an application.





It could be things like:

- British Sign Language interpreters
- support to type an application
- digital support for people who do not have access to the internet

Our **access support processes** work well and people know how to use them



- our EDI training plan is regularly checked and changed

We check how many staff get training and if the training is going well.



- an EDI **objective** is included in each staff member's 'Learning and Development Plan' and is regularly checked

An **objective** is what we want to achieve.

## How will we do this?



- keep running our EDI Advisory Group and change the people who are part of the group around every 2 years

We tell the group what difference their work has made.



When we work with groups and organisations and ask them what they think:



- we check if equality groups and a mix of people are taking part
- we make sure groups have enough time and accessible ways to take part
- we are open and clear about what we do with the information we get in this way



- we check that we are doing Equality Impact Assessments for policies, activities and ways of working
- we put these Equality Impact Assessments on our website in accessible formats



- we publish what we do with facts, figures and information
- Equalities Monitoring Forms are accessible

It is clear how we use them.



We check how many people and organisations are filling out the forms.

The information helps us plan our work.



- we think about equality, diversity and inclusion in the way we buy goods and services
- we publish all our communications in accessible formats
- we ask people to tell us if our information and how people can get in touch with us is accessible
- we have accessible events
- we have clear ways for people to get access support

We check it is working well and change it if needed.

Experts and specialists support us to give access support.

- our EDI training plan is kept up to date
- we check to see what training staff need and how many staff take part in training

Our training changes and develops over time.

## Equality Outcome 4:



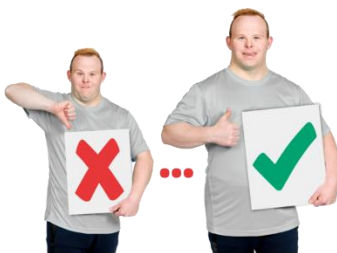
**We will have more diversity in every part of Creative Scotland**

## What will this look like?



- the people who work at Creative Scotland reflect the mix of people who live in Scotland
- we promote the experiences and voices of our diverse workforce
- we show how this information helps us decide what work we do

## How will we do this?



- we will work in ways that:
  - listen to the experiences of a mix of people
  - are inclusive and accessible
- the way we advertise jobs, choose people to do them, train and keep staff is checked and changed to make them better

We check if it is making a difference.



- mentoring and training is available

A **mentor** is someone who teaches or gives help and advice to a less experienced person.



- We support **secondments, internships and apprenticeships**

A **secondment** is when a company moves an employee to a new job for a while.

An **internship** is when someone works in an organization to get experience and new skills.

An **apprenticeship** is a real job where you learn, get experience and get paid.



- we tell staff about **flexible working** - where and when you work

- we tell people how to have a creative career

- we promote real life stories from our staff to support diverse recruitment

- we tell more people about the things that are important about how we work

