

Race Equality

Promoting Race Equality through our Single Equality Scheme

December 2009



Audit Scotland's Single Equality Scheme

Audit Scotland is committed to equality of opportunity and to a culture that respects differences and values diversity. As an employer and public service scrutiny body, we can play a leading role in promoting best practice in diversity and equality.

As a public body we are legally required to eliminate discrimination and promote good relations, as well as promote equality, in relation to disability, gender, gender re-assignment and race. We have developed our single scheme to meet these requirements but also have extended this to address age, religion or belief, sexual orientation and human rights. Our new Single Equality Scheme draws together and updates previous statements and policies. It states our aims in relation to diversity and equality, sets out what we intend to do both internally and in the way we carry out our work, and explains how we will monitor our progress.

Promoting Race Equality

Because we have developed a single scheme and Equality Action Plan many of the improvements we are planning will benefit most or all of the equality strands. We believe the following actions will be particularly important in supporting race equality.

Building equalities into our work

- Our **project management framework** for performance audits is being reviewed to ensure that it embeds consideration of equalities through the lifecycle of a study.
- We are reviewing our **forward study programme** with the aim of developing further opportunities for promoting equalities, including race, across the public sector.
- The consideration of all equalities strands is embedded into our approach to **Best Value** audit across the public sector.

Reviewing our policies and activities

- We are developing our **involvement activity** and establishing groups from a wider range of backgrounds, including people from different racial backgrounds.
- **Access and facilities in our properties** are being reviewed to ensure these meet the needs of the people who work for us and visitors to our offices.
- We are reviewing and developing our **recruitment and selection processes**, including how and where we advertise, to attract more candidates from a wider range of racial backgrounds and to ensure that our selection processes continue to focus on the competencies we need in our staff.

Developing our information and reporting

- Reports on **vacancies and recruitment campaigns** will be produced setting out information and actions on any equality issues.
- We will develop **benchmarking** on areas of equalities with other audit agencies and scrutiny bodies.

Improving our skills and confidence

- Emphasis has been placed on equalities within our new **competency framework** as part of performance management and improvement developments.
- A continuing programme of **awareness raising** on aspects of equalities is being developed, including different aspects of race equality.

Audit Scotland's Single Equality Scheme can be found on our website:

<http://www.audit-scotland.gov.uk/>

If you want further information please contact info@audit-scotland.gov.uk