Registers of Scotland

Registers of Scotland Board

14 June 2022

Equality, Diversity & Inclusion (EDI) Update [for noting]

Purpose

1.   The purpose of this paper is to provide the RoS Board with a progress update on the development of the RoS Equality Diversity and Inclusion (EDI) agenda, following on from the previous update in December 2021.

2.   The annexes contain:

- **Annex A: EDI work packages**
- **Annex B: AO recruitment campaign findings**
- **Annex C: Internal Communications plan**

Recommendation

3.   The Board is requested to note progress to date and provide any feedback.

Background

4.   Throughout 21/22 the EDI action plan (**annex A**) was reviewed to ensure alignment with EDI strategic objectives and evolving RoS requirements. This plan forms the foundation for EDI investment and prioritisation. In addition, an internal infrastructure was established to support visibility and progress of the EDI agenda including quarterly updates to Executive Management Team (EMT), bi-annual update reports to the RoS Board, and attendance from Non-Executive Directors at the Steering Group.

5.   Some notable milestones this year include:

- Equality Impact Assessment (EqIA) Project to deliver an overarching corporate approach to our statutory obligation
- Development of an internal communications plan
- EDI budget agreed for the steering group, forum and networks
- AO Recruitment Campaign EDI data analysis and recommendations (**annex B**)
- CSPS EDI results deep dive
- Carers and colleague passports drafted to capture requirements and adjustments in place to support colleagues in the workplace
- Recruitment of an EDI Lead to support development of EDI strategy

EDI Colleague Forum

6.   The Colleague Forum is making valuable contributions, forming sub-groups to progress with some of the activities in the action plan. Members have begun to make use of the EDI activity time claim code within MyHR.

Network Groups

7.   A colleague network strategy will be developed to frame purpose of networks and value, to help ensure effectiveness in developing the EDI agenda.

Carers Network

8.   The carers network has 28 members and are progressing towards applying for Carer's Accreditation, last awarded in May 2021. They are aligning the carer's passport with a digital carer's package to support colleagues with caring responsibilities to manage work outcomes and caring requirements more effectively.

9.   Carers Week (6th- 12th June) will be used as an opportunity to raise awareness of the importance of capturing employee EDI data, with focus on this due to low levels of responses in relation to caring responsibilities.

LGBT+ Network, Neurodiversity and EU Nationals' Networks

10.   The LGBT+(10 members), Neurodiversity (14 members) and EU Nationals (6 members) networks remain engaged predominantly via their MS Teams channels. Discussions are ongoing to ensure RoS is represented at Pride events in June 2022.

Communications and Colleague Engagement

11.   The communications plan (**annex C)** outlines planned and potential EDI messages and spotlights throughout 22/23 to raise awareness of EDI in pursuit of a more inclusive and diverse culture. Of note is an EDI colleague webinar planned for June 2022.

EDI Data completion

12.   There are considerable gaps in RoS colleagues completing their EDI profiles in MyHR therefore an approach is being scoped, with input from the EDI networks, to address this. The table below outlines current completion rates.

RoS overall	Religion	Nationality	Ethnicity	Gender identity	Sexual orientation	Disability	Caring responsibilities
Profile completed	803	995	1018	478	810	858	353
Profile blank	400	208	185	725	393	345	850
% Profile completed	67%	83%	85%	40%	67%	71%	29%
% Profile blank	33%	17%	15%	60%	33%	29%	71%

Dashboard Development

13.   An EDI dashboard aimed at creating a better understanding of baseline data is being developed and will support development and monitoring of KPIs and health measures which will be agreed by the EDI Steering Group.

14.   In addition to gender pay gap reporting, the payroll team have begun initial work to report on ethnicity and disability pay gaps.

Conclusion

15.   The EDI action plan captures a range of priorities to support the EDI strategic objectives and underpins this paper which outlines key progress of some of the actions, in addition to specific areas of upcoming focus.   Feedback from the Board via the EDI Steering Group on observations and suggestions would be welcomed.

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People and Change
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