

Registers of Scotland

RoS Board

18 August 2020

Improving Diversity and Inclusion at RoS – Annex C

Current action underway to support diversity and inclusion in RoS

Outlined below is a list of the current work underway within RoS to support its Diversity and Inclusion agenda, categorised to support the key questions outlined in the Keeper's paper.

Clarity on why improvement is needed

- A new Diversity Strategy for RoS has been drafted and shared with the Board (Annex A) for comment.
- Internet resources/presence – includes Diversity & Equality Statement, Mainstreaming Report (also attached at Annex E), Action Plan and Equal Pay data <https://www.ros.gov.uk/about/publications/policy-and-guidelines/2017/diversity-and-equality>.

Clarity on where improvement is needed

- Diversity Statistics – a campaign to encourage colleagues to update their employee data via MyView was carried out this year. We have a statistical analysis of those that updated their data (Annex C). HR also collect diversity analysis of external applicants for roles within RoS.
- Action Plan – there is an existing Action Plan published on the Internet. This will be updated in line with the updated statistical analysis and the new Strategy. It will identify actions and outcomes, in line with Scottish legal requirements.
- Equality Impact Assessments (EqIA) – the ER and Wellbeing Teams will review the existing RoS guidance and template, and discuss with L&D how to support EqIA completion across RoS.

Clarity on how to deliver improvement

- Colleague Networks – The Employee Relations (ER) and Wellbeing Teams currently support the existing LGBT+ and Carers Colleague Networks. The Teams are also in discussion with colleagues about new networks for neurodiverse and European National Networks.
- Gender Reassignment – guidance for managers developed. This has been submitted to the Scottish Trans Alliance for external expert review and the ER Team are also in discussion with the Alliance to provide training. This is to support RoS colleagues who are currently transitioning.
- Deaf Awareness – ER exploring training provision, to support deaf colleagues. A British Sign Language Plan has been published on the Internet and training recently provided to Customer Services Team. Meetings held recently with the SG BSL team to explore RoS progress.

- Business Disability Forum – ER has recently met with BDF and recommend RoS join this organisation to help support disabled colleagues and use BDF resources and support tools, especially their new tools for neurodiverse colleagues.
- LGBT+ - ER have had meetings with Stonewall Scotland about their Champions Programme.
- Mental Health – ER and Wellbeing Teams developed awareness training for managers (includes several real scenarios), being rolled out across July and August.
- Mental Health First Aiders – ER Team is exploring refresher trainer and how to increase the profile.
- HR Policy Review – many of the policies have impact on the D&I agenda e.g. Flexible Working, Remote Working, etc – the review is on-going, with priorities being discussed with PCS.
- Working Well Remotely – much of the comms and materials provided have been about supporting colleagues mental, social and emotional health.
- Wellbeing Hour – supports diverse colleagues.
- Employee Value Proposition – Recruitment Team working on improving this – strong link to D&I.
- RoS is an accredited (DWP) Disability Confident Employer (Level 2).

Organisation Wide Commitment to Improvement

- Mainstreaming Report – HR complete this legal requirement – new report required in 2021.
- Equal Pay Statement and Gender Pay Gap – HR completes this legal requirement and publishes it.
- Colleague Diversity Forum – ER and Wellbeing Teams consider an active Forum necessary to support effective EqIA completion internally. Those colleagues who are members would need to be diverse and have appropriate time to participate. Forum will need considerable support.
- Support Networks – existing Caring and LGBT+ networks are mostly self-sustaining. Need to develop context e.g. financial support and time permitted for involvement.

This Annex summarises the work currently underway to ensure that RoS maintains its legal compliance. It will also provide a good foundation to enable RoS to be an employer of choice going forward as society demographics, and employee expectations, change. Ultimately, this will support RoS to continue to meet its corporate plan objectives.

Employee Relations Manager
July 2020