



Briefing 15/24 April 2015

Equality Evidence Toolkit for Public Authorities (Scotland)

To: All Chief Executives, Main Contacts and APSE Contacts in Scotland

For information only to England, Northern Ireland and Wales

Key Issues:

[The Equality Evidence Toolkit for Public Authorities](#) has been designed to provide practical help to allow authorities to fulfil their duties as outlined in The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. This APSE briefing highlights:

- Recommendations for the wording of equality questions
- Advice on maintaining confidentiality when publishing equality outcomes
- Links to useful data sources for comparisons

1.0 Asking equality questions

The Scottish Government are encouraging local authorities to adopt harmonised methods, questioning and classifications regarding equality to aid comparisons between other authorities and with statistics collected as part of national surveys.

The equality evidence toolkit has been designed to help authorities source and use equality evidence to fulfil their duties as outlined in [The Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#); this particularly refers to their duties to gather and use employee information, to publish equality outcomes and report progress, to report progress on mainstreaming the equality duty, their duty to assess and review policies and practices, and to publish gender pay gap information and statements on gender pay. As part of the regulations, listed authorities are required to publish a report on the progress made to achieving equality outcomes “at intervals of not more than two years”. The toolkit will be a live document reviewed by the Scottish Government on a biannual basis. In order to obtain

a high response rate, the report recommends evaluating the user-friendliness of your collection methods, ensuring the benefits of having this data is made clear and reassuring staff of the confidentiality of their data.

The Scottish Government have so far published recommended questions on the following:

- Age [\[link\]](#)
- Disability [\[link\]](#)
- Ethnic Group [\[link\]](#)
- Gender [\[link\]](#)
- Religion/Belief [\[link\]](#)
- Sexual Orientation [\[link\]](#)

2.0 Maintaining confidentiality

The toolkit stresses the need to safeguard the confidentiality of the information you collect (even if this means losing reporting detail in order to reduce the risk of identifying individuals). An example of how to present such data has been provided below:

Before					After				
Ethnicity	Employees		Average Pay		Ethnicity	Employees		Average Pay	
	Male	Female	Male	Female		Male	Female	Male	Female
White	600	800	£13.50	£13.00	White	600	800	£13.50	£13.00
Mixed or Multiple	14	12	£12.50	£12.00	Mixed or Multiple	14	12	£12.50	£12.00
Asian	15	18	£13.00	£13.00	Asian	15	18	£13.00	£13.00
African	3	2	£12.50	£13.00	African	*	*	*	*
Caribbean or Black	1	2	£12.50	£12.50	Caribbean or Black	*	*	*	*
Other	15	21	£12.50	£13.00	Other	15	21	£12.50	£13.00

*Example taken from [the Equality Evidence Toolkit for Public Authorities](#), page 4

3.0 Useful equality data sources for comparisons

The Scottish Government has a range of useful equality data sources available online for benchmarking your service.

- [Scottish Government Equality Evidence website](#)
- Quantitative/qualitative source of national/subnational equality evidence sorted by policy area and by equality characteristic
- [Scottish Government Equality Evidence reviews](#)
- [Scotland's Census website](#)

- Scottish Government surveys such as the [Scottish Household Survey](#), [Scottish Health Survey](#) and the [Scottish Crime and Justice Survey](#)
- Other major surveys such as the [Annual Population Survey](#) and the [Scottish Social Attitudes Survey](#)

4.0 APSE Comment

APSE welcomes the launch of the Equality Evidence Toolkit for Local Authorities, as we believe that equal opportunities should be at the heart of all high quality services. We also appreciate the Scottish Government encouraging local authorities to benchmark their performance against others, as we continue to run the UK's largest voluntary public sector benchmarking service, [Performance Networks](#) and are well aware of the benefits that benchmarking can provide to local authorities.

We would encourage our members to make use of the Scottish Government's recommended questions and the equality data sources above to ensure you fulfil the duties outlined in The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

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