

## Response ID ANON-E1FC-QV3A-T

Submitted to **A Consultation on the draft Delivery Plan for Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls.**

Submitted on **2017-06-30 16:52:19**

### **PRIORITY 1: Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls**

#### **1 Do you agree or disagree that the actions listed under priority 1 are the right actions to help meet the objectives of priority 1?**

Agree

#### **2 Please tell us about any of the priority 1 actions that you are particularly supportive of.**

##### **Comments::**

CRER has given evidence on prejudiced based bullying in schools as part of the Scottish Government's wider review on bullying. Whilst this review is currently underway, we would urge the Scottish Government again to look at specific discrimination that has been recorded by schools across Scotland, in particular the discrimination that may be experienced by BME girls and young women.

We know the largest-number of recorded incidents in schools which involve a protected characteristic is race related. This figure is also likely to be a gross underestimation as we also know that many incidents within schools either go unreported or are reported under general bullying rather than logged as a racial incident.

As Carol Young, Senior Policy Officer at CRER said to the Equality and Human Rights Committee as part of their review into bullying and harassment of young people in schools:

"The context has to be that minority ethnic communities are a central part of Scottish society and not an additional group of people to be welcomed, which is the slant that a lot of schools are putting on it. From an anti-bullying point of view, we would like to see significantly better practice in how the issues are dealt with in the curriculum."

Any Scottish Government review on bullying in schools must fully reflect the needs of BME girls as there are often complex issues that they face. This must also be coupled with a robust assessment of how to better place race within the curriculum to ensure that any efforts to tackle prejudices that are faced by BME girls and others do not simply reinforce stereotypes or entrench under, or inaccurate, reporting of racial incidents.

#### **3 Please tell us about any priority 1 actions that you don't agree with.**

##### **Comments::**

CRER welcomes the creation of the Advisory Council on Women and Girls to support the implementation of this strategy. However we would urge the Scottish Government to ensure that there is effective representation of BME women on this group. CRER supports a self-governing Black women's feminist group to share ideas and best practice after many women reported feeling that their needs were not being addressed through some of the mainstream women's organisations. There are complex issues that BME women face which require specialist knowledge to tackle. They often face multiple discriminations through their ethnicity and religion which can compound the discrimination they experience based on their gender. To ensure that the needs of all women are advanced sensitively we would insist that there is BME representation within this Advisory Council.

If this is to be meaningful in any way it should be implemented from day one of this group as it is imperative to any work going forward that BME women are part of the of the initial structure of the group not included as an afterthought.

#### **4 Are there any actions that you think are missing under priority 1?**

##### **Comments::**

CRER supports the cross sector approach that has been taken under priority one. To fully address the complex discrimination that BME women and girls face there must be a coordinated approach within all policy areas in order to affect changes throughout all stages of their lives.

More broadly, many of these priority areas touch upon work that is already underway, or due to be delivered under different policy departments. As such we would urge the Scottish Government to ensure that throughout all elements of this delivery plan that they fully co-ordinate with other strategies and action plans. All too often valuable equalities work is done in isolation minimising its impact and often duplicating effort. In particular, we would implore the Scottish Government to ensure that Equally Safe is implemented in line with the commitments and policies set out in the Race Equality Framework for Scotland 2016-2030. This comprehensive policy document sets out key priorities for BME communities, including BME women and girls in areas such as employment, health and accessing education.

**Do you have any suggestions for additional actions to focus on?:**

### **PRIORITY 2: Women and girls thrive as equal citizens: socially, culturally, economically and politically**

#### **5 Do you agree or disagree that the actions listed under priority 2 are the right actions to help meet the objectives of priority 2?**

Agree

## **6 Please tell us about any of the priority 2 actions that you are particularly supportive of.**

### **Comments::**

Employment inequality is a major contributor to the economic disadvantage faced by minority ethnic communities in Scotland. The Scottish Government reports that in 2012-2013, non-white minority ethnic individuals were more likely to be in relative poverty before housing costs compared to white ethnic individuals (25% to 14%). Some non-white minority ethnic communities, such as 'Black/Black British' and 'mixed' experience higher poverty rates than average.

In addition to having higher levels of unemployment than their white ethnic counterparts, non-white minority ethnic communities are also disproportionately represented in low-paid sectors, contributing to lower income levels and higher rates of deprivation, according to the Joseph Rowntree Foundation.

Whilst CRER welcomes the additional data that will be collected from smaller organisations now having to report their pay gap information, this still doesn't present a true image of the multiple discrimination that BME women can face. At present listed bodies are only required to publish the average pay for both men and women within their organisation by hourly rate. What we know from many of employment studies that have been carried out, is not that women are necessarily being paid a lower hourly rate for equal work (which would be illegal under the Equality Act 2010) it's that women are much more likely to work fewer hours, be in lower paid positions and have fewer opportunities to progress within the workforce. Only by looking at the horizontal as well as vertical segregation within the workforce will we be able to gain a better understanding of the discrimination that BME women in particular face.

Further to this, very few organisations report on their retention rates within their organisations broken down by protected characteristic. This may allow organisations to report that they have a workforce that broadly reflects the diversity of their area, yet could mask the potentially high turnover rates for some protected characteristics. For example an organisation might hire a high number of contracted staff who are BME which they may wish to include in their employee data to show that they have a representative staff group. However if these staff members are more likely to not have their contracts renewed, or not to progress through the organisation this could demonstrate discrimination which may not be picked up by reporting on the employee data in broad terms.

It is this granular data that can expose discriminatory practices and enable organisations to better carry out their statutory duties as laid out in the Equality Act. However at present we find that this data is not well presented and does little to improve practice. Whilst looking at the disadvantages that women face in the workforce it is important that the Scottish Government includes effective monitoring of the intersectional issues that women face, for example for being disabled or belonging to a minority ethnic group. Additionally, there is very little information of the smaller settled migrant groups who no longer 'see' themselves as immigrants but are facing issues around employment at all levels.

CRER welcomes the strategic improvements to be made under the Equality Budgeting process, but we believe that more could be done to incorporate race into this. Whilst it is welcome that the Scottish Government has committed to evaluating equality within their annual budgets we believe that all policy decisions must be fully Equality Impact Assessed, including the equality impacts on protected characteristics, public sector spending and procurement. We would urge the Scottish Government to have full transparency of these assessments and how they have (or indeed haven't) impacted on the final budgeting decisions.

## **7 Please tell us about any priority 2 actions that you don't agree with**

### **Comments::**

CRER has already submitted evidence to the Scottish Government on their proposed 50/50 campaign to ensure equal representation of women in boards. In our submission we highlighted the potential for further discrimination by valuing gender over other protected characteristics in terms of equal representation. We highlighted our concerns that as the Bill currently stands there may be instances whereby someone who is BME, or disabled, or belongs to an under-represented religious group would be superseded by a candidate whose gender was a determining factor in their promotion. Constructing this legislation in such a way that it has the potential to discriminate, or pit protected characteristics against each other should be revised to ensure that it leaves no room for discrimination.

We welcome the priority action to reduce employment inequality for minority ethnic women, however we are concerned at how this is to be delivered. There are no mentions of positive actions, identification of best practice or any recommendations to employers and industries. At present the only mechanism laid out to achieve this is a roundtable with the minority ethnic women's network. If this is to remain the only method of achieving this aim then it will be inadequate to tackle the discrimination that many BME women face in employment.

We would urge the Scottish Government to fully evaluate all elements of this strategy to ensure that it does not discriminate against women who have other protected characteristics including those from a minority ethnic group.

## **8 Are there any actions that you think are missing under priority 2?**

### **Comments::**

Whilst it is welcome that this strategy identifies the under-representation of women in modern apprenticeships as well as the inequality in the workplace, there is no mention of how these two work streams will be linked together. For example, within the Race Equality Framework for Scotland 2016-2030 goal 19 states; "Minority ethnic people experience better outcomes in completing further and higher education, and in transitioning to the labour market after completion". CRER would welcome a targeted approach to ensuring women, particularly BME women, coming out of formal education have employment opportunities available to them. This can be done by identifying and promoting practice that works to reduce employment inequalities, discrimination and barriers for minority ethnic women in education, and their places of work.

The description of priority 2 states that; "women and girls thrive as equal citizens: socially, culturally, economically and politically" yet there are no actions listed to achieve political equality. CRER recommends that the Scottish Government fully review this priority to ensure that there are adequate actions listed to achieve their aims.

### **Do you have any suggestions for additional actions to focus on?:**

There is a significant data gap in employment information that relates to BME people. Whilst there are certain duties placed on public bodies at present there is very little disaggregated data on individuals with protected characteristics in the workplace. Where data does exist it is often displayed as a headcount of how many members of staff have a disability for example. There is very little data on the recruitment, retention and development of women, or indeed BME women within the workforce, especially within the private sector.

Many of the PSED reports that CRER has analysed often misinterpret development of staff and simply publish details of how many of their staff have gone through certified professional development courses, rather than outlining how many people with a protected characteristic have moved vertically through the organisation. This makes it very difficult to draw out meaningful information that might help individual organisations, or wider government initiatives, to improve working practices and remove barriers. Therefore CRER would urge the Scottish Government to review the current data published by listed authorities under the Scottish Specific Public Sector Equalities Duties to see how this data is collected, published and used to advance equality in the workplace.

It is only by collecting comprehensive and reliable data on the lived experiences of BME women in their workplaces that we can identify measures of best practice to implement effective outcomes. CRER would urge the Scottish Government to review the data published under the Public Sector Equalities Duties in order to meet the outcomes of this strategy.

### **PRIORITY 3: Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people**

#### **9 Do you agree or disagree that the actions listed under priority 3 are the right actions to help meet the objectives of priority 3?**

Neither agree nor disagree

#### **10 Please tell us about any of the priority 3 actions that you are particularly supportive of.**

**Comments::**

CRER welcomes the inclusion of Health Boards and to ensure that they are ready to fully implement this strategy. We also welcome the upskilling of NHS staff to spot, document and respond to the signs of abuse of women and girls. There must be a clear commitment from all senior NHS staff and board members to not only prevent discrimination but to actively promote equality for the benefit of both patients and staff. Therefore we would implore that the initiatives included in these actions are sensitive to cultural and religious needs. We know that when this type of training is only partially delivered, it can be ineffective, or even exacerbate prejudices that BME women may experience. This should be implemented across the board and previous 'pilot' programmes should be referred to for information on how to address this imbalance.

#### **11 Please tell us about any priority 3 actions that you don't agree with**

**Comments::**

As with many elements of this strategy we would reiterate our concerns that each of these actions must fully incorporate the needs of BME women. The Race Equality Framework for Scotland 2015-2030 lists over 100 goals under all areas of devolved policy which should be fully incorporated into Equally Safe. We have extensive evidence to show that mainstream service providers often miss the needs of their BME communities, either through a lack of culturally appropriate services or through a lack of knowledge on the frontline.

As there is no mention of cultural competence in the Specialist Services section of this strategy, we therefore we would urge the Scottish Government to ensure that any guidance that is issued alongside this strategy ensures that equality issues are fully addressed.

#### **12 Are there any actions that you think are missing under priority 3?**

**Comments::**

There are no mentions of prejudiced based bullying in schools in this priority area. In order to prevent violence and improve the safety of children and young people sexism must be challenged from the earliest ages. Gender based bullying has shown to affect the participation of girls and young women in many areas of their education. Many have reported feeling intimidated in certain environments and this can reinforce gender stereotypes or even normalise gender based violence.

These issues can become compounded when young girls face multiple discrimination based on their race or religion. CRER would urge this strategy to incorporate a comprehensive prejudiced based bullying policy covering protected characteristics. This policy must encourage full reporting of all incidents and record when victims have more than one protected characteristic. This must be recorded by every school in Scotland including, primary, secondary, special and independent schools to ensure that we have a robust data set that shows the extent of prejudiced based bullying in schools. It is only by having access to accurate data that we will be able to better identify the problems that are facing young people in schools, and design solutions to tackle them.

#### **Do you have any suggestions for additional actions to focus on?:**

In recent years, research has been conducted on cultural competence and its approach to improving healthcare quality for individuals and communities. Research has also found that cultural competence training for health personnel impacts on immediate outcomes, such as the knowledge, attitudes and skills of health professionals as well as patient satisfaction.

The primary aim of the cultural competence movement is to balance quality, improve equality and reduce disparities in healthcare by specifically improving care for minority ethnic groups. Consideration has also been given to the relationship between the cultural competence approach and the patient centeredness approach (with its focus on the individual), with a study suggesting that both of these are needed.

Additionally we know there are many factors that can contribute to lifelong health inequalities and poorer outcomes for some communities with health boards adopting differing models to address health inequalities in their region. The Integrated Impact Assessment Model is used by some health boards. This model seeks to address broader inequalities and asks those involved to consider equality in healthcare decisions.

In relation to ethnicity, it emphasises that some of those from a minority ethnic groups may:

- Have difference experiences and expectations of health services and may not be familiar with primary care services.
- Have difference experiences of, expressions of and ways of dealing with mental health problems that may not be picked up by mainstream services.
- Have cultural needs in relation to diet, modesty, bathing and personal care, organ and tissue donation, blood sharing, certain drugs and treatments, and burial and death rites.

- Have health issues or concerns particular to their ethnic group.
- Require communication support such as interpreters and translated materials, both written and oral.

**PRIORITY 4: Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response**

**13 Do you agree or disagree that the actions listed under priority 4 are the right actions to help meet the objectives of priority 4?**

Neither agree nor disagree

**14 Please tell us about any of the priority 4 actions that you are particularly supportive of.**

**Comments::**

CRER is supportive of the inclusion of the Domestic Abuse Bill that will criminalise coercive control. Whilst this is still under consultation and not yet passed as law, we would ask that the Scottish Government ensure that the provisions within this Bill are extended to family members, or members of the immediate household who may display controlling behaviours towards the women within their homes. Some women, live in homes with their parents-in-law, or with extended family members, and there have been instances recorded of women being controlled, or even abused by the wider family in these settings. In order to offer full protection to these women, any Bill that is to cover coercive control must ensure that women are protected from abuse from all who share her home.

**15 Please tell us about any priority 4 actions that you don't agree with**

**Comments::**

**16 Are there any actions that you think are missing under priority 4?**

**Comments::**

**Do you have any suggestions for additional actions to focus on?:**

There is a clear lack of data on domestic abuse, with even less being available that has been broken down by ethnicity. There is already a problem with under reporting of domestic abuse, and this may be even more prevalent in some BME communities who face particular barriers to reporting abuses.

CRER recommends that the Scottish Government carry out a full assessment of domestic abuse within minority groups to ensure that there is adequate protection given to even the most marginalised.

**Cross cutting actions**

**17 Do you agree or disagree that the actions listed as cross cutting are the right actions to help meet the overall objectives of the delivery plan?**

Neither agree nor disagree

**18 Please tell us about any of the cross cutting actions that you are particularly supportive of.**

**Comments::**

CRER believes that all Scottish Government policies and strategies should align with and support the principles laid out in this Equally Safe Strategy. With ongoing bills, consultations and policy directives laid out across health, education, justice and other key areas of public and civic life, it is vital that the protection of women and girls is enshrined in them all.

As mentioned in other parts of this consultation, CRER has produced, in partnership with the Scottish Government the Race Equality Framework for Scotland 2015-2030. This Framework was written through extensive consultation with communities, stakeholders and equalities professionals to set out over 100 goals and action points to achieve racial equality in Scotland. It is therefore vital that the actions and ambitions within this fully align with all other policies and strategies that the Scottish Government commits to.

CRER is supportive of the commitment to include the relevant recommendations that have been included by the UN and other professional bodies. CRER supports the Scottish Government's commitment to incorporating these recommendations into their policies and practices to ensure that there is meaningful change for marginalised people.

CRER submitted written evidence to the CERD Committee and travelled to Geneva to give oral evidence last August. Following our engagement the CERD Committee made a number of Concluding Observations to the UK State as well as the devolved administrations – including the Scottish Government. We would implore the Scottish Government to ensure that all actions under this strategy are complementary to, and supportive of, the United Nations recommendations and Concluding Observations.

**19 Please tell us about any cross cutting actions that you don't agree with.**

**Comments::**

Whilst CRER welcomes the inclusion of Black and minority ethnic representatives to support the specific steps that may be needed to tackle violence against BME women we believe that more must be done to strengthen this. Whilst it is important to have BME representatives within the execution of this strategy, it must be ensured that these representatives have the capacity to engage under the specific terms of this strategy, and have the skills needed to tackle violence against

BME women and girls.

It must be stressed that there is specific knowledge and skills that comes from working with BME women who have been victims of abuse. For this reason we would urge the Scottish Government to ensure that the representatives that they have on this minority ethnic women's network have the skills and expertise in working with vulnerable women as well as being a representative for their communities. By employing people from these communities at the relevant positions, it will provide internal information about the 'invisible' barriers and cultural nuances that can go unnoticed by staff who do not have the lived experience.

## **20 Are there any cross cutting actions that you think are missing?**

### **Comments::**

As already mentioned throughout our consultation response, CRER strongly recommends that this strategy be aligned with the other policy documents that the Scottish Government has committed to over the coming years. For example, the Race Equality Framework for Scotland which has over 100 goals and recommendations which may support many of the aims of the Equally Safe strategy.

### **Do you have any suggestions for additional actions to focus on?:**

CRER has concerns over how the needs of BME women and girls will be explicitly met through this strategy. It is mentioned throughout the report that there will be a BME women's network which will discuss various issues, however there is no detail given on who will be part of this network and what their remit and responsibilities will be. There are complex barriers and institutional issues that need to be overcome in order to meaningfully address the issues that BME women face day to day and therefore there must be clear commitments and targeted actions to ensure that they are not further marginalised.

## **Performance Framework and Indicators**

## **21 Do you agree or disagree that the draft performance framework is right to help ensure that we understand the progress we are making?**

Neither agree nor disagree

## **22 Please tell us about any sections of the draft performance framework that you are supportive of**

### **Comments::**

CRER is supportive of the inclusion of the comparison of earnings between male and female council employees. However we believe that this indicator must be expanded to include all public sector workers. All public bodies must already produce an equal pay statement, and report on the pay gaps per hourly rate, broken down by gender.

There is also a requirement of all public sector bodies in Scotland with more than 20 employees to record the vertical and horizontal segregation within their workforce as broken down by gender, race and disability. Organisations are also required to include disability and race alongside gender in their equal pay statement. This means that using only the comparison of council employee wages as an indicator for measuring performance falls short of the information that should already be available to indicate if progress has been made, and may in fact skew the results to give a misleading picture of equality within public sector organisations.

The inclusion of both ethnicity and disability in the equal pay statement and the occupational segregation of public sector workforces reflects the fact that many women in employment can face multiple barriers. Omitting this from the indicators may again present an inaccurate picture of any progress that is made under this strategy. CRER would urge the Scottish Government to ensure that their performance indicators reflect women who have other protected characteristics to illustrate that there has been demonstrable progress made across all areas, and not just a reduction in the barriers faced by white, able-bodied women.

Many of the indicators mentioned within this performance framework are higher level, and full reporting across all protected characteristics will ensure that the needs of all women are recorded and that certain groups do not become even more marginalised.

## **23 Is there anything you think is missing?**

### **Comments::**

Throughout the performance indicators there is no mention of misogyny, or sexism. These are recognised terms within society that clearly define certain behaviours of individuals and institutions. In order to fully monitor gender equality and to measure the progress that has been made these terms must be used within the indicators to ensure accurate, universal recording of incidents. There are several indicators that should be amended or expanded to reflect these terms. For example there is specific indicator on the proportion of the public who have stereotypical views on gender roles. CRER believes that this language is too weak in order to either target or record sexism and misogyny. Without having clear definitions the associated outcomes will be difficult to measure or indeed achieve.

Conversely, there are also indicators that are too narrow. For example there are two indicators that refer directly to pay and vertical segregation within local authorities. CRER would urge the Scottish Government to extend these indicators to all public sector bodies. This data is already collected under the Scottish Specific Public Sector Equalities Duties meaning that including them as indicators would not only give a clearer picture of the progress that is made across the public sector, but would also bring this policy into line with other statutory duties and equalities working.

## **24 Do you have any suggestions for additions to the draft performance framework?**

### **Comments::**

## **Questions for Groups & Organisations**

## **25 What role could your organisation have in contributing to this delivery plan?**

**Comments::**

CRER is an independent NGO working to eliminate racial discrimination and promote racial justice across Scotland. Through capacity building, research and campaigning activities which respond to the needs of communities, our work takes a strategic approach to tackling deep rooted issues of racial inequality. CRER has experience of anti-racist work covering areas such as community engagement and empowerment, research and resource development, practical training and equality mainstreaming support for public and voluntary sector organisations.

Throughout our responses to the questions within this consultation we refer to the need to ensure that BME women's needs are addressed within the strategy and that the specific barriers or discrimination that they face are addressed. However it must be noted that CRER strongly supports an intersectional approach to all of the issues raised in this strategy. We are concerned that there is a lack of detail as to how the needs of women who are LGBTI, disabled, Black or minority ethnic or practice a religion will be affected under the actions of this strategy. CRER would urge the Scottish Government to ensure that all elements of this strategy are equality impact assessed with the support of relevant stakeholders.

CRER's response has also been supported by Sikh Sanjog and we would be grateful if you could include their name on our submission.

CRER and Sikh Sanjog would be happy to contribute their expertise whenever appropriate.

**26 In responding to this consultation, how are you drawing on the experiences and views of the women, children and young people who access your organisation?**

**Comments::**

**27 Do you have any further comments on the delivery plan?**

**Comments::**

**About You**

**What is your name?**

**Name:**

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**Are you responding as an individual or an organisation?**

Organisation

**What is your organisation?**

**Organisation:**

Coalition for Racial Equality and Rights with support from Sikh Sanjog

**The Scottish Government would like your permission to publish your consultation response. Please indicate your publishing preference:**

Publish response with name

**We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for Scottish Government to contact you again in relation to this consultation exercise?**

Yes

**Evaluation**

**Please help us improve our consultations by answering the questions below. (Responses to the evaluation will not be published.)**

**Matrix 1 - How satisfied were you with this consultation?:**

Very satisfied

**Please enter comments here.:**

**Matrix 1 - How would you rate your satisfaction with using this platform (Citizen Space) to respond to this consultation?:**

Slightly satisfied

**Please enter comments here.:**