

Diversity, Equity and Inclusion Strategy





Introduction: Foreword from CEO

The voices of young people, particularly over the past year, have exposed the need for further concerted and consistent action across Scotland to tackle discrimination and racism – far beyond simply words and performative activities. The social, cultural and economic inequalities faced by young people, particularly those who are experiencing overlapping inequalities and discrimination, remain deeply concerning.

Our ongoing work to ensure diversity, equity and inclusion within the fabric of Young Scot as an organisation and in the work we do, will continue to be driven by our staff and those we serve - young people, particularly those for whom impact will be greatest.

At Young Scot, we continue to be fully committed to achieving diversity, equity and inclusion.

We're also working harder to become an explicitly anti-racist organisation. We are taking a close look at our operation and identifying what it is we do that contributes to structural discriminations.

Our refreshed ambitious, Diversity, Equity and Inclusion Strategy will align with Young Scot's organisational strategic plan, and will aim to drive systematic change across our internal services, policies, practice and values as an employer, but also in our role as the national information and citizenship charity for all young people aged 11-26 across Scotland.

This strategy is designed to support Young Scot to deliver key strategic goals, specifically to:

- Create an inclusive working culture, recognising the value of diversity and fostering a culture where everyone feels valued and respected
- Ensure our services for young people are accessible to all young people, recognising the intersectional diversity of their needs
- Learn from and share best practice in the third sector, demonstrating our work to eliminate discrimination, recognise and promote equality and diversity, address inequity and be inclusive in all that we do

The strategy sets out our vision and plan to meet our diversity, equity and inclusion strategic goals.

The Diversity, Equity and Inclusion Strategy and accompanying Action Plans will help us drive progress to ensure that we are embedding diversity, equity and inclusion into our day-to-day work and taking account of these across all our services, policies, practice and values.

Louise Macdonald OBE, Chief Executive

Young Scot and Diversity, Equity and Inclusion: Our Vision

As a learning organisation, Young Scot will seek out and embed practices which eliminate discrimination, recognise and promote equality and diversity, address inequity and be inclusive in all that we do.

Led by young people and Young Scot staff at every level within the organisation, we will work to understand fundamental systemic issues to tackle the root causes of inequality and, through our annual Action Plans and Equalities Outcomes Reports, we will demonstrate both our ongoing commitment and delivery. We are working to ensure that voices of the seldom heard can support our journey to deliver our vision.

Young people from all communities and backgrounds are calling for actions to tackle inequity – not just words and demonstrations. We recognise there is a lot more we must do as an organisation.

We are committed to ensuring that the UNCRC is at the heart of everything we do at Young Scot - many of the rights within the UNCRC align with the services that we provide for young people. We will also ensure that the principles of Getting It Right For Every Child (GIRFEC) are embedded in our approach, one which is young person centred, preventative and holistic.

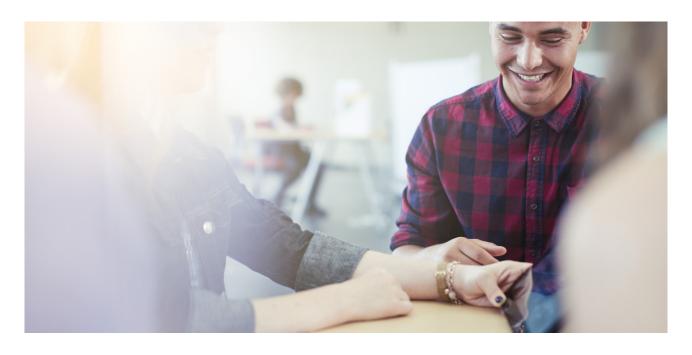
As an employer and service provider, Young Scot recognises our duties in line with the Equality Act 2010. In addition to our statutory obligations, we want to ensure that Young Scot provides a diverse and inclusive environment for our Board and staff, for the young people we work with and who use our services, and for our partners.



The Equality Act 2010 public sector general equality duty requires public authorities to pay due regard to:

- Eliminating discrimination, harassment, victimisation or any other prohibited conduct
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

Although not a public authority, Young Scot is committed to modelling good practice and we aim to implement measures over and above those required by law.



We will work towards this vision over the next four years, and by 2025 we aim to deliver progress against three strategic goals:

Diversity Equity and Inclusion Strategic Goals

- Create an inclusive working culture, recognising the value of diversity and fostering a culture where everyone feels valued and respected
- Ensure our services for young people are accessible to all young people, recognising the intersectional diversity of their needs
- Learn from and share best practice in the third sector, demonstrating our work to eliminate discrimination, recognise and promote equality and diversity, address inequity and be inclusive in all that we do

We will focus on delivering these strategic goals, with our yearly work plans based on the following four Diversity, Equity and Inclusion ("DEI") Strategic Outcomes which help us deliver our goals:

Diversity, Equity and Inclusion Strategic Outcomes

1. Culture and Training

All staff have the necessary knowledge, support and awareness of equality legislation and access to a range of information and tools to support and implement our diversity, equity and inclusion work.

2. Systems and Policies

Diversity, equity and inclusion is embedded into our services, policies, practice and values.

3. External Engagement

Young people from across the protected characteristics are involved in our work and able to access our services.

4. Recruitment

Our Board, Advisory Council, staff and volunteer recruitment processes create diverse teams that are representative of the 11-26-year-olds we are here to serve.

Outcome One: Culture and Training

All staff have the necessary knowledge, support and awareness of equality legislation and access to a range of information and tools to support and implement our diversity, equity and inclusion work.

Young Scot will:

- © Empower all staff to embed diversity and inclusion into all areas of work, internal and external
- O Increase staff awareness and confidence around diversity, equity and inclusion issues by providing good quality training and development opportunities
- O Promote positive behaviours and empower staff to challenge any negative/inappropriate behaviours
- Proactively use our values to understand how they impact behaviours at work and how they can bring about positive cultural change
- © Empower the DEI Champions Group to work with the DEI Programme Board to consider innovative ways to ensure Young Scot staff feel supported and confident to implement our diversity, equity and inclusion work.

Outcome Two: Systems and Policies

Diversity, equity and inclusion is embedded into our services, policies, practice and values.

Young Scot will:

- Annually review our policies and procedures to ensure we are respecting, reflecting and responding to our diverse needs
- Publish our set of Young Scot Diversity, Equity and Inclusion Strategic Goals with targets and accountable officers
- Publish an annual Diversity, Equity and Inclusion Action Plan, alongside our annual organisational Delivery Plan
- O Publish an annual Equalities Outcomes Report based on the Action Plan
- © Equality impact assess (EQIA) all new and existing policies, projects and services. Ensure we have effectively embedded the EQIA process into both policy, process, service and project development within Young Scot and we always consider equalities impact at planning stage of the development process.
- Develop a Child Rights and Wellbeing Impact Assessment (CRWIA) to allow us to identify, research, analyse and record the anticipated impact of our services on children's human rights and wellbeing
- Achieve the "Investors in Diversity" accreditation programme

Outcome Three: External Engagement

Young people from across the protected characteristics are involved in our work and able to access our services.

Young Scot will:

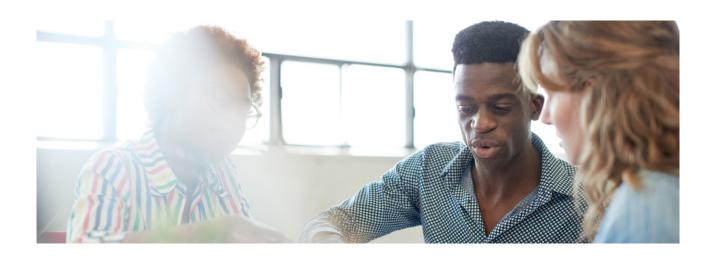
- Enhance and implement "Young Scot All-In" an initiative where young people act as assessors, carrying out audits of key Young Scot products and services to ensure they are inclusive and accessible.
- Increase the range of partners we work with to ensure we are targeting more young people from equalities groups in our recruitment of young volunteers and our content and services are relevant to them
- © Effectively monitor and evaluate our own equalities data to inform our service development
- Scrutinise and review Young Scot's Accessibility and Inclusion Guidelines
- O Publish information in a manner that is accessible
- © Ensure purchasing of goods, services and contracts are carried out in line with our Responsible Purchasing Strategy

Outcome Four: Recruitment

Our Board, Advisory Council, staff and volunteer recruitment processes create diverse teams that are representative of the 11-26-year-olds we are here to serve.

Young Scot will:

- Enhance and adapt our recruitment processes to ensure we are attracting and retaining diverse talent
- © Explore flexible working opportunities for all staff and smarter ways of working
- © Effectively monitor and evaluate our diversity and inclusion to ensure we can meet the needs of our staff and the young people we work with.
- Gather appropriate employment data on the structure of the organisation by protected characteristic



Leadership and Accountability

Young Scot Diversity, Equity and Inclusion Champions Panel

A diverse group of young people, chaired by a Young Scot Board member, will ensure that voices of the seldom heard can lead and support Young Scot's journey to deliver our vision. With appropriate support provided, this group will be recruited and will meet every six months to challenge, develop and drive Young Scot's work on diversity, equity and inclusion.

Diversity, Equity and Inclusion Programme Board

The Diversity, Equity and Inclusion Programme Board is made up of staff from each directorate and at every level within Young Scot. Chaired by a member of the Senior Management Team, the remit of this group is to:

- Lead on implementation of the Diversity, Equity and Inclusion Strategy and associated Action Plans, including monitoring and measuring progress and impact
- O Drive forward diversity, equity and inclusion and actively champion the promotion of diversity, equity and inclusion in our day to day work
- Keep the organisation updated on key developments and legislative changes in relation to diversity, equity and inclusion
- Identify and build on existing best practice within and beyond Young Scot and develop an appropriate process for dissemination of good practice
- Ensure Young Scot is, and remains, an explicitly Anti-Racist organisation, with intersectional diversity, equity and inclusion relating to Black young people and young people of colour embedded into our systems and policies

Monitoring and Evaluation

The Young Scot Senior Management Team, working closely with the Young Scot Board, own and are accountable for the commitments made within the Diversity, Equity and Inclusion Strategy. This will be reviewed alongside the organisational strategic plan, with the Programme Board leading on monitoring and measuring progress and impact, through the yearly Action Plans and Impact Reports. This work will be aligned and measured through the Young Scot Evaluation Framework.

Both the Young Scot Board and Senior Management Team have approved this document before publishing.

There is a responsibility on all Young Scot employees to ensure they are familiar with the Diversity, Equity and Inclusion Strategy and their responsibilities in relation to diversity, equity and inclusion.



Appendix 1: Glossary

CRWIA: Scottish Government Child Rights and Wellbeing Impact Assessment is a process through which you can identify, research, analyse and record the anticipated impact of any proposed law, policy or measure on children's human rights and wellbeing.

Equity: the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society¹.

EQIA: Equality Impact Assessment. An activity or process that helps assess the impact of a policy on different groups of people.

The Equality Act 2010: legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

GIRFEC: Getting It Right For Every Child is a framework which guides Scotland's approach to improving the wellbeing of children and young people.

Intersectionality: a framework for understanding how multiple categories of identity (such as gender, race and class) interact in ways that create complex systems of oppression and power.

Learning organisation: an organisation constantly and collectively learning to improve their services, policies, practice and values.

Protected characteristics: nine characteristics which are protected in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

PSED: Public Sector Equality Duty. Created under the Equality Act 2010 and replaced the race, disability and gender equality duties. It was developed in order to harmonise the equality duties and to extend them across the protected characteristics.

UNCRC: the United Nations Convention on the Rights of the Child is an international human rights treaty, with 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

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