



# MAXIMISING SCOTLAND'S POTENTIAL

Making race equality reality

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# FOREWORD

Racial inequalities affect us all. When individuals cannot get a job, cannot get promoted or cannot grow their business, simply because of their ethnicity, we all lose out. Scotland's economy is held back, talented people take their skills elsewhere and less revenue is generated for our public services. When people feel that their voices are not heard by decision-makers or that their specific needs are not met by public services, tensions grow within our communities. When our schools, colleges and universities do not encourage all our young people to develop to their full potential or prepare them to be active citizens within a diverse society, it is Scotland's future that suffers.

Scotland's population is becoming evermore ethnically diverse. School roll figures show that in some areas the population of non-white, ethnic minority pupils is now over 8%. Since the last elections to the Scottish Parliament globalisation, the expansion of the European Union and the Scottish Executive's Fresh Talent initiative have also encouraged new migrants to Scotland. Considerable effort has been put into persuading people to come here. Less has been done to bring about the integration which would guarantee that in future Scotland's communities will be safe, prosperous and harmonious.

Scotland has a choice as we approach the next term of the Scottish Parliament. We can continue down the route we've come. Warm words will continue to be spoken about the importance of race equality and diversity, but it will be left to individuals to try and make progress. Others will not see it as their responsibility. Funding will continue to be put into short-term projects and will disappear before progress can be rolled out to other parts of the country. If we continue along this path racial inequalities will persist, Scottish society will become increasingly divided and our economy will continue to be held back.

Alternatively, we can embark on a new route. On this route our political leaders will identify and take targeted actions, within their existing priorities, to address the racial inequalities that hold back every sector of Scottish life and to encourage integration. Addressing racial inequalities will be seen as a mainstream issue - the responsibility of all. Leadership will come from the very top. By taking this route we will make faster progress towards race equality, our economy will be boosted and Scotland will become a more attractive place to live and work.

If politicians want to maximise Scotland's potential they need to act now. This booklet is a manifesto for the next Parliament; it is also our legacy for the Commission for Equality and Human Rights (CEHR), which takes up our mandate from October 2007. We know that the CEHR in Scotland will pursue equality as vigorously as the CRE and its sister commissions have done. This manifesto is first and foremost for our politicians, but it also provides the CEHR with a guide to the aims and actions those politicians must take to ensure that everyone in Scotland can maximise their potential, regardless of their ethnicity.

**The Commission for Racial Equality (CRE) in Scotland**  
**January 2007**



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# KEY TERMS

Terms which the CRE uses are occasionally misunderstood in wider public debates. These definitions clarify what we mean when we use particular terms.

## EQUALITY

Equality does not mean treating everybody in the same way. We will only achieve race equality when no individual is held back from achieving their full potential because of their race or ethnicity. This does not mean that we would expect everybody to achieve the same outcomes. But, it does mean that outcomes should be fair; that we would not see differences in, for example, the employment rates of people along ethnic lines. Organisations that want to achieve equality of opportunity should adapt their services to take into account the specific needs that people have as a result of their culture, race or ethnic origin, rather than simply basing them around the prototype of a 'white male.'

## INTEGRATION

The CRE wants to encourage integration, not assimilation. Integration is a two way process, which involves both majority and minority communities. In order to bring about integration nobody needs to give up their heritage or cultural identity. Rather, the majority need to accommodate and to adapt to some of what the minority bring with them and the minority need to adopt ways of being compatible with the majority with whom they live. The CRE has characterised an integrated society as one with three components: equality of opportunity and esteem for all racial groups; equality of participation and power for all racial groups; and equality of interaction between all racial groups.

## THE RACE RELATIONS ACT (RRA)

The Race Relations Act (1976) protects everybody from discrimination on the grounds of their race, colour, nationality or ethnic or national origin in the fields of: employment; work/training; planning; housing; the exercise of public functions and the provision of goods, facilities and services - for example, by banks or leisure centres. In 2000 the RRA was amended, shifting the focus of the legislation beyond the negative prohibition of racial discrimination to encompass the positive promotion of equality. The amendments place a general duty on public authorities to eliminate racial discrimination and to promote equality of opportunity and good race relations. The RRA amendments also place specific duties on public authorities (including the Scottish Executive) whose work has the most impact on race equality. Authorities that are subject to the specific duties must take a range of actions, such as developing a race equality scheme or policy which describes how they will meet the general duty and monitoring their employment procedures and practices.

## POSITIVE ACTION

Positive action refers to measures that can legally be taken to promote race equality and compensate for past disadvantage. It includes basic action which service providers and employers can take to identify and change policies and practices that create or sustain inequalities, such as advertising jobs in different media outlets in order to attract a more diverse range of applicants. It also includes more advanced actions that can be taken under sections 35, 37 and 38 of the RRA to counter-balance the under-representation of particular ethnic groups for example, by providing training for particular ethnic groups in an employment field in which they are under-represented. Positive action does not however, mean giving jobs to people because of their race in order to fill a quota. That would be positive discrimination, which is unlawful in Britain.

## SHOWING LEADERSHIP

Although racial inequalities persist across every Scottish Executive Minister's portfolio and in most areas of the Scottish Parliament's business, the widespread assumption remains that somehow the responsibility to deliver race equality lies with a single person or group - such as the Communities Minister or the Equalities Committee. Many leaders still do not understand what equality means in relation to public policy. There is also an unwillingness to take firm action on what are perceived to be unpopular issues, such as the inequalities faced by Gypsies/Travellers or ethnic minority prisoners.

Progress towards race equality and integration is not only obstructed by attitudes, but by the lack of a solid infrastructure to support it. Scotland's population is changing at an unprecedented rate, but we do not have the structures in place to keep up with these changes. Without improved capacity and expertise, data, targets, effective budget processes and robust monitoring mechanisms it is impossible to make coherent and sustained progress. We will only make significant advances towards an equal and integrated Scotland when all our leaders develop a common understanding of what race equality is and take shared responsibility for delivering it.





## POLICY AIM

To put race equality and integration at the heart of Scotland's political agenda.

## MAKING IT HAPPEN

- Develop and implement new data collection systems to provide accurate measures of Scotland's ethnic diversity and of trends in racial inequality;
- Take a strategic approach by resourcing, implementing and monitoring the progress of a race equality and integration strategy which includes departmental targets;
- Set equality targets within the budget process and 2007 spending review which link to core work;
- Introduce arrangements to ensure that the impact on race equality of proposed policies is robustly assessed;
- Challenge media coverage which promotes stereotypes or inaccuracies;
- Increase the participation of under-represented ethnic groups within your political party through targeted initiatives.

## Develop data collection

Neither the Scottish Executive nor other public authorities have adequate data to develop, implement and measure the success of policies to address racial inequalities and promote integration. Policy-makers rely heavily on the census for statistics relating to ethnic groups. This is problematic, not only because the census is six years out-of-date, but because it uses a narrow definition of ethnic minorities based on colour, which excludes white minority groups, such as Poles. Other data sets, such as the Scottish Labour Force Survey, use the same definition, resulting in small sample sizes and limited reliability of data.

## Take a strategic approach

The lack of clear mechanisms for monitoring the impact of actions intended to promote race equality, such as the Race Equality Advisory Forum's 2001 recommendations, has meant that little progress has been made. This manifesto is being written as the Scottish Executive finalises a race equality strategy and action plan - due to be published shortly. It will however, be up to the next Executive to ensure that any strategy is delivered. Given previous experience, the incoming Executive must set out a clear vision of what the strategy aims to achieve. It must also set clear departmental targets, linked to current priorities, to ensure that all ministers take responsibility for addressing racial inequalities within their specific portfolio. These targets must be SMART (specific, measurable, actionable, realistic and timely) and progress towards achieving them must be tracked.

## Set budget targets

Current budget processes do not take into account whether policies deliver positive change across all ethnic groups. They simply assess whether quantitative headline measures have been met. This means that, for example, it is possible to meet employability targets without addressing any of the racial inequalities that have resulted in an employment gap between ethnic minorities and the majority population. By putting funding

into stand-alone projects, rather than setting equality targets which link to core work, the budget process may be reinforcing racial inequalities.

## Ensure impact is assessed

Public authorities subject to specific duties under the RRA must assess the likely impact on race equality of proposed functions, policies and legislation. They must actively seek ways in which any or all of these can have a positive impact on race equality and adjust or remove anything that could have a potentially negative impact before introducing it. However, many Scottish Executive departments are not carrying out proper race equality impact assessments - often because they wrongly judge their portfolio to be race neutral and/or they lack data.

## Challenge media coverage

Media coverage has an impact on race relations. Unbalanced or inaccurate media reporting can damage relations between ethnic groups, whereas accurate reporting, which includes the voices of those who usually go unheard in media coverage that concerns them (for example, Gypsies/Travellers), can have a positive impact. Reporting of race issues has improved but parts of the Scottish media still repeatedly stereotype particular ethnic groups and this has resulted in individuals being attacked, both verbally and physically. Politicians can show real leadership by publicly challenging media reporting which includes stereotypes and inaccuracies.

## Increase participation within your political party

Many ethnic minorities do not feel represented by Scotland's political parties. Our Parliament and parties must be able to represent everybody regardless of their ethnicity - we would not expect only a Scottish Asian MSP to represent a Scottish Asian constituent. But, political parties also need to reflect the diversity within our population as a whole. When people feel that they have no share in our decision-making institutions our entire society suffers.

*“The media has so much to answer for... Why would you want to be involved in a society that appears to hate you?”*

## DELIVERING PROSPERITY FOR ALL

Racial inequalities hold Scotland's economy back. Scotland has jobs to fill - 500,000 jobs will be available in Scotland to 2009<sup>1</sup> - but traditional recruitment pools are shrinking. Stimulating economic growth by encouraging more people to live and work in Scotland and making more of existing pools of talent has been a key priority for the Scottish Executive. Despite this focus on encouraging people to Scotland through the Fresh Talent initiative, there has been less action to address the racial inequalities in the Scottish labour market, which hold back both new arrivals and the settled ethnic minority population.

Employment rates amongst all ethnic minority groups are lower than those of the white population<sup>2</sup>. The employment rate among ethnic minorities in Scotland is only 59%, compared to an overall employment rate of 75%<sup>3</sup>. Yet, Scotland's population is changing rapidly. We have one of the fastest growing immigrant populations in the UK<sup>4</sup>, our ethnic minority population is younger than the majority population<sup>5</sup> and across Britain ethnic minorities will account for half the growth in the working age population by 2009<sup>6</sup>. To sustain the economy and to compete in today's globalised markets Scotland needs to maximise the economic potential of all its inhabitants, regardless of their ethnicity.



## POLICY AIM

To eradicate racial inequalities in the labour market by 2013.

## MAKING IT HAPPEN

- Make equality and diversity a measure of economic progress;
- Fund a Race for Opportunity campaign for Scottish businesses;
- Set employment targets for key public sector agencies;
- Use public procurement systematically in order to promote race equality throughout Scotland's workplaces;
- Assist migrants, refugees and employers with skills and qualifications accreditation by setting up a one-stop shop;
- Provide business support services that meet the particular needs of Scotland's diverse business-owners.



## Make equality a measure of progress

Delivering race equality is not, at present, seen as an economic priority. Yet, there is an ethnic penalty in the labour market which means that a person in Scotland from an ethnic minority group who is the same age, has the same skills and qualifications and lives in the same area as a person from the majority group is still more likely to be unemployed, be in a more junior position and earn less than their majority counterpart. Since individuals and government are worse off than they would be if the employment penalty associated with specific social groups was removed, it makes sense to use equality as a top-line measure of economic progress.

## Fund a race for opportunity

The English Race for Opportunity campaign promotes the business benefits of race equality and encourages businesses to show leadership and take positive action to bring about race equality in the workplace. In Scotland however, businesses have had limited practice at attracting and managing a diverse workforce. The public and the media think businesses tend to appoint people on the basis of who they know and whether they'll fit in rather than on ability<sup>7</sup>. As our population becomes evermore diverse this approach will become evermore unsustainable. A Scottish equivalent of the Race for Opportunity campaign would help businesses to make the most of our ethnically diverse workforce.

## Set employment targets

At the moment, there is no full breakdown of the number of workers within the public sector by ethnic group, but the percentage of ethnic minority staff working in the Scottish Executive's core departments is only 1.1%<sup>8</sup>. Setting aspirational employment targets for the recruitment and retention of ethnic minority staff in key public sector agencies would demonstrate commitment to race equality, promote diversity in the workplace and begin the necessary reversal of the employment gap between ethnic minorities and the majority population.

## Use public procurement

By taking into account the wider social costs and benefits when evaluating value for money with regard to procurement, in line with Treasury recommendations, the Scottish public sector can encourage both the promotion of race equality in all businesses and the diversification and growth of ethnic minority businesses in particular.

## Assist with skills accreditation

While almost half of all job openings in Scotland to 2009 will be in highly skilled occupations<sup>9</sup>, a considerable proportion of migrants and refugees are working in jobs which are not commensurate with their experience and skills. Thirty-seven percent of migrants who move here hold a higher level qualification<sup>10</sup> and many refugees and asylum-seekers are also well qualified, possessing a broad range of technical and professional skills<sup>11</sup>. Yet, many migrants and refugees are unable to fulfill their economic potential because they cannot get their qualifications easily recognised. Setting up a one-stop shop to assist with skills/qualifications accreditation will help to maximise the potential of Scotland's fresh talent and prevent workers' skills from being wasted.

## Provide business support services

Scotland's ethnic minority businesses contribute between £500 and £700 million towards our GDP<sup>12</sup> yet, our business support services are not encouraging them to grow. Ethnic minority businesses are less likely to get help from business support agencies and have lower success rates at accessing formal finance than their majority counterparts.

*“7,000 Polish people have come to Inverness.... They’ve been sold a false promise of ‘come to Scotland and your life will be great’; sure they’re earning money but their quality of life in terms of accommodation is appalling.”*

## EDUCATING FOR AN EQUAL FUTURE

Our schools, colleges and universities are essential to the drive to create an integrated Scotland which is at ease with its ethnic diversity. Educational institutions can equip our children and young people for the future in two ways. Firstly by ensuring that students understand how racial discrimination occurs (both inadvertently and intentionally) and how equality can be promoted; secondly by ensuring that every student is able to fully contribute to Scotland's future economic and social life.

At present, our educational institutions are doing neither of these things adequately. Racism in schools appears to be rife and teachers say they need more training in educating pupils about anti-racist behaviour. There are also a range of barriers, such as the type of careers advice pupils receive, which result in young people from different ethnic backgrounds being pigeon-holed into certain sectors of future employment. Given that the majority of growth in Britain's working age population will be among ethnic minority groups, Scotland will lose out if we do not ensure that our ethnic minority pupils are able to fully maximise both their educational and future employment potential.



## POLICY AIM

To embed anti-racist education and the promotion of integration as core functions of Scotland's educational institutions.

## MAKING IT HAPPEN

- Monitor the impact of anti-bullying initiatives on racist bullying;
- Improve the provision and effectiveness of race equality training for teachers and support staff, so that they can effectively tackle racism and discrimination;
- Build specific equalities education into the national curriculum for excellence to empower young people of all ethnic backgrounds to understand and deal with racial discrimination;
- Launch a campaign to recruit teaching and other education staff from a more representative range of backgrounds.

## Monitor anti-bullying initiatives

Despite concerns that Scotland's ethnic minority pupils experience racism on a daily basis, previous anti-bullying initiatives have not focused on the specific issue of racist bullying. Consequently many schools do not appear to incorporate racist bullying within their anti-bullying strategies. By failing to do so they send a tacit message to pupils that racist bullying is acceptable. The recent development of a new anti-bullying toolkit, which includes a strong anti-racist message, and the introduction of a new anti-bullying service for Scotland, Better Futures, provide the foundations for addressing racist bullying in our schools, workplaces and communities. However, the implementation and outcomes of these initiatives must be proactively monitored to ensure they actually deliver positive change.

## Improve teacher training

Parents, Her Majesty's Inspectorate of Education and teachers themselves have all identified a need for improvements in staff training in order to enable education staff to more effectively deal with racism and promote race equality within schools. The Scottish Executive does not collate the number of racist incidents recorded in schools, but its figures do show that racism is the second most likely motivating factor in incidents leading to a pupil's exclusion from school (after substance abuse)<sup>13</sup>. Current equality and diversity training, including that provided in initial teacher education, therefore needs to be urgently revised to better equip all teachers to deal with racism and promote race equality within our schools.

## Build equalities into the curriculum

Equalities teaching is still treated as an option rather than a necessity by Scottish schools. Teachers tend to identify the promotion of race equality with the celebration of multi-cultural events, tackling racist incidents and support for bilingual pupils<sup>14</sup>. Such activities are not sufficient to establish an anti-racist ethos among pupils, nor will they encourage all our young

people to feel that they have a stake in and can contribute to Scotland's future. The new national curriculum for excellence is intended to encourage pupils to become responsible citizens, but contains no clear reference to specific equalities and anti-discrimination teaching - a failing which needs to be urgently addressed.

## Launch a recruitment campaign

Scottish teachers who work in a racially diverse environment say that this has enriched their teaching and research has shown that being taught by a diverse mix of people can encourage ethnic minority pupils to develop a positive sense of identity<sup>15</sup>. Although ethnic minority pupils made up 4% of the Scottish school population in 2005<sup>16</sup>, only 0.9% of teachers were from ethnic minority backgrounds<sup>17</sup>. There is no data about the number of ethnic minority support staff. Addressing the under-representation of ethnic minority teachers and support staff, so that our schools reflect the diverse population they serve, will help to shape a culture which is at ease with its diversity.



*"My biggest concern is education. I came to Aberdeen and the people I've met here have been educated to only understand Aberdeen and white Scottish culture."*

## PROVIDING EFFECTIVE SERVICES

The principles behind public service reform should help advance race equality. Reform is intended to put users at the heart of service delivery and the Scottish Executive recognises that decisions about what offers 'best value' should not simply be based on money but on other factors, such as the impact on equality. However, despite their legal duties under the RRA public authorities are not doing enough to reform services so that they can meet the varying needs of Scotland's diverse population.

Too many public service providers still believe that to achieve equality you have to treat everybody in the same way. There is a danger that unless public service providers develop better understanding of and have the tools and skills to more effectively promote race equality, public service reforms could exacerbate racial inequalities.



## POLICY AIM

To provide sustainable and fair public services that offer value for money.

## MAKING IT HAPPEN

- Assess the impact of all proposed public service reforms on race equality as a matter of course;
- Ensure that Scotland's audit and inspection regime drives up public authorities' performance against their duties under the RRA;
- Develop an equality standard measurement for public authorities and incorporate it as a core best value performance indicator;
- Introduce standards and accreditation for equalities training for all public service employees.

## Assess the impact of reforms

Scottish Executive departments are not, as yet, making proper use of race equality impact assessments to ensure that proposed policies reduce disadvantage between ethnic groups (see Leadership above). In other parts of Britain public services reform, particularly relocation, has had a disproportionate impact on different groups of people. Yet as Audit Scotland points out, relocation, if properly assessed, can bring wider benefits, such as economic development and social inclusion. The Scottish Executive is predicted to carry out 20 relocation reviews between now and 2011<sup>18</sup>; it needs to ensure that robust race equality impact assessments of these and other proposed public service reforms are carried out in order to better assess their costs and benefits.

## Ensure audit and inspection drives performance

Current audit and inspection bodies could do more to ensure public authorities are complying with their legal obligations under the RRA. The ongoing review of regulation, audit, inspection and complaints handling of public services in Scotland provides an opportunity to ensure that any new audit and inspection regime does more to drive up public authorities' performance against their race equality duties and therefore to help ensure that public services meet the needs of Scotland's diverse population.

## Develop an equality standard

Equal opportunities is a principle of best value arrangements, but public authorities remain unsure about how to implement this. In England an equality standard for local government has been developed which integrates equalities policies and objectives with best value and encourages the development of anti-discrimination practice appropriate to local services. The standard is used as a voluntary best value performance indicator. Scotland could bring about faster improvements in race equality by developing a similar standard, but making performance against it a core best value indicator. This would drive up

standards and enable audit and inspection bodies to conduct more consistent assessments of public authorities' performance against best value principles.

### Introduce accreditation for equalities training

Public authorities who are subject to specific duties under the RRA must provide training so that staff understand their duties and have the skills to carry out these duties. However, the training that is currently provided varies in its quality, effectiveness and relevance to people's professional lives. As a result many public service employees still do not understand how the decisions they make on a daily basis can either reduce or increase racial inequalities. Even where public service providers, such as the police, have tried to implement national standards for training, local application of these has been variable. Introducing standards and accreditation for equalities training across Scotland would ensure that all public sector staff receive quality training that better equips them to promote race equality and good race relations.

*“No-one... [is]... really taking  
our views forward. I’d like to see  
someone who really understands  
and appreciates what my community  
needs fighting our corner.”*

## BUILDING AN INTEGRATED SCOTLAND

Scotland has a good foundation on which to build a more integrated society. Research repeatedly suggests that ethnic minority people feel a sense of belonging to Scotland and that the majority of people in Scotland strongly support the values of equality and fairness.

Yet, integration does not come about by itself. On all three measures of integration, equality of opportunity and esteem, equality of participation and power and equality of interaction, Scotland currently scores low. In recent years examples from other parts of Britain and from France have demonstrated how tensions can rise when people do not feel they have an equal share in their society. Fostering integration must therefore remain a priority for Scotland's policy-makers.





## POLICY AIM

To foster integration between and within our communities.

## MAKING IT HAPPEN

- Encourage the involvement of ethnic minority young people in decision-making processes and enhance their sense of belonging to Scotland through a nation-wide programme of activities;
- Develop the One Scotland, Many Cultures campaign so that as well as promoting the kind of country Scotland aspires to be, it also promotes understanding of the different forms of racial discrimination;
- Promote the involvement of parents from under-represented groups in parent forums and councils through a targeted programme of work;
- Coordinate a network of appropriate and distinct permanent and transit Gypsy/Traveller sites across Scotland;
- Provide English for Speakers of Other Languages (ESOL) teaching for everyone who needs it.

## Encourage involvement in decision-making

There is no room for complacency about participation in decision-making processes. Although three percent of people occupying public appointments in Scotland are from an ethnic minority background, there is no record of how many of them are in leadership roles, as chair or vice-chair of a board. Consultation fatigue (a feeling of being overly consulted but not seeing any change as a result of your input) and the perception that politics is unrepresentative of Scotland's diversity may also play a role in discouraging ethnic minority people from participating in decision-making processes.

## Develop One Scotland, Many Cultures

Racial discrimination in Scotland takes many different forms, yet there tends to be a focus on overt and deliberate racial discrimination for example, harassing someone in the street. As a result, many people in Scotland, including service providers and employers, still do not understand how their actions might inadvertently foster racial inequalities. Developing the One Scotland, Many Cultures campaign so that it promotes a greater understanding of the different forms of racial discrimination could encourage people to think about whether their actions are inadvertently resulting in indirect discrimination and to adjust these actions accordingly.

## Promote parental involvement

Although ethnic minority parents do not feel sufficiently involved in their children's education, information and publicity materials rarely target them and schools and education authorities may lack knowledge of ethnic minority parents' interests and values. The recent introduction of a new structure to encourage all parents to become more involved in schools through forums and councils is a step forward, but this will not address the under-involvement of ethnic minority parents on its own. It must be accompanied by a specific programme to encourage greater involvement of ethnic minority parents in schools.

## Coordinate a network of Gypsy/Traveller sites

Lack of adequate accommodation provision, particularly sites, has been identified by Gypsies/Travellers as one of their most pressing needs. Scottish Gypsies/Travellers face shocking levels of inequalities and discrimination. Neither Gypsy/Traveller site pitches nor caravans are covered by the provisions of the Housing (Scotland) Acts. Many Gypsies/Travellers believe that if their accommodation needs were addressed this would help to address other issues, such as the impact of poor accommodation on their health. Since accommodation issues are the most frequent source of tension between members of the settled population and Gypsies/Travellers, this would also have a positive impact on relationships between these communities.

## Provide ESOL for all

English language ability has an impact on integration. Being unable to speak English adequately will hamper people's employment potential and their ability to interact with other people. Research has shown that poor English skills do not only affect individuals, they also impact on the prospects of their children<sup>19</sup>. Yet, it is estimated that only 18% of people in Scotland who would potentially benefit from ESOL education attended classes in 2003-04<sup>20</sup> and at the time of writing the Scottish Executive has yet to fulfil its commitment to publish an ESOL strategy for Scotland. Continued investment and resourcing to ensure ESOL provision is available for everyone who needs it is crucial to any drive to encourage integration.

*“When ministers only talk in political terms and they’re white and old, it’s hard for anyone who isn’t those things to want to get involved.”*

1. Futureskills Scotland (2006) *Labour Market Projections until 2014*.
  2. Cabinet Office Strategy Unit (2003) *Ethnic Minorities and the Labour Market*.
  3. Scottish Executive (2006) *Measuring progress towards a Smart, Successful Scotland: 2006*.
  4. IPPR (2005) *Beyond Black and White: Mapping new immigrant communities*.
  5. Scottish Executive (2004) *Analysis of Ethnicity in the 2001 Census*.
  6. Cabinet Office Strategy Unit (2003) *Ethnic Minorities and the Labour Market*.
  7. Scottish Enterprise Fife (2005) *Fresh Talent for Fife*; Sunday Herald (2005) *Business urged to breakthrough 'the cozy barrier'* 23rd October.
  8. Scottish Executive [www.scotland.gov.uk/Resource/Doc/1032/0019450.xls](http://www.scotland.gov.uk/Resource/Doc/1032/0019450.xls).
  9. Futureskills Scotland (2006) *Labour Market Projections until 2014*.
  10. IPPR (2005) *Beyond Black and White: Mapping new immigrant communities*.
  11. Scottish Executive (2004) *Refugees and Asylum Seekers in Scotland: A Skills and Aspirations Audit*.
  12. Scottish Executive (2005) *Minority Ethnic Enterprise in Scotland: a national scoping study*.
  13. Scottish Executive (2006) *Statistics Publication Notice: Education Series - Exclusions from Schools, 2004/05* (web-based).
  14. Scottish Executive Education Department (2004) *Minority Ethnic Pupils' Experiences of School in Scotland (MEPESS)*.
  15. Scottish Executive Education Department (2004) *Minority Ethnic Pupils' Experiences of School in Scotland (MEPESS)*.
  16. Scottish Executive (2006) *Pupils in Scotland, 2005*.
  17. Scottish Executive (2005) *Statistical Publication - Education Series: Teachers in Scotland, 2005*.
  18. Audit Scotland (2006) *Review of Scottish Executive departments, agencies and non-departmental public bodies*.
  19. Department of Work and Pensions (2006) *Barriers to Employment for Pakistanis and Bangladeshis in Britain*.
  20. Scottish Executive (2004) *National "English for Speakers of other Languages" (ESOL) Strategy: mapping exercise and scoping study*.
- Quotes used in the manifesto are all taken from focus group research on political participation in Scotland conducted by Northumbria University for the CRE.

# ABOUT THE CRE IN SCOTLAND

The Commission for Racial Equality was established under the Race Relations Act (RRA) 1976. We are a statutory body which means that our remit is set out by law. Under the RRA we have three main duties:

- To work towards the elimination of racial discrimination and promote equality of opportunity;
- To encourage good race relations between people from different ethnic backgrounds;
- To monitor the way the RRA is working and recommend ways it can be improved.

CRE Scotland carries out all of these duties in Scotland.

In 2006 the Westminster government passed the Equality Act which covers Scotland, England and Wales. The Act establishes a single Commission for Equality and Human Rights (CEHR) which will take on the existing responsibilities of the CRE, the Disability Rights Commission and the Equal Opportunities Commission from October 2007. The CEHR will also promote human rights in relation to reserved issues, promote equality and work towards the elimination of discrimination in relation to sexual orientation, religion or belief and age. The CEHR Scotland committee will oversee the exercise of its duties in Scotland.

# MAXIMISING SCOTLAND'S POTENTIAL - MAKING IT HAPPEN

## LEADERSHIP

- Develop data collection
- Take a strategic approach
- Set budget targets
- Ensure impact is assessed
- Challenge media coverage
- Increase participation within your political party

## PROSPERITY

- Make equality a measure of progress
- Fund a race for opportunity campaign
- Set employment targets
- Use public procurement
- Assist with skills accreditation
- Provide business support services

## EDUCATION

- Monitor anti-bullying initiatives
- Improve teacher training
- Build equalities into the curriculum
- Launch a recruitment campaign to attract education staff from a more diverse range of backgrounds

## PUBLIC SERVICES

- Assess the impact of reforms
- Ensure audit and inspection drives performance
- Develop an equality standard
- Introduce accreditation for equalities training

## INTEGRATION

- Encourage involvement in decision-making
- Develop One Scotland, Many Cultures
- Promote parental involvement in schools
- Coordinate a network of Gypsy/Traveller sites
- Provide ESOL for all

**In-depth information about why politicians need to take these actions in order to maximise Scotland's potential is within.**

