



General Register Office for Scotland
information about Scotland's people

**Race Equality Scheme
Annual Report**

30 November 2009

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1. FOREWORD BY DUNCAN MACNIVEN, REGISTRAR GENERAL FOR SCOTLAND

I am pleased to introduce the Race Equality Annual Report 2009 for the General Register Office for Scotland (GROS).

Our commitment to Race Equality is perhaps best demonstrated in our continuing preparatory work for the 2011 Census and through our contribution to [Homecoming 2009](#).

In this year of Homecoming, GROS worked in partnership with the National Archives of Scotland (NAS) and the Court of the Lord Lyon (CLL) towards the opening of the ScotlandsPeople Centre, hosted the 'Famous Scots' free exhibitions and participated in The Gathering.

Additionally, we held on Sunday 29 March a Census Rehearsal in Lewis/Harris and the West of Edinburgh in preparation for the Census in 2011 and to test, among other things, that our preparations took adequate account of race equality.

For our staff, as part of our commitment to diversity, we ran a Learning at Work event; "Blue Eyes, Brown Eyes" aimed at maintaining their awareness of race equality.

This report demonstrates we are determined to continue to meet our Race Equality Duty.

2. INTRODUCTION

Progress made since November 2008 is described under the following four headings:

- Publication of statistics and related information
- Delivery of Services
- Employment of staff
- Procurement of goods and services

3. PUBLICATION OF STATISTICS & RELATED INFORMATION

3.1 Statistics

The statistics that GROS provides, support and inform policy development for Scotland. We continue to link our strategic and corporate objectives to the [Government Economic Strategy](#) which supports the delivery of the Purpose, that is, to focus the Government and public services on “creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable growth”

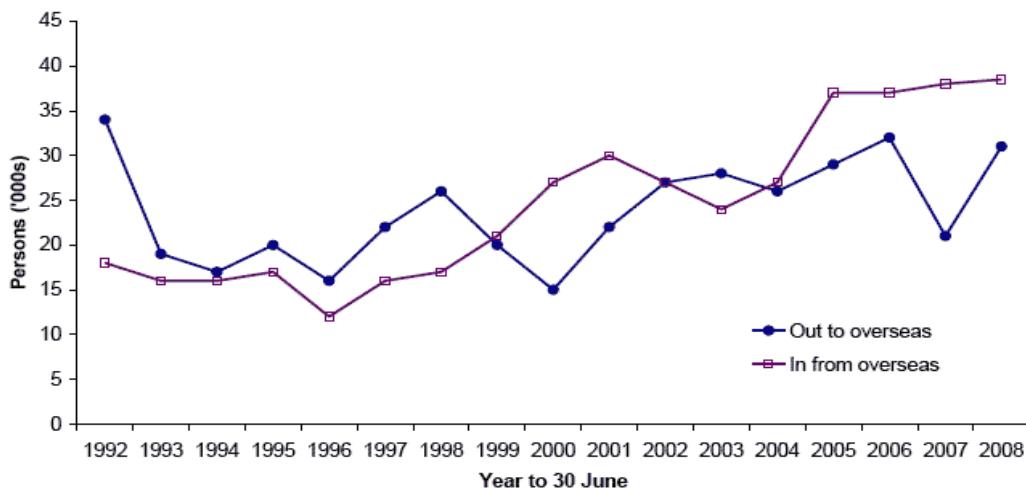
The Government Economic Strategy details the challenges faced with Scotland’s projected significant demographic shift and sets a target for population growth: *“to match average European (EU-15) population growth over the period from 2007 to 2017, supported by increased healthy life expectancy in Scotland over this period.”*

GROS contributes to this target by providing and publishing statistics on Scotland’s population, for instance, in [“The Registrar General’s Annual Review of Demographic Trends”](#).

Statistics published in the Annual Review detail that Scotland’s population increased by 0.5% in the 12 months between 1 July 2007 and 30 June 2008 and that this increase was mainly due to more people coming to Scotland than leaving.

3.2 Migration

During that period about 38,500 people came to Scotland from overseas and around 30,800 left Scotland to go overseas, giving a net migration gain from overseas of around 7,700. Estimating international migration is quite difficult as the figures are taken from the International Passenger Survey (IPS), a survey conducted at main airports and ports across the UK, which has a small sample size relevant to Scotland. Internationally, migrants are defined as people who change their usual country of residence for 12 months or more. The figure below shows the trends in flows of people from overseas since 1991. In-migration from overseas has been increasing since 2002 and is currently at its highest level.



3.3 Migration and the distribution of people in Scotland

In many parts of Scotland, migration is the most important component of population change. The patterns of migration over the period 1998 to 2008 indicate that the highest net out migration rates were in Shetland Islands, East Dunbartonshire and Inverclyde. The highest net in migration rates were in Perth & Kinross, East Lothian and Scottish Borders.

4. DELIVERY OF SERVICES

4.1 Preparation for the 2011 Census

We have recently completed the 2009 Census Rehearsal and we are now moving into the final strategic planning and development phase for the 2011 Census, incorporating lessons learned from the rehearsal.

As part of fair and open recruitment we try to ensure that members of all communities are aware of census employment opportunities and as well as advertising in the usual media, for the Rehearsal, we advertised vacancies on Polish websites and received 38 applications of whom 5 were successful in obtaining employment.

GROS has (in conjunction with SG) developed a new ethnicity question for use in surveys, which is acceptable to all the different ethnic communities across Scotland and which measures relevant inequalities, so that service providers can better plan for the needs of all communities. The classifications used, satisfactorily, for the first time in the Census Rehearsal.

GROS has been closely involved in extensive consultation (led by the Scottish Government over several years) with minority ethnic groups and community leaders as well as with the public and data users, to identify the question on ethnicity not only for the 2011 Census but also for use in other surveys. The driving force of this work was to remove the anomaly that for some people a geographical classification is used and for others a colour (e.g. Asian compared to Black). We also looked at

other areas of ethnic identity such as national identity and language abilities, the result of which have been encompassed in the 2011 Census questions. Reports on the findings of this research will be made available in early 2010, when we publish the full evidence base for the 2011 question set.

On 26 November, our proposals for the 2011 Census, including the full set of questions, were laid before the Scottish Parliament in the form of the Census (Scotland) Order. Parliamentary approval is required before the Census can go ahead.

4.2 ScotlandsPeople Centre

The new ScotlandsPeople Centre, a joint venture between GROS, the National Archives of Scotland (NAS) and the Court of the Lord Lyon (CLL) opened to the public on 25 August 2008 and is Scotland's largest family history centre. We continue to add to the records available to the public and the digitised Old Parish Registers were released at our pay per view website www.scotlandspeople.gov.uk in April 2009 and will be available at the ScotlandsPeople Centre in December 2009.

4.3 Book of Scottish Connections

This is a new public record, introduced under the Local Electoral Administration and Registration Services (Scotland) Act 2006. People anywhere in the world, who have a Scottish connection one or two generations back, can apply to have a birth, death, marriage or civil partnership which happens outside Scotland recorded in the new Book, which we will hold at New Register House. A commemorative certificate of the event, and the Scottish connection, will then be available from the registration service in Scotland, to be preserved as part of the family history record. We have had a number of enquiries so far and the consultation which we carried out beforehand on the internet suggested that there will be plenty demand.

5 EMPLOYMENT OF STAFF

5.1 Terms & Conditions

GROS is an Associated Department of the Scottish Government (SG) which means that all staff in GROS have the same terms and conditions of employment as staff in SG and we follow all of the SG's HR policies and procedures, this includes the SG Equal Opportunities Policy which is that all staff should be treated equally irrespective of their sex, marital/civil partnership status, age, race, ethnic origin, sexual orientation, disability, religion or belief, working pattern, employment status, gender identity (transgender), caring responsibility, or trade union membership.

5.2 Race Equality Network

The SG Race Equality Network is open to all staff who are from a minority ethnic background or who have an interest in race equality issues. The aim of the Network is to provide staff with an opportunity to meet one another, discuss relevant issues and provide mutual support, if needed.

5.3 Diversity Placement Scheme

Each year the SG offers a six week paid summer training placement to students and recent graduates of Scottish colleges and universities who are disabled or who are of a minority ethnic background. This year GROS participated in the Scheme and provided a placement opportunity in one of our Census Branches. Feedback from the placement confirmed that the experience was both worthwhile and interesting.

5.4 Well Being at Work Scheme (W@W)

GROS is committed to promoting health and well being in the workplace and in June 2009 joined with the National Archives for Scotland (NAS) to launch a joint in house Well Being at Work initiative. Since then we have promoted a number of events, initiatives and campaigns including the “Can We Count on You” campaign aimed at raising awareness about the success of transplantation and the urgent need for more minority ethnic organ donors, as patients from the same ethnic group are more likely to be a close match.

5.5 Training & Development

As part of our annual “Learning at Work Week” (7-11 September 2009) we provided staff with a diversity event which was well attended. The event was provided by the Diversity Adviser from the SG Employee Relations, Diversity and Policy team and included a 25 minute video of the Jane Elliot “Brown Eyes, Blue Eyes Experiment” on Racism. Many staff commented that the event was powerful and thought provoking.

5.6 e-HR System

In the last year staff were given access to an extended range of online Human Resource (HR) services. The online HR Service (e-HR) allows managers to authorise / decline requests for leave, record and manage sick absence and update staff Performance. All staff have control over personal details recorded on the system and are encouraged to record their ethnicity. This information is used by HR for monitoring purposes and to assist in the development of policies that are free from bias and discrimination.

6. PROCUREMENT OF GOODS & SERVICES

GROS continues to follow SG procurement policy and procedure which comply with EU Procurement Directives ensuring equality of treatment of suppliers, non discrimination and transparency

7. CONCLUSION

The Equality Bill, combining all of the existing legislation on discrimination into one single statute was published on 27 April 2009 and we will review the key targets of our Race Equality Scheme once the Bill’s provisions become law.