

EHRC Scotland Annual Review 2013/14



The EHRC in Scotland exists to make life better for the people of Scotland. This annual review report of the work undertaken by the Commission in 2013 -2014 shows how seriously we take our mandate to help to ensure that equality and human rights are a reality for everyone in Scotland now and in the future. For at the same time as

examining how equality and human rights might best be promoted and protected in a future Scotland (regardless of the outcome of the referendum), the Commission has continued to deliver positive improvements to equality and human rights and to challenge persistent unfairness, intolerance and injustice.

The annual review report illustrates the difference the Commission made in 2013-2014 in two ways. First by showcasing the outcomes and impact of a number of projects: our transfer of expertise work, our intervention and support on strategic legal cases; our research and collaborative work in particular on making the public sector equality duty into a more effective tool, and the modern apprenticeship programme into a more accessible scheme; and our international treaty monitoring role regarding the UN Convention on the Rights of People with Disabilities.

Secondly, we outline the follow-up work undertaken by the Commission to maximise the impact and the value derived from large scale pieces of work such as our Inquiries into Disability Hate crime and Human Trafficking. In this way we ensure that these pieces of work are not ends in themselves but a means of safeguarding the rights of those in the most vulnerable situations.

The drive, commitment, and expertise of the Directorate in Scotland are central to the delivery of these achievements and I thank the staff for their efforts over the last year. I also wish to thank the members of the Scotland Committee whose guidance has been invaluable in steering the work of the Commission in Scotland.

Kaliani Lyle
Scotland Commissioner

EHRC Scotland's Annual Review 2013/14

Introduction

The Equality and Human Rights Commission (EHRC) has a remit to reduce inequality and discrimination and promote and protect human rights. The Commission acts as an outcomes-based strategic regulator, ensuring that legislation is effective.

The Commission is a non-departmental public body created under the provisions of the Equality Act 2006, and was established on 1 October 2007. It covers England, Scotland and Wales. The Commission has a duty to help support people's ability to achieve their potential free from discrimination and prejudice

We have powers to enforce equality legislation on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We are an "A Status"¹ National Human Rights Institution (NHRI)², and share our human rights mandate in Scotland with our colleagues in the Scottish Human Rights Commission (SHRC). We have powers to promote and encourage compliance with human rights on reserved issues in Scotland.

There is further information about the Commission's duties and powers at:

www.equalityhumanrights.com/about-us/about-the-commission/our-vision-and-mission/our-strategic-plan/our-duties-and-powers

¹ www.ohchr.org/Documents/Countries/NHRI/Chart_Status_NIs.pdf

² www.ohchr.org/en/countries/nhri/pages/nhrimain.aspx

In Scotland, the Commission is supported by our Scotland Commissioner, Kaliani Lyle, and a statutory decision-making committee who are responsible for ensuring the overall work of the Commission reflects the needs and priorities of the people of Scotland. Committee members come from all walks of life and bring with them a breadth of experience which has proved invaluable to the Commission as a whole.

The work of the Scotland Directorate is in support of our EHRC strategic priorities and this annual review complements the [EHRC Annual Report and Accounts 2013-14](#).

Our work programme for 2013/14

EHRC Scotland has undertaken a significant programme of work during 2013-14, across all sectors, utilising the breadth of our powers to protect and promote equality and human rights. This annual review is written in two sections. The first section showcases a number of our major projects to demonstrate what we set out to do, what we did and what difference we made:

- Transfer of Expertise
- Public Sector Equality Duty
- Modern Apprenticeships
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

The second section provides a summary overview of some of our other important work. The review includes a number of ‘legal bites’ which demonstrate the scope and impact of our legal work during the year.

Section 1: Impact Report on Major Projects

Transfer of Expertise

What we set out to do

The legal team in Scotland delivers a Transfer of Expertise (ToE) programme each year to lawyers, voluntary sector advisors and trade unions with the aims of:

- increasing awareness and understanding of equality and human rights;
- improving access to better quality advice on discrimination and human rights;
- promoting best practice in relation to equality and human rights; and
- working towards the elimination of unlawful discrimination and harassment.

The ToE project in 2013/14 involved a programme of conferences across Scotland, smaller more localised training and stakeholder engagement events and the production of a regular Equality Law Bulletin.

What we did

- Our keynote conference, **Discrimination Law in 2014**, was attended by 250 delegates. A panel of expert speakers provided an update on equality law to lawyers and advisors from across Scotland. The evaluation of the event was extremely positive.

- Our **Mental Health and Incapacity Law** Conference was a multi-disciplinary two-day event run by the Law Society of Scotland in partnership with the EHRC and the Mental Welfare Commission. The event addressed current human rights topics and generated lively discussion of the issues amongst the 150 attendees.
- Our half day conference, hosted in partnership with the Scottish Employment Rights Network, developed attendee's knowledge of how to **protect equality within the workplace**. The two key themes from the day were 'the impact of changes to Employment Tribunal Services' and a 'discrimination case' update.
- We delivered training on the Equality Act 2010 to attendees at **Office of the Scottish Charity Regulator (OSCR)** Roadshows. 377 people attended these events held in Aberdeen , Oban, Wick, Melrose, Glasgow and Edinburgh. In addition, two specialist sessions of training on the Equality Act for OSCR were delivered to over 60 of their staff.
- **Local training and stakeholder engagement events** were held to coincide with meetings around Scotland of the Commission's Scotland Committee with local stakeholders. These events were also an opportunity to meet with some key local advice organisations for a very useful discussion around the equality and human rights issues faced by advisors in the area, and to explore how the Commission could support their work.
- We also **delivered training to 1,240 advisors** through events run by others, including: Responsibilities and Rights: the Glasgow Commonwealth Games Upholding Human Rights, Preventing Forced Labour and Trafficking ; Central Law Training Employment Law Conference and National Convention; Legal Services Agency - Women's Day Conference
- **Equality Law Bulletin** Subscriptions continue to increase and the target of 800 subscribers has been exceeded. The bi-monthly

Equality Law Bulletin provides updates on discrimination and human rights law and guidance, case law reports, and details of training events and other resources

Legal Bites: Discriminatory adverts The Commission has power to challenge discriminatory adverts. Over the course of the year, four issues were reported to us. Three of the cases involved asking for applicants of a certain age, of a certain gender and asking for applicants to have a driving licence when this was not an occupational requirement. In each case we contacted the employers who had placed the advert, and in each case they accepted their advert potentially breached the legislation and undertook to change their policies and practices. The fourth case involved a large employment agency who had published potentially discriminatory adverts. After raising the issue with them, they also changed their practice, which has achieved a wide ranging impact across all of the employers they deal with.

What difference did we make?

- The legal team provide advice to delegates contacting the Commission after ToE events, giving them support in their cases. These included one CAB adviser who sought advice on technical arguments about the extent of associative discrimination in relation to pregnancy in an employment claim. Following Commission support, the judge accepted all of the arguments made by the adviser and upheld all parts of the claim.
- An external evaluation of our Equality Law e-bulletin conducted by Community Infosource found that the Bulletin is highly valued as a key resource for keeping up-to-date and has stimulated referral of cases to the Commission for 7% of survey respondents.
- An external evaluation of our whole ToE programme provides more detail on the impact of our programme. The evaluation made recommendations which the Commission has taken into account in their plans for continuing TOE work in 2014/2015.

Legal Bites: North and others v Dumfries and Galloway Council

Our legal team intervened in the Supreme Court appeal, North and others v Dumfries and Galloway Council. More than six years after 251 women raised their claims for equal pay against Dumfries and Galloway Council, the Supreme Court upheld their right to compare their terms and conditions with men who were also employed by the Council but worked in or from different workplaces. The judgment was heralded by the appellants' trade union, UNISON, as 'historic' and opened the door to over 2,000 women sharing an estimated £12 million in compensation from a number of Scottish councils.

Public Sector Equality Duty Monitoring and Enforcement

What we set out to do

The Scottish Specific Equality Duties were introduced in 2012 to support public bodies in Scotland in meeting their obligations to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. The duties are not ends in themselves, but adherence to them will assist public bodies to evidence their progress towards greater equality.

259 public bodies in Scotland were required to publish by the 30th April 2013: a mainstreaming report, setting out how they had integrated equality into their practices; a set of equality outcomes to guide their work for the next four years; data on the diversity of their employees; and information about their approach to equal pay and occupational segregation, including data about their performance. This is the first time that Scottish bodies have been asked to produce this sort of information.

The Commission has a dual role to promote good practice amongst public bodies subject to the duties and to monitor and enforce compliance with the duties. Our approach to regulation is guided by the Hampton Principles³; we aim to take a proportionate approach to regulation and concentrate our resources where they are most needed.

What we did

To assist public bodies to prepare for meeting the requirements of the Public Sector Equality Duty, the Commission in Scotland:

- published seven pieces of guidance tailored to the needs of public bodies;
- held three conferences which focussed on preparation for the Duties;
- held a feedback conference in December to report on the progress made by public bodies; and
- held a conference for the voluntary sector on Using the Public Sector Equality Duty.

E-Learning

The Commission worked with Renfrewshire Council and the Improvement Service to write an e-learning package covering the Public Sector Equality Duty which has been made available to over 500 managers and key staff. It has since then been extended, not only to other local authority workers across Scotland, but also to all Improvement Service stakeholders. This interactive course provides an explanation of the general and specific duties and gives examples and case studies.

Following the publication of the reports required by public bodies in April 2013 the Commission established an evaluation programme, 'Measuring Up?', which reported on the performance of listed public authorities' implementation of the following aspects of the Scottish public sector specific equality duties:

³ <http://webarchive.nationalarchives.gov.uk/+http://www.bis.gov.uk/policies/better-regulation/improving-regulatory-delivery/assessing-our-regulatory-system>

- the publication of equality outcomes
- a mainstreaming report
- the publication of employment information

For authorities with more than 150 staff the Commission checked that they had published an equal pay statement, pay gap information and occupational segregation information.

We published three reports during 2013 detailing the findings as part of the 'Measuring Up?' series.

What We Found

The first 'Measuring Up?' report looked at publication issues and showed that public authorities made a very promising start with high publication rates across all sectors. 26 authorities out of 259 were subject to further policy or legal follow up for non-publication and all then complied.

The second 'Measuring Up?' report examined how public authorities had performed against their duty to publish employment information. We found that practice was patchy across all sectors:

- 55% of authorities published recruitment information broken down by protected characteristic.
- 39% of public authorities published information about staff retention broken down by characteristic.

The final 'Measuring Up?' report focussed on published equality outcomes and found that:

- 29% of public authorities had produced poor quality outcomes.
- Only a third had published robust equality outcomes – outcomes which were clear and measurable.

What difference did we make?

The Commission reported all the information gathered in 'Measuring Up?' to Scottish Ministers who were required to report on proposals for activity to improve the performance of public sector equality duties in Scotland by December 2013.

Our report highlighted the strengths and weaknesses of the public sector response to the duties and identified areas for improvement. As a direct result of this work the Scottish Government has developed the National Equality Improvement Project, which we expect to be launched later in 2014, which aims to make significant improvements in the overall quality of equality outcomes, in data collection, and on equal pay reporting.

I welcome the EHRC's work to pull together evidence for the first time on public authorities' performance against the Scottish specific duties. The duties are a critical tool in our drive for a fairer, more equal Scotland - helping us to keep much needed focus on equality and addressing the prejudice, discrimination and disadvantage that still constrain too many people.

The 'Measuring Up' work came at an important time as the Scottish Government shaped its proposals for action to improve performance against the equality duty. Not only did the analysis shed much needed light on where practical support is most needed across the work of public authorities, it also represents a vital baseline of evidence to ensure we are continually improving performance on equality to make a real and lasting difference for our communities. I am delighted that the EHRC will be working in collaboration with the Scottish Government and wider partners as we seek to act on these proposals over the period ahead.

Shona Robison, MSP, Cabinet Secretary for Commonwealth Games, Sport, Equalities and Pensioners' Rights

Access to Employment – Modern Apprenticeships

What we set out to do

The Commission has long had concerns about the extent to which younger people have equal access to training opportunities. Previous research highlighted significant gender segregation in apprenticeship programmes. However little data has been available about access for other people who share other protected characteristics, such as those from ethnic minorities or disabled people.

To understand these issues further we undertook detailed research into various aspects of the Modern Apprenticeships programme to better understand who is currently benefiting from the programme and, more importantly, who is not.

What we did

In July 2013 the Commission published research into the extent to which the Modern Apprenticeship Programme in Scotland was delivering for different parts of the population. Our research uncovered that, although the programme seemed to be highly successful in economic terms and was exceeding recruitment targets, insufficient attention was being paid to the needs of people who share particular protected characteristics and that the programme overall tended to perpetuate existing inequalities in the labour market rather than countering them.

Our research found that:

- The majority of higher paid apprenticeships available in Scotland were taken by men. 98% of construction apprenticeships were occupied by men and 84% of social care apprenticeships by women;
- Ethnic minority younger people were not accessing apprenticeships at the rate that we would expect. Only 2% of the

current apprenticeships on offer were taken by ethnic minority trainees. 4% of Scotland's population is from an ethnic minority;

- The proportion of apprenticeships held by young disabled people was particularly low at less than 0.5 %. Around one in five people in Scotland have some form of disability;
- Across many key sectors of the Scottish economy the contribution that a diverse workforce can make was not recognised.

What difference did we make?

As a result of this research we have engaged successfully with the Scottish Government and particularly with the Wood Commission on Developing Scotland's Young Workforce. Our focus has been on agreeing how the Modern Apprenticeships Programme can be more accessible to ethnic minority and disabled younger people and to challenge the widespread occupational segregation apparent in the current programmes. We have also ensured that greater attention to promoting equality is paid in key industry documents and demand statements.

The Commission for Developing Scotland's Young Workforce was established by Scottish Ministers in January 2013. The remit of the Commission was to make recommendations to improve vocational education starting in schools; increasing employer engagement with education; encouraging more employers to recruit more young people.

As our work progressed it became increasingly apparent that fully utilising the talents of all our young people is an economic growth issue. Within this harnessing the contribution of young people irrespective of their background is a key objective.

Taking an evidence-based approach, the Commission concluded from an early stage that there are currently barriers which require specific measures to be taken. In particular we concluded that:

- Gender stereotyping in education does exist, as does gender segregation in a significant number of the occupations and careers young people pursue.

- Young people from Scotland's black and minority ethnic communities embark on a narrower range of pathways than young people from the population as a whole and are more likely to experience unemployment.
- Young people with disabilities are much more likely to experience difficult transitions through education and to be unemployed after they leave education.
- Young care-leavers as a group experience some of the poorest educational and employment outcomes of any group of young people in society.

Recommendations to address these four issues formed the basis of the Advancing Equalities chapter of the Commission's final report *Education Working For All!*

Throughout the Commission's work the EHRC made a valuable contribution both in terms of helping us to identify specific issues and in helping us to develop our recommendations. Going forward the EHRC is well placed to make an important contribution to their successful implementation.

Sir Ian Wood

Chair

Commission for Developing Scotland's Young Workforce

UN Convention on the Rights of Persons with Disabilities

What we set out to do

The Commission has a statutory duty to monitor international human rights conventions in Scotland and across the United Kingdom. Conventions tend to be monitored on a four-yearly cycle through a series of examinations. The Commission is a key contributor to these examinations by helping define what the issues for consideration should be and providing evidence to the examination on progress towards their

attainment. During 2013 our main focus was on the UN Convention on the Rights of Persons with Disabilities (UNCRPD), which seeks to ensure that the rights of disabled people are respected by signatory states.

Uniquely, this Convention calls for an “Independent Mechanism” to be created by the state to promote, protect and monitor implementation of the Convention. The EHRC carry out this role in partnership with the Scottish Human Rights Commission, the Northern Ireland Human Rights Commission and the Equality Commission for Northern Ireland.

What we did

During 2013 we continued to work jointly with the Scottish Human Rights Commission (SHRC) to fulfil our role to promote, protect and monitor the implementation of the UNCRPD in Scotland. We have involved disabled people and their organisations in our monitoring work through a round-table event and a call for evidence questionnaire. This allowed us to identify and agree priority issues for disabled people in Scotland.

The Commission has worked jointly with our three partner UK National Human Rights Institutions to begin drafting the UK-wide submission to the UNCRPD Committee’s List of Issues for the UK. We have provided support to disabled people to build their capacity and encourage their participation in the UNCRPD review process, which has led to an agreement to co-ordinate a Scottish civil society response to the UK List of Issues and Review. We have continued to meet regularly with the Scottish Government Equality Unit to promote the implementation of the UNCRPD.

What difference did we make?

This work resulted in a signed agreement between the Commission, SHRC and Scottish Government on our roles and work in relation to the UNCRPD and a commitment from the Scottish Government to develop a Disability Delivery Plan with the full involvement of disabled people to identify actions to implement the UNCRPD.

Section 2: Summary Overview of Key Projects

Constitutional reform. Equality and human rights are woven into the current devolution settlement. Although the Commission is strictly neutral on the political debate over Scotland's constitutional future, we have a duty to monitor and advise on potential changes to equality and human rights law and policy. To support this work, we published independent research into how other countries have approached integrating equality and human rights considerations into their constitutions. We also engaged with groups such as Travellers, transgender people and younger people, whose voices are often neglected in the debate, to gauge their opinions on the implications of independence or greater devolution.

Employment. In partnership with the private sector in Scotland, we undertook a series of events to gain a better understanding of the private sector's information and advice needs and develop better communication networks. This work included: the production of three short films highlighting real-life discrimination scenarios; two training events; and a senior influencers' event with the aim of engaging and advising the private sector about current and emerging employment issue related to the Equality Act 2010.

Equality and Human Rights Impact Assessment. Public bodies have expressed a desire for guidance on how to integrate equality and human rights considerations in their impact assessment programmes. Equality and human rights impact assessments (EQHRIAs) are an important mechanism for enabling equality and human rights considerations to be embedded into the policies, practices, procedures and priorities of public bodies in Scotland. To assist, the EHRC and Scottish Human Rights Commission (SHRC) launched a new website and training resource, developed jointly and piloted with two Scottish public authorities. The resource, available at <http://scottishhumanrights.com/eqhria> includes guidance and a range of supportive materials.

Disability Hate Crime. We have continued to work with a range of key agencies by way of follow up to the Commission's largest ever inquiry in 2011 on how public bodies were meeting their legal requirements under

equality and human rights law to identify and tackle crime and harassment targeting disabled people. The Disability Harassment Inquiry 'Hidden in plain sight' looked at why disabled people are more likely to be victims of harassment and abuse, and what bodies like the police, councils and health boards need to do to support victims, improve confidence in the justice system and reduce offending. By way of follow up, the Crown Office has led on a multi-agency approach to deliver on the inquiry recommendations, demonstrating the ongoing impact of the inquiry across a range of agencies.

COPFS, Scotland's Prosecution Service, is committed to serving the diverse population of our country and we already have in place robust prosecution policies to tackle hate crime.

A clear message from the analysis in the EHRC Report on Crime and Disabled People is that disabled people in all age groups are more likely than non-disabled people to have been the victim of crime.

Hate Crime in Scotland Statistics for 2013/14 published by COPFS show that there has been a 12% rise in disability hate crime; however, we know that the number of charges remains low.

The Lord Advocate has said that he suspects that this crime has been under-reported and there is a need to encourage those who are the victims and those who witness such crimes to have the confidence to come forward and report them to the police.

COPFS and Police Scotland are committed to highlighting this issue. We hold a conference every two years to highlight issues of prejudice. The 2014 conference held in March 2014 focused primarily on age and disability. Prosecutors, police, practitioners and key stakeholders all came together to discuss how we can reduce the barriers to reporting crimes and how we can improve the service we provide to victims and witnesses who are targeted as a consequence of a protected characteristic.

Frank Mulholland, Lord Advocate

Scrutiny improvement: Audit bodies play an important part in ensuring that equality considerations are built into the thinking and work of Scotland's public sector. In past few years we have supported Scottish audit, inspection and regulatory bodies to drive improvement in the equality performance of public bodies through audit and inspection primarily through raising awareness across the sector to ensure that they have the capacity to do this effectively. During 2013 we adopted a more improvement-focused approach with the sector and agreed a work programme, to be delivered with Audit Scotland during 2014/15, which will aim to demonstrate the benefit of integrating equality considerations into a specific area of inspection.

Legal Bites: Age discrimination

The Commission had concerns that age restrictions placed on officers of court were unlawfully discriminatory. We advised the Advisory Council on Messengers-at-Arms and Sheriff Officers of our concerns and, as a result, the Advisory Council agreed to recommend to the Lord President that all age restrictions be removed from the Rules. The relevant Rules have been amended and Sheriff Officers and Messengers-at-Arms can now work past the age of 70 if they wish and are able to do so.

Good relations in schools. During 2012/13 a number of Scottish voluntary sector bodies (CRER, Stonewall, LGBT Youth) published reports which suggested that many Education Authorities could improve the response to prejudice-based harassment in their schools. In order to explore this further, during 2103 the Commission developed a 'good relations in schools' project which aims to both uncover the extent of the issue and pilot means of improving pupils confidence in reporting prejudice-based bullying and harassment. This project has two phases: a research stage during 2013/14, exploring the scope and scale of prejudice-based harassment in Scottish secondary schools and considering pupil experiences and existing good practice; and during 2014/15 an improvement stage which, based on previous work on

bullying by other agencies, and on the research findings, will develop an approach for an improvement intervention in selected schools.

Legal Bites: Julie Wyper v North Lanarkshire Council

Callum Wyper has diabetes. A teacher at his school had been checking his blood sugar and administered his insulin injection but did not want to continue providing this help. This meant Callum was unable to attend school for a time. Referring extensively to the Commission's guidance in relation to reasonable adjustments for disabled pupils, the Additional Support Needs Tribunal found that the Council had unlawfully discriminated against Callum while he was absent from school, as they had failed in their duty to make reasonable adjustments for him by recruiting an Additional Support Needs assistant at that time.

The Council appealed the decision and the Commission supported Mrs Wyper to fight the appeal. Following our involvement, the Council withdrew their appeal.

In partnership with the Scottish Commissioner for Children and Young People, we pursued the issue with the Scottish Government, as their guidance on administration of medicines did not take account of the Equality Act 2010 and needed urgent updating. The Scottish Government have now set up a Working Group to review that Guidance.

Human Trafficking. In 2012 the Commission published its ground-breaking inquiry into Human Trafficking in Scotland. The Inquiry – led by Baroness Helena Kennedy – made recommendations for improving Scotland's approach to supporting victims and countering traffickers. During 2013 the Commission monitored the extent to which the Scottish Government and other stakeholders have implemented the recommendations from the Human Trafficking Inquiry report, and highlighted where action is still needed. We participated in the work of the Scottish Government-led Anti-Trafficking Progress Group and in particular contributed to the legislation sub-group. The Scottish Government has since agreed to introduce a dedicated Human Trafficking Bill for Scotland.

Scottish National Action Plan on Human Rights (SNAP). During 2013 the Commission worked closely with the Scottish Human Rights Commission and other public bodies on the development of Scotland's National Action Plan for Human Rights. The action plan was launched on 10th December 2013 and provides a clear road-map of how Scotland can improve its performance on human rights. The report suggests that at an institutional level Scotland has good policies, laws and procedures in place, but that the consideration of human rights issues is often lacking at a local level. The Commission is working with the SHRC and other civil society bodies to implement SNAP during 2014 and beyond.

Impact & influence. During 2013/14 we responded to a range of consultations from the Scottish Government and other public bodies on issues such as the Scottish Budget, Women and Work, and the future of welfare policy in Scotland. We also responded to a number of legislative consultations on marriage & civil partnership, victims & witnesses, and transport. The Commission also provided evidence to the Equal Opportunities Committee on Gypsy Traveller accommodation and made recommendations on the type, scale and spread of accommodation needed to meet needs and reduce unauthorised encampments. Other evidence sessions at the Parliament include discussions about procurement at the Local Government and Regeneration Committee, and on the work of the Commission itself. These consultation responses can be viewed on our website.

External engagements

During the year staff and Committee members have been invited to a wide range of speaking engagements across Scotland. During 2013/14 we received a total of 114 requests, 39 of which we were able to fulfil.

The most common theme that we were asked to speak on was 'good community relations' followed by human trafficking. The vast majority of our speaking events were in the central belt of Scotland.

Scotland Committee

The Scotland Committee is a statutory decision-making committee and is responsible for ensuring that the overall work of the Commission reflects the needs and priorities of the people of Scotland.

The Committee sets the strategic direction and steers the Commission's work in Scotland through:

- Developing the Commission's Strategic and Corporate Plans, in particular in relation to Scotland;
- Developing and approving the Scotland Committee's work programme;
- Advising on the exercise of the Commission's functions in so far as they affect Scotland.

During 2013/14 the Scotland Committee held three away-days in Inverness, Dundee and Glasgow, where the Committee engaged with local community members, activists, and representatives of public, private, and voluntary services. On each occasion the Scotland Committee event was partnered with another event. In Inverness and Dundee these were Transfer of Expertise events, in Glasgow the meeting was paired with the launch of our Voluntary & Community Sector Framework resource and a Public Sector Duties briefing.

Committee members 2013-14

Kaliani Lyle (Chair)

Elaine Noad

Louise Falconer

Morag McLaughlin

Neelam Bakshi

Dr. Donald Lyons (appointed 7.11.13)

Colin Young (appointed 7.11.13)

Des McNulty (appointed 7.11.13)

Retiring member:

Angela O Hagan (appointment ended 14.9.13)

Contacts

www.equalityhumanrights.com

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If you would like to discuss the option of accessing a publication in an alternative format or language please contact engagementdesk@equalityhumanrights.com.

Equality Advisory and Support Service (EASS)

The Equality Advisory Support Service has replaced the Equality and Human Rights Commission Helpline. It gives free advice, information and guidance to individuals on equality, discrimination and human rights issues.

Telephone: 0808 800 0082

Textphone: 0808 800 0084

Opening hours:

09:00 to 20:00 Monday to Friday

10:00 to 14:00 Saturday

Website: www.equalityadvisoryservice.com

Post: FREEPOST Equality Advisory Support Service FPN4431