

Response ID ANON-N1VG-UQ1Z-D

Submitted to Equality Evidence Strategy 2023-25 consultation
Submitted on 2022-10-07 12:50:50

Section 1: Vision

1.1 Do you think the Scottish Government should revise the vision developed in 2017?

No

1.2 If you answered "Yes" to Question 1.1, please set out how the Scottish Government should revise the vision:

Text box inviting responses on how the Scottish Government should revise the vision:

Section 2: Proposed actions

2.1 To what extent do you think that the proposed actions would adequately deliver on our ambition for a robust and wide-ranging equality evidence base?

Fully

2.2 Please set out the reasons for your answer to Question 2.1:

Text box inviting reasons for your answer::

Proposed actions are comprehensive.

3.1 From your perspective, what are the most important actions outlined in the draft improvement plan?

Action 15, Action 16, Action 28, Action 33

3.2 Please set out your reasons for your answer to Question 3.1:

I feel this way because:

Action 15 - Equality - Scotland's Gender Equality Index
Action 16 - Equality - (SAAS) Scottish Social Attitudes to Discrimination
Action 28 - Labour Market & the Economy - ONS Annual Populations Survey
Action 33 - National Records of Scotland - Scotland's Census 2022

These particular actions relating to above data sources are essential for us to fulfil and go beyond our PSED obligations as an employer.

4.1 Are there any proposed actions that you think should be revised?

No

4.2 If you answered "Yes" to Question 4.1, please tell us which action(s) you think should be revised and how:

Text box inviting views on which actions you think should be revised and how:

Section 2 Proposed actions

5.1 Are there any additional improvement actions that you think should be considered that are achievable within the 2023-25 time period?

Yes

5.2 If you answered "Yes" to Question 5.1, please tell us what additional improvement actions we should consider, and the reasons why these actions are important:

Text box for you to tell us what additional improvement actions we should consider and the reasons why these are important:

There is a data gap relating to neurodiversity which could potentially be considered a disability. Data exists for Autism and Dyslexia but data gaps at all levels for other neurodivergent conditions.

6.1 Would you or your organisation like to collaborate with the Scottish Government on any of the proposed actions?

Don't know

6.2 If you answered "Yes" to Question 6.1, please tell us which action(s) you would like to collaborate with the Scottish Government on and how:

Text box for you to tell us which actions you would like to collaborate with the Scottish Government on and how.:

7.1 Are you aware of any other organisations, networks or individuals the Scottish Government should collaborate with to improve the equality evidence base?

No

7.2 If you answered "Yes" to Question 7.1, please tell us who the Scottish Government should collaborate with and, if applicable, on which of the proposed actions:

Text box for you to tell us who the Scottish Government should collaborate with and, if applicable, on which of the proposed actions:

Section 3: Use of equality evidence

8.1 How often do you or your organisation use equality evidence?

Often

8.2 If you answered "Often", "Occasionally" or "Rarely" to Question 8.1, please tell us which equality evidence sources you or your organisation use:

Text box for you to tell us which equality evidence sources you or your organisation use:

Equality Evidence Finder; ONS; Household Survey; Scotland's Census.

8.3 If you answered "Often", "Occasionally" or "Rarely" to Question 8.1, please tell us how you or your organisation use equality evidence:

Text box for you to tell us how you or your organisation use equality evidence:

We use this data to help inform, develop and monitor our PSED Equality Outcomes and resulting action plans.

8.4 If you answered "Often", "Occasionally" or "Rarely" to Question 8.1, please tell us how you or your organisation usually access equality evidence:

Text box for you to tell us how you or your organisation usually access equality evidence:

As an employer our Diversity and Inclusion Team access equality evidence online.

9.1 Do you face any barriers to using equality evidence?

Yes

9.2 If you answered "Yes" to Question 9.1, please tell us about the barriers you have faced in accessing the equality evidence you need:

Please give us your views:

Similar to some other public bodies we would find it helpful to see all data differentiated as much as possible for rural/island and urban classifications. Be good to have better insights into geographic differences across Scotland.

As previously said it would be good to have access to better data relating to Neurodiversity as we roll out wider neurodiversity inclusion initiatives within our workplace.

We would find it helpful to understand the impact of the pandemic on patterns relating to where people live and where they work now that remote/flexible working. is common place.

10.1 Are there any decisions you are unable to make because of a lack of equality evidence?

No

10.2 If you answered "Yes" to Question 10.1, please tell us which questions you are unable to answer and why those questions are important to answer:

Text box for you to tell us which questions you are unable to answer and why those questions are important to answer:

Section 4: Equality evidence collection

11.1 Do you or your organisation produce any equality evidence sources?

Yes

11.2 If you answered "Yes" to Question 11.1, please tell us which equality evidence sources you or your organisation produce:

Text box for you to tell us which equality evidence sources you or your organisation produce:

We produce our PSED mainstreaming reports as per our legal obligations.

11.3 Are there any barriers to you or your organisation collecting more equality evidence?

No

11.4 If you answered "Yes" to Question 11.3, please tell us about the barriers facing you or your organisation in collecting more equality evidence:

Text box for you to tell us about the barriers facing you or your organisation in collecting more equality evidence:

About you

What is your name?

Name:

Yvonne Dunne

What is your email address?

Email:

Regulation@scottishwater.co.uk

Are you responding as an individual or an organisation?

Organisation

What is your organisation?

Organisation:

Scottish Water

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

Publish response only (without name)

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

Yes

I confirm that I have read the privacy policy and consent to the data I provide being used as set out in the policy.

I consent

Evaluation

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

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

Very satisfied

Please enter comments here.:

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

Very satisfied

Please enter comments here.: