



Equality Outcomes 2021-25

April 2021

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This document has been published in accordance with regulation 4(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Introduction

This paper sets out the Equality Outcomes for the National Galleries of Scotland (NGS) for the period 2021-25. This requirement under section 4(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 is intended to support organisations in delivering the General Equality Duty of the Equality Act 2010 by focusing our work to achieve real change for the people who visit our galleries and work with us.

Background

The General Equality Duty of the Equality Act 2010 states that organisations must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

The characteristics protected in the legislation are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The public sector equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires listed authorities to publish a set of equality outcomes which they consider will enable it to better perform the general equality duty. This is the third set of equality outcomes published for NGS.

NGS Equality Outcomes

NGS aims to achieve the following results over the next four years to further the needs of the General Equality Duty:

<i>Equality Outcome</i>	<i>General Equality Duty Needs Met</i>	<i>Protected Characteristics Covered</i>
An increasing number of people with under-represented protected characteristics apply for paid and volunteer roles at NGS	Eliminating discrimination Advancing equality of opportunity Fostering good relations	Focus on: Race Disability
Artists and sitters with under-represented protected characteristics are increasingly included in our acquisitions and public programme	Eliminating discrimination Advancing equality of opportunity Fostering good relations	Focus on: Sex Race Disability

These equality outcomes will also contribute directly to the three aims of the NGS Shared Strategy: Increased participation, Greater impact, Investment in our future. They have been prepared as a result of a process to develop a set of equality, diversity and inclusion commitments for the organisation which involved internal and external consultation.

Action plans will be developed to ensure delivery of these outcomes.

We have focussed initially on meeting the needs of the General Equality Duty for the protected characteristics specified above. This is because issues and inequalities relating to these protected characteristics were highlighted in our recent consultation with employees and external stakeholders. However, we believe that work to deliver these outcomes for those protected characteristics will also be to the benefit of the other protected characteristics.

Evidence Base

The main sources of evidence that were reviewed to inform these outcomes included:

- In-depth consultation with employees across the organisation
- A consultation session with external stakeholders
- Ongoing visitor research (exit/ post-visit surveys)
- Recent internal and external feedback, complaints and anecdotal reports
- Employee monitoring
- Museums sector research
- Scottish Household Survey
- 2011 Census results
- Scottish Government Equality Evidence Finder

However, we know that our evidence base is incomplete and doesn't tell us all we need to know about the protected characteristics of our visitors and employees, and the artists and sitters represented in the collection.

While we have prepared outcomes with an initial focus on particular protected characteristics as noted above, we are committed to meeting the needs of the General Equality Duty for any protected characteristic where inequalities are identified. Improving our data gathering in respect to equalities will therefore remain a priority for us over the next four years. If this ongoing work highlights issues or inequalities for other protected characteristics within the scope of these outcomes, we will also aim to meet the needs of the General Equality Duty for those protected characteristics in the work we do to deliver those outcomes over the next four years.

Monitoring Performance

A report on progress against the stated outcomes will be published by 30 April 2023, as required by the specific duties which accompany the Equality Act 2010. The outcomes themselves will be reviewed by 30 April 2025.

Further Information

For additional information on NGS' approach to equality, please contact:

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