



HISTORIC  
ENVIRONMENT  
SCOTLAND

ÀRAINNEACHD  
EACHDRAIDHEIL  
ALBA

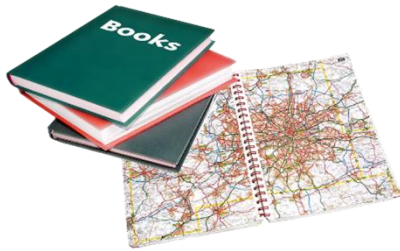
# Equality Outcomes Report 2021-25



# Introduction



Historic Environment Scotland is the main organisation that looks after Scotland's historic environment and tells people about it.



The historic environment are places and things that show us what happened in the past.

These could be places like a castle, garden or battlefield, or things like photographs, books or maps.



Historic Environment Scotland has the chance to lead the way in making a difference on equalities and rights issues.



This is our second Equalities Outcomes Report.

Equality means giving people the same choices and chances.

An outcome is something we want to happen.



This report shows the work we have done on our 2017-21 Equalities Outcomes.



It also says what our Equality Outcomes for 2021-2025 will be and what work we will do.

## Review of Equality Outcomes 2017-2021

**Outcome 1: The way we provide our services will make sure all people can be part of the historic environment.**



We want to make sure people who visit our historic properties have the best visitor experience.



We have done a lot of work on accessibility particularly for visitors with physical and sensory support needs.



We have British Sign Language tours, audio guides, mobility support and access information.



Our online services help people find out about their local history and local buildings.



We give money in grants to community organisations to help their projects reach more people.



We have World Heritage projects that work with communities near heritage sites.



We work with creative artists to find new ways to tell people about history.



We changed our ways of working very quickly because of coronavirus and this will affect our work into 2021-22.



We are looking at the Black Lives Matter movement and what we can do.

Black Lives Matter is a human rights movement about the way Black people are treated in different countries.

## **Outcome 2: Equality will be an important part of the way we make decisions about our work and how we work with other people and organisations.**



We have ways to make sure we make decisions about policy, plans and projects equally and fairly.



We are working with other organisations to share what we learn about equality.



This has included projects about British Sign Language and the relationship between the Deaf community and the historic environment.

## Outcome 3: Our Board, employees and volunteers reflect the people of Scotland.



Board members are directors of an organisation.

They look at the work an organisation is doing and check it is working well.

Employees are the people who work for us.



Our facts and figures show us that we do not have enough people from minority ethnic backgrounds, or disabled people working with us.

Our Board, employees and volunteers are mostly white people and we have small numbers of people with disabilities.



Our Board has 5 women and 5 men.

Many women are senior Managers.

Most of our volunteers are women.



We work with other organisations on a plan to give our employees more skills and to make routes into jobs more accessible.

## Outcome 4: The people who work for us know it is important that everyone can be included.



We want everyone to have a good experience at work.

Since 2018 we have supported employee groups for young workers and workers who are LGBT+.



LGBT means people who are lesbian, gay, bisexual or transgender.

They give us advice on ways to improve our equality action plan.



Surveys show our employees think inclusion is important and want there to be more work on this.

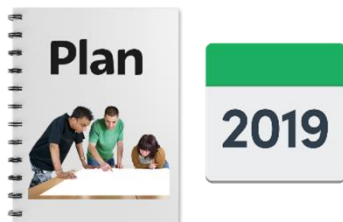
Our employees feel that people of all cultures and backgrounds are respected and valued here.



Employees feel they can be part of how our work on equality is designed and delivered.

# Equality Outcomes 2021-25

## Heritage for All



In 2019 we published our second plan for our organisation.

It is called 'Heritage for All'.

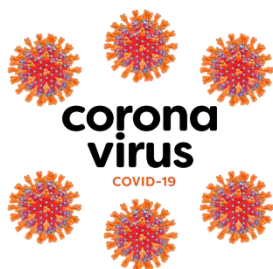
Members of the public, visitors to our sites, users of our services and organisations working in the historic environment helped us with the plan.



Our Equality Outcomes and Equality Action plan will link with this plan.

We want to make it easier for all people to connect with the historic environment and for it to make a real difference to their lives.

## 2020 – A very different year



Coronavirus has changed the way we live and work.

Coronavirus has affected some people more than others.

It has made inequalities worse.





We have been more open in talking about mental health and wellbeing and making sure that our employees and volunteers knew how to get support.



Human rights movements like Black Lives Matter showed how the history of Black and Asian people in Scotland and the UK is not always shown.

People want these histories to be accessible and seen so there is less prejudice and racism.

## National and local facts and figures



We have looked at other national plans to help us decide what our Equality Outcomes should be.



We did research in 2019 to understand how being involved in heritage activities can help physical and mental wellbeing.

The results showed differences between women and men.

More women than men felt that engaging with the historic environment was good for them.



- they enjoyed learning more about Scotland's history.
- they felt it gave them confidence and made them want to do things.
- they felt part of Scotland's story.

There were very few differences across age groups and socio-economic groups.



Socio-economic groups are based on if people can get a good education, a good job, earn enough money and to be able to afford to live where they want.

People in lower socio-economic groups were more like to feel that engaging the historic environment helped their confidence and made them want to do more things.



Facts and figures tell us we do not have enough Black and Asian or disabled people working with us.





Since 2018 we have provided work experience and training opportunities for Black and Asian people and people from the Deaf community.

## Equality Outcomes survey



In October and November 2020, we had a survey and discussion groups.

We asked people what they thought about our outcomes and to tell us what equality work we should do in the next 4 years.



We will publish a report on what the survey found when we publish our Mainstreaming and 2021-25 Equality Outcomes Report.



This will be at the end of this April.

51 people and 7 organisations told us what they thought.



We looked at what people told us and have put it into 3 parts to show what we have learned:

1. Our Society
2. Our Services
3. Our People

## Equality Outcomes 2021-25

### 1. Our Society

**We make a real difference to people's lives.**



Equality must be at the centre of our work.

We must work with communities and other organisations.

We must make sure all groups are represented in heritage and history.

We want the historic environment to make a difference to:

- health and wellbeing – feeling comfortable, healthy and happy.
- the way people connect to places.
- identity – how people see themselves.
- and community.



## What work will we do on Equality Outcome 1?



Work with other organisations to share what we know, what works well, and work together on new projects.



Connect people with the heritage on their doorstep to make their wellbeing better.



Do wellbeing research and use it to change our services.

Work with the 5 Nations Heritage Wellbeing group to share what we know and what works well.



Publish our 'Properties in Care' plan to show how our properties can be used in the best way for more people.



Make new services to reach communities that do not have much involvement with the historic environment.



Find ways to show how our work is making a difference to people.



Be part of the Make Your Mark campaign to get more people to volunteer.

Show how volunteering is important and how it makes a difference.

## 2. Our Services:

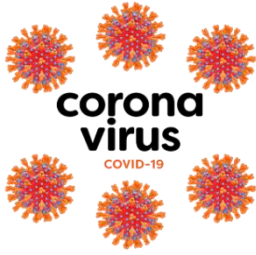
**We have services that give diverse groups what they need and want.**



Diversity means having a mix of different kinds of people – men and women, young and old people, people of different ethnic backgrounds, people from both poor and more wealthy backgrounds, disabled and non-disabled people.



Our services must have access, diversity, and inclusion at the centre.



We must keep access to services and make access better as our work changes after coronavirus.



We must look at the ways to share untold or hidden histories and share what we have learned.



When we are making services better or making new services, we must look at what diverse groups need and want so they are involved in the historic environment.

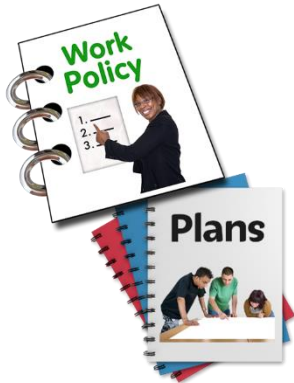


We must remember that not everyone can access information online.

## What work will we do on Equality Outcome 2?



Make sure access and inclusion is protected when services get back to normal after coronavirus.



Develop and publish our policies and plans on heritage, history and race.

Have plans to fill the information that is missing in our records and interpretation about historic connections with the British Empire and slavery.



Have a programme of working with diverse communities to find new and hidden histories connected with the historic environment.



Keep working with other organisations like Deaf Heritage and Coalition for Race Equality and Rights that help us with plans and ways of working.

Develop the Heritage Remixed digital project with Orkney Creative Arts and Orkney Young Carers.



Keep using a social prescribing approach.

This is when we work with staff from health and community services to promote health and wellbeing from visiting our historic environment.



### 3. Our People.

#### We attract, recruit and develop a diverse Board, workforce and volunteers.

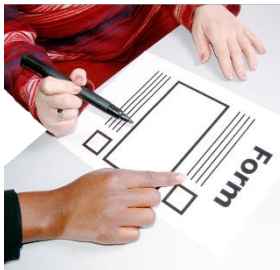


Our consultation showed that people want us to do more to have a diverse workforce.

We want to have:

- more people from a Black, Asian and minority ethnic background
- disabled people
- women in areas where we have more men working

### What work will we do on Equality Outcome 3?



Ask our Board if they are happy to fill out an equality monitoring form.

This would tell us about their characteristics.



A characteristic is how you see yourself or a group that you feel part of.



Ask our Board if they are happy to ask people from diverse backgrounds to give advice to Board members.



Have plans that are inclusive and accessible and will:

- promote jobs to diverse communities and groups.
- tell people about our equality work.
- encourage investment in our employees.



Have a network of Equality Champions to make sure equality outcomes happen.



Make sure that equality, diversity, and inclusion are at the centre of how our workers learn new things.

Make sure managers have training to treat candidates equally.



Make our recruitment process better and make sure it is accessible.



We will have ways to help our employees give us feedback and ideas.



We will work to support the health and wellbeing of our employees.

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