

# Equality at the Heart of HES: Our Equality Outcomes Consultation

## Overview

Your views will help shape our Equality Outcomes for 2021-25. These will replace our 2017-21 Equality Outcomes.

Completing this consultation survey will take you at least 25 minutes. Thank you for taking this time to share your views with us.



We have developed our activity with equality and diversity in mind. This has influenced **Heritage for All** <<https://www.historicenvironment.scot/about-us/who-we-are/heritage-for-all/>> , our current Corporate Plan, with its focus on 'making a real difference to people's lives'. Our progress so far is outlined in our **Mid-Term Equality Outcomes Report 2019** <<https://www.historicenvironment.scot/archives-and-research/publications/publication/?publicationid=2985f389-a082-4342-8a03-aa3f010fbf80>> .

We are setting our new Equality Outcomes during a global pandemic. The effect of Covid-19 has highlighted the social and personal inequalities across wider society as well as for **groups with protected characteristics** <<http://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/1>> .

This year, the events surrounding Black Lives Matter have achieved a breakthrough response, with many public and private sector organisations committing to addressing racism and re-evaluating their employment practice. You can read our **initial response** <<https://www.historicenvironment.scot/about-us/news/historic-environment-scotland-response-to-black-lives-matter/>> on our website.

## Why we are consulting

**The Equality Act 2010** <<http://www.legislation.gov.uk/ukpga/2010/15/section/149>> requires all public bodies, including Historic Environment Scotland (HES) to publish Equality Outcomes at least every four years. These demonstrate where we want to be in relation to equality and diversity as both a provider of direct services to the public and an employer.

We want to hear from people with a variety of life and personal experiences. By sharing your views, you can help us set out our organisational equality plan and commit to actions which make a real difference to people's lives.

Along with this survey, we are also consulting directly with organisations and charities that support people who are protected within the terms of the equality legislation. We value the engagement of our employee equality networks towards our consultation and subsequent delivery.

## Introduction

We believe you should always know what data we collect from you, why we need it and how we look after it.

### What data will you be sharing?

To help us understand who we are engaging with and whether we're involving a wide range of individuals and organisations in understanding and talking about what is most important in our heritage, we'll be asking you about some personal data and special category information. This includes:

- your email address
- your age range
- the country you are based in
- your race or ethnicity
- whether you have a disability
- whether you hold a religion or belief
- your sex
- your sexual orientation

All of your answers are optional.

### Why do we need this data?

We want to increase engagement with a diverse range of people and communities. Your responses will help us to understand who we are currently engaging with and to help us to improve participation in our work and in future consultations.

### What will we do with your data?

Our **Privacy Notice** <<https://www.historicenvironment.scot/privacy-notice/>> explains your rights and our role in protecting the information that you share with us. We will process your Personal Data in strict accordance with the General Data Protection Regulation (EU) 2016/679 and the Data Protection Act 2018.

## 1 Your Data

I agree to the privacy notice (Required)

## 2 Are you responding as an individual or an organisation? (Please select one)

(Required)

*Please select only one item*

- As an individual (including as a HES employee or a member of the public)
- On behalf of an organisation, public body or charity     As a private business
- Representing a community group     Other (please specify):

## Responding as an individual

As you are responding as an individual we need a bit more information from you.

## 3 Do you work for Historic Environment Scotland?

(Required)

*Please select only one item*

- I am a past employee/ volunteer     I am a current employee/ volunteer
- No, I have never worked for Historic Environment Scotland/ Historic Scotland/ RCAHMS

## 4 Are you a Historic Scotland member?

(Required)

*Please select only one item*

- Yes, current member     No, past member     No, never been a member

## Responding as an organisation, business or community group

In this section we ask for the name of your organisation, business or community group and about your publishing preferences.

The option 'Publish response' means your particular responses can be attributed to your organisation, business or community group in our publication of results.

If you choose the option 'Do not publish response', your organisation or community name may still be listed as having responded to the consultation. However, the information we report based on analysis will not be attributable to your organisation, business or community group.

## 5 Please indicate your publishing preference:

(Required)

*Please select only one item*

- Publish response     Do not publish response

**6** What is your organisation, business or community group called?

Please enter the name of your organisation (Required)

## Equalities and our historic environment



**7** To what extent do you disagree or agree with the following statements about Scotland's historic environment? (Please select one answer option for each statement)

(Required)	Strongly Disagree	Disagree	Agree	Strongly agree
<p>Established ways of recognising and managing the historic environment haven't always reflected our whole society</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>It is important to talk about the past in a way that celebrates its diversity</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>The historic environment should be accessible and inclusive, providing a source of inspiration, enjoyment and learning for all</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Your views on our current equality outcomes (2017-21)**



We would like your views on our existing Equality Outcomes (2017-21), including whether they are:

- Easy to understand
- Still relevant over the next four years
- Ambitious

**8** For each of our current Equality Outcomes please select if you agree they are easy to understand, still relevant for the next four years and/or ambitious.

	Easy to understand	Still relevant over the next four years	Ambitious
Through the delivery of our services, people who are under-represented as a result of a protected or other characteristic are more able to engage with the historic environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The quality and impact of decision making is enhanced by giving due regard to equality in setting our strategy, policies and our partnership working	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our Board, volunteer and workforce profile broadly represents the demographic of Scotland	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our workforce values and promotes inclusiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please enter any extra feedback on our current Equality Outcomes

## Your views on our activities

This next section of questions will be hugely helpful to us as we develop our Equality Outcomes over the next four years. We have organised this section based on groups we have worked with and those protected under the Equality Act 2010.

You will read some examples of the work we have been doing and your feedback will help us identify what we need to focus on to contribute to a fair future for everyone.

We have organised the next nine questions by our work relating to:

- Age
- D/deaf
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

You may feel that only a few of the questions relate to your working or personal experience. Responding to each question is optional.

**Please read the examples of our work and indicate to what extent you disagree or agree with the three statements.**

## 9 Age

HES is engaging young people with our historic environment. Our activities include:

- Since 2018, we have provided £1 entry to Young Scot card Holders.
- We have established a Youth Forum for our younger staff within HES.
- We work with Young Scot who have set up an external Youth Forum for young people across Scotland on heritage.
- We support young people into our apprenticeships and traineeships.

	Strongly disagree	Disagree	Agree	Strongly agree
<p>These activities make a real difference to the lives of people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## 10 D/deaf

HES is building strong relationships with the D/deaf community. Our activities include:

- By 2019 British Sign Language (BSL) Tours were well embedded into our key historic sites.
- Edinburgh Castle, Stirling Castle and Linlithgow Palace have been building strong relationships with Deaf community groups.
- We engaged a Deaf BSL intern to help us develop our BSL Plan.

	Strongly Disagree	Disagree	Agree	Strongly Agree
<p>These activities make a real difference to the lives of people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## 11 Disability

HES is committed to being a disability aware organisation. Our activities include:

- HES is recognised as a Disability Confident Employer.
- We have partnered with Euan's Guide to promote information on access at our historic sites.
- Accessible Tourism training equips our staff to understand the importance of inclusion for our visitors.

	Strongly Disagree	Disagree	Agree	Strongly Agree
<p>These activities make a real difference to the lives of people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## 12 Gender Reassignment

HES draws on expertise to inform our engagement with the Transgender community. Our activities include:

- We work in partnership with Stonewall to advise and help people to understand issues as they relate to and affect the Transgender community.
- Our LGBT+ Network has informed and influenced the development of our Transitioning at Work Policy to help our managers support staff as they transition.

	Strongly Disagree	Disagree	Agree	Strongly Agree
<p>These activities make a real difference to the lives of people with this protected characteristic <i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic <i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic <i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

### 13 Pregnancy and Maternity

HES has a range of supporting policy and practice for our staff during pregnancy and maternity, including:

- We have a family leave suite of policies which include advice and guidance for managers of pregnant staff and staff who are on maternity leave.
- Included in this suite is our shared parental leave policy which enables parents to share the leave entitlement between them.

	Strongly Disagree	Disagree	Agree	Strongly Agree
These activities make a real difference to the lives of people with this protected characteristic <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## 14 Race

HES partners with key organisations representing Black and Minority communities across Scotland. Our activities include:

- Since 2018 we have participated in and hosted events for Black History Month.
- With partners including the Coalition for Race Equality and Rights, we have established a project to open debate about buildings and heritage with connections to Empire and the Transatlantic Slave Trade.
- We are working with Next Step (Africa) to support internships in HES.
- We have added a range of self-directed learning resources for our staff in response to Black Lives Matter.

	Strongly Disagree	Disagree	Agree	Strongly Agree
<p>These activities make a real difference to the lives of people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## 15 Religion or Belief

HES promotes awareness of matters of Religion or Belief as part of our general equality advisory function, including:

- In 2019 we launched our Equality e-learning programme which provides information and advice for all of our staff as part of induction and mandatory learning.

	Strongly Disagree	Disagree	Agree	Strongly Agree
These activities make a real difference to the lives of people with this protected characteristic <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## 16 Sex

HES promotes equality between women and men in our organisation. Our activities include:

- We monitor and report our gender pay gap. Our overall gender pay gap is currently 0.6%.
- We have set up an Equity Forum for all HES staff.
- We have supported the Scottish Government 50:50 initiative seeking to achieve a representative balance of women and men on public boards
- We are increasingly uncovering and sharing stories of women from the past at our historic sites, online and as part of specific events such as Women's History Month.
- We have an active health and wellbeing programme for our staff building awareness of women's and men's health.

	Strongly Disagree	Disagree	Agree	Strongly Agree
<p>These activities make a real difference to the lives of people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Please share any comments on this area of our work

## 17 Sexual Orientation

HES takes steps to improve our working environment for LGBT+ colleagues and to promote gay pride across Scotland. Our activities include:

- We work in partnership with Stonewall and other LGBT+ public sector networks to promote and improve workplace policy and practice.
- We launched our LGBT+ staff and workplace allies network during LGBT History Month 2019 at Edinburgh Castle.
- Our LGBT+ Network has represented HES at PRIDE events across Scotland.
- We are members of the Stonewall Diversity Champions Programme.
- We are sharing our experience of setting up a workplace network with other employers.
- Our historic sites have been chosen by couples to celebrate civil partnerships.

	Strongly Disagree	Disagree	Agree	Strongly Agree
<p>These activities make a real difference to the lives of people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I am satisfied HES is delivering a suitable amount of activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>I believe HES is delivering a broad range of inclusive activities for people with this protected characteristic</p> <p><i>Please select only one item</i></p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share any comments on this area of our work

## Your suggestions for 2021-25



**18** In what ways can our historic environment contribute to society's health and wellbeing during and after COVID-19?

**19** Have you any final thoughts or improvement suggestions for us to focus on over the next four years?

## About you

To help us understand who is responding to this survey and whether we're hearing from a wide range of individuals and organisations, we'd like to learn a little more about you.

All the following questions are optional

Our **privacy notice** <<https://www.historicenvironment.scot/privacy-notice/>> explains your rights and our role in protecting the information that you share with us. We will process your Personal Data in strict accordance with the General Data Protection Regulation (EU) 2016/679 and the Data Protection Act 2018.

### 20 Where are you based? (please select one)

Please select only one item

- Scotland  Rest of UK  Rest of Europe  Rest of World

### 21 If you are based in Scotland, please tell us your postcode.

### 22 Do you consider yourself to be disabled under the definition of the Equality Act 2010?

Please select only one item

- Yes  No

### 23 What is your age? (please select one age group)

Please select only one item

- Under 18  18-30  31-40  41-50  51-60  61-70  Over 70

### 24 Are you?

Please select all that apply

- Male  Female

### 25 Do you consider yourself to be trans, or have a trans history?

Please select only one item

- Yes  No

### 26 Do you identify as?

Please select only one item

- Straight  Gay/ lesbian  Bisexual  Any other/ not listed

**27** What is your ethnicity?

*Please select only one item*

- Asian/ Asian British    Black/ African/ Caribbean/ Black British    Mixed/ multiple ethnic groups  
 Traveller/ Gypsy    White    Other ethnic group

**28** Do you regard yourself as belonging to any of the following religions or belief systems?

*Please select only one item*

- Buddhism    Christianity    Hinduism    Islam    Judaism    Sikhism  
 Any other/ not listed    None