

Sexual Orientation Equality

Promoting Sexual Orientation Equality through our Single Equality Scheme

December 2009



Audit Scotland's Single Equality Scheme

Audit Scotland is committed to equality of opportunity and to a culture that respects difference. We believe that as an employer and public body, and in our audit role, we can play a leading part in the promotion and application of best practice in the areas of diversity and equality.

As a public body we are legally required to eliminate discrimination and promote good relations, as well as promote equality, in relation to disability, gender, gender re-assignment and race. We have developed our single scheme to meet these requirements but also have extended this to address age, religion or belief, sexual orientation and human rights. Our new Single Equality Scheme draws together and updates previous statements and policies. It makes our current position on diversity and equality clear, sets out what we intend to do both internally and in the way we carry out our work, and explains how we will monitor our progress.

Promoting Sexual Orientation Equality

Because we have developed a single scheme and Equality Action Plan many of the improvements we are planning will benefit most or all of the equality strands. We believe the following actions will support sexual orientation equality.

Building equalities into our work

- We are reviewing our **forward study programme** with the aim of developing further opportunities for promoting equalities, including sexual orientation equality, across the public sector.
- Our **project management framework** for performance audits is being reviewed to ensure that it embeds consideration of equalities through the lifecycle of a study, including sexual orientation equality.
- The consideration of all equalities embedded into our approach to **Best Value** audit across the public sector.
- We are developing our **involvement activity** and establishing groups from a wider range of backgrounds, including different ages.

Reviewing our policies and activities

- We are developing **external networks** with other public bodies to provide support and resources for staff.
- We are continuing to develop our **recruitment and selection processes**, including how and where we advertise, to attract more candidates from minority groups.

Developing our information and reporting

- We are continuing to develop our **equality monitoring information**, considering sexual orientation as a key part of this.
- We will develop **benchmarking** on areas of equalities with other audit agencies and scrutiny bodies.

Improving our confidence and skills

- Emphasis has been placed on equalities within our new **competency framework** as part of performance development and improvement developments.
- We will ensure that **leadership and management development programmes** include training on all aspects of equalities, including sexual orientation.
- We are providing clearer links to **advice and support** on equality issues and improving resources available to our staff.

Audit Scotland's Single Equality Scheme can be found on our website:

<http://www.audit-scotland.gov.uk/>

If you want further information please contact info@audit-scotland.gov.uk