

Summary: Scottish Social Services Council Equality, Diversity and Inclusion Mainstreaming and Outcomes Report 2025-2029

We have a key role and opportunity to promote equality. We aim to remove barriers which stop people from using services and we must look to remove disadvantages. We must also promote good relations between people who share a protected characteristic and those who do not.

This report sets out how we mainstream equality, diversity and inclusion in our work. It shows what we did since 2021 and our plans (outcomes) for 2025-2029.

2021-2025 outcomes: what we did

Outcome one: To promote diversity in the social care workforce, including disabled people, people from ethnic minority backgrounds and people with care experience.

- We made it easier for registrants to share equality information on [MySSSC](#). In 2024 we published the findings in our [Analysis of diversity data and research report](#). Our [Workforce Data Reports](#) continue to have information on age, gender, disability and ethnicity.
- We create resources for employers on areas such as [Pre-employment and Induction for Employers of Overseas workers, Refugees and Asylum Seekers](#) and [Safer Recruitment through Better Recruitment](#). They help promote equality and diversity in the social work, social care and children and young people workforce in Scotland.

Outcome two: Increasingly demonstrate how our work is shaped by our key stakeholders including people with care experience.

- People with lived experience informed our review of the [Codes of Practice for Social Service Workers and Employers](#). We involved registrants and others in other areas, such as [changes to Registration](#), creating a [National Induction Framework for Adult Social Care staff](#) and introducing a supported first year for [Newly Qualified Social Workers \(NQSWS\)](#).

Outcome three: People increasingly view us as an employer of choice which promotes equality, diversity and inclusion in our recruitment processes and our existing staff.

- We are part of the [Scottish Credit and Qualification Framework \(SCQF\) Inclusive Recruiter scheme](#). This scheme helps people to identify if they have the qualifications or experience for a role with us.
- We have [Disability Confident Level 3 Leader status](#) and created a [Care Experience Guaranteed interview scheme](#) and introduced training for our employees on areas such as understanding discrimination, unconscious bias and children's rights. We also maintained our Investors in People Gold award. These initiatives help us all to think about equality in our work.

In 2024 we made [changes to Register](#). We involved registrants and asked them to help us consider how we can promote equality, diversity and inclusion.

- Most people welcomed the reduced number of Register parts and steps to make it easier for people to move between adult and children's roles.
- We revised the [Codes of Practice for Social Service Workers and Employers](#). The new Codes say more on the importance of relationships and are part of our commitment to [Keep the Promise](#) to Scotland's children and young people. We have versions in Gaelic, easy read and other versions. We create other versions as requested.

2025-2029 outcomes: what we'll do next

Outcome one: We will improve our understanding of the diversity of the registered social work, social care and children and young people workforce particularly disability, gender reassignment, race, religion and sexual orientation.

- We continue to publish equality data on people who register with us. We recently ran a survey on the health and wellbeing of people who work in social work, social care and children and young people services. We will explore what we can do following that survey.
- We will launch new guidance to support Fitness to Practice decisions.
- We will explore how people move through education and into the workforce. We help to [quality assure](#) and approve courses such as the degree in social work. We will explore how providers promote equal opportunity.

Outcome two: We will improve the way that we involve people in our work and how we consider our impact.

- We will have a new procedure for paying expenses and participants' time. We will look at how we better involve people with lived and living experience in our work.
- We will aim to make our reports easier to read and understand.

Outcome three: We promote an inclusive culture within our organisation.

- We continue to develop and support our employees. This includes guaranteed interview schemes and reasonable adjustments when people apply for a role and work with us.
- We have Investors in People (IIP) Gold Status and the Investors in Young People award. The IIP review highlighted the need for our people to feel valued and to get the best from learning and development opportunities. We will look at how we can do more to support that.