



Anti-racism action plan

1 Developing an inclusive culture



	What	How
Medium-term	Adopt an inclusive approach to recruitment to reduce barriers for under-represented groups	<ul style="list-style-type: none">Identify and use different communication channels that are aimed at minority ethnic communities to encourage applications from a more diverse poolreview and monitor our data to identify patterns and trends.
	Reduce the ethnicity pay gap and foster a more equitable workplace for ethnic minority employees	<ul style="list-style-type: none">Develop and implement ways to reduce the ethnicity pay gap e.g. working with local organisations to attract candidates to roles at all levels of the organisation
Longer-term	Raise awareness for managers about positive action measures	<ul style="list-style-type: none">Work with other local authorities and Scottish Government to identify effective PA measuresintroduce ways to take positive action where appropriate and within the legal framework.

2 Protecting colleagues and building resilience



	What	How
Short-term	Provide confidence to existing and prospective colleagues that we are an inclusive organisation and that racism in all its forms will not be tolerated	<ul style="list-style-type: none">• Publish a joint CLT / DRIVE commitment to anti-racism• affirm our zero-tolerance approach through improved reporting of incidents and effective handling of allegations• ensure all colleagues and managers understand what their role is in creating an anti-racist culture.
	Increase awareness about resources and support measures for colleagues without a council email	<ul style="list-style-type: none">• Communicate and engage with colleagues to ensure they are aware of how to report incidents, access support, share their views and access learning opportunities• ensure managers understand their responsibility to pass on centrally delivered messages to all colleagues without ready access to intranet comms channels.
	Ensure all colleagues and managers understand what anti-racism means and what their role is in creating an anti-racist culture	<ul style="list-style-type: none">• Make the anti-racist digital learning module mandatory for all colleagues• procure further face to face anti racist practice training and make mandatory learning• equip individuals and groups with the knowledge and tools to recognise and address racism in an anti-racist way• develop a digital campaign with a series of short videos to be hosted on MLH

		<ul style="list-style-type: none"> • share examples and case studies of what anti-racism and a zero tolerance approach looks like to promote understanding • create content or provide access to reading lists, videos, and online courses on anti-racism • spotlight authors, speakers, and creators from diverse racial backgrounds • facilitate regular discussions on racism, privilege and allyship in safe, moderated spaces • foster allyship by providing tools and resources for individuals to support colleagues, friends, or community members facing racism.
Medium-term	Work collaboratively with trade unions to tackle racism and reinforce anti-racist messaging via their membership	<ul style="list-style-type: none"> • Work in partnership to tackle racism where it occurs within our workforce • record, report and address incidents in a way that learning can be shared.
Longer-term	Ensure all managers understand their responsibility to demonstrate inclusive leadership and anti-racism in their everyday actions	<ul style="list-style-type: none"> • Develop and promote an anti-racism 'toolbox' that builds on existing resources and learning • place responsibility on middle management to champion the toolbox within their service areas.
	Build partnerships, projects and initiatives that promote racial justice beyond the organisation and communicate the benefits of the reverse mentoring programme internally and externally	<ul style="list-style-type: none"> • Collaborate with community groups, local organisations, schools, and nonprofits working on racial equity • offer support through funding, volunteering, or resource sharing • participate in or sponsor events like marches, conferences, or campaigns against racial injustice

	<ul style="list-style-type: none">• celebrate diversity by hosting events that recognise and honour the cultural contributions of various racial groups• carry on and deepen existing mentor-mentee relationships for those who wish to.• establish new mentor-mentee relationships for recent CLT/Senior Management on-boarders where appropriate• encourage senior leaders to speak about the benefits of, and outputs from, the programme.
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3 Remove barriers to representation

	What	How
Short-term	Ensure diverse views are represented in decision-making processes that affect colleagues and service users	<ul style="list-style-type: none">Identify opportunities for people of colour (colleagues or external stakeholders) to be a critical friend on decision-making forums e.g. IIAs and recruitment panels.
	Maintain robust data about the equalities profile of our workforce to identify and address areas of under-representation	<ul style="list-style-type: none">Develop equalities dashboards at Directorate/Service level to enable Executive/Service Directors to understand the demographic of their workforceuse this data to inform their workforce planningreview existing action in Education EDI Plan and develop an aligned corporate approach.
	Increase diversity in the education workforce	<ul style="list-style-type: none">Continue with inclusive mentoring and sponsorship programmehost a BME Staff Conference (second year)develop support for BME probationer teachersincrease support for BME staff career progressionsupport existing senior leaders to develop cultural understanding.

Medium-term	<p>Create a workforce that reflects the working population profile of Edinburgh</p>	<ul style="list-style-type: none"> • Develop partnerships with local SMEs / community-based partners to offer internships and traineeships to under-represented groups across a variety of grades • base decisions about which groups to target on robust data analysis • continue with BME volunteering programme in schools • develop initiatives to promote teaching and other work with children and young people as a desirable career pathway for school leavers.
Longer-term	<p>Increase representation of people of colour in leadership roles</p>	<ul style="list-style-type: none"> • Develop an aspiring leadership programme designed to support people of colour to progress into leadership positions • identify and address barriers to participation in the programme to maximise uptake.
	<p>Identify and eliminate systemic barriers within organisational policies, procedures, and practices</p>	<ul style="list-style-type: none"> • Analyse recruitment, hiring, promotion, and disciplinary practices to ensure fairness • review organisational policies for language and procedures that may perpetuate bias • introduce zero-tolerance policies for racial discrimination and harassment • establish clear reporting and accountability processes for incidents of racism.