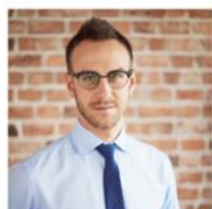




# Anti-racism action plan 2025



Inclusivedinburgh  
respect and equality in the workplace

# Anti-racism action plan

## 1 Developing an inclusive culture



Inclusivedinburgh  
respect and equality in the workplace

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

## 2 Protecting colleagues and building resilience



**Inclusivedinburgh**  
respect and equality in the workplace

	What	How
<b>Short-term</b>	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"> <li>• Publish a joint CLT / DRIVE commitment to anti-racism</li> <li>• affirm our zero-tolerance approach through improved reporting of incidents and effective handling of allegations</li> <li>• ensure all colleagues and managers understand what their role is in creating an anti-racist culture.</li> </ul>
	Increase awareness about resources and support measures for colleagues without a council email	<ul style="list-style-type: none"> <li>• Communicate and engage with colleagues to ensure they are aware of how to report incidents, access support, share their views and access learning opportunities</li> <li>• ensure managers understand their responsibility to pass on centrally delivered messages to all colleagues without ready access to intranet comms channels.</li> </ul>
	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"> <li>• Make the anti-racist digital learning module mandatory for all colleagues</li> <li>• procure further face to face anti racist practice training and make mandatory learning</li> <li>• equip individuals and groups with the knowledge and tools to recognise and address racism in an anti-racist way</li> <li>• develop a digital campaign with a series of short videos to be hosted on MLH</li> </ul>

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

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

### 3 Remove barriers to representation

	What	How
<b>Short-term</b>	Ensure diverse views are represented in decision-making processes that affect colleagues and service users	<ul style="list-style-type: none"> <li>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.</li> </ul>
	Maintain robust data about the equalities profile of our workforce to identify and address areas of under-representation	<ul style="list-style-type: none"> <li>Develop equalities dashboards at Directorate/Service level to enable Executive/Service Directors to understand the demographic of their workforce</li> <li>use this data to inform their workforce planning</li> <li>review existing action in Education EDI Plan and develop an aligned corporate approach.</li> </ul>
	Increase diversity in the education workforce	<ul style="list-style-type: none"> <li>Continue with inclusive mentoring and sponsorship programme</li> <li>host a BME Staff Conference (second year)</li> <li>develop support for BME probationer teachers</li> <li>increase support for BME staff career progression</li> <li>support existing senior leaders to develop cultural understanding.</li> </ul>

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