

Equality, Diversity and Inclusion Strategy 2020-2025

Author:	xxxx on behalf of and with input from EDI Group and Prospect union
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Endorsed by Director:	Simon Milne, Regius Keeper
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Outcomes	RBGE's Equality, Diversity, and Inclusion plan relates to Pillar 3, <i>Enrichment and empowerment of individuals and communities</i> , which in turn allows pillars 1 and 2 to be more effectively realised.
Primary Objective	To create an environment free from discrimination of any kind, where everyone feels valued, accepted and supported.
Rationale	RBGE wishes to promote and support an inclusive environment built on respect and understanding which will enable all to flourish, irrespective of their background and personal characteristics. Through the 2011 Public Sector Equality Duty (PSED) under the Equality Act 2010, RBGE is legally required to demonstrate due regard to eliminate unlawful discrimination, harassment or victimisation, to advance equality of opportunity and to foster good relations between people who share a protected characteristic, are perceived to have a protected characteristic, or are connected with someone who has a protected characteristic, and those who do not.
Main Objectives	<ul style="list-style-type: none"> a) Embed the principles of equality, diversity, and inclusion into every aspect of working practice and culture at RBGE, through engagement with people, and our policies and processes b) Work to advance equality and equity of opportunity, and further eliminate all forms of discrimination, harassment and victimisation c) Widen the focus of equality, diversity, and inclusion at RBGE to enhance the overall experience of all d) Raise awareness of the full breadth of equalities issues and the benefits of a diverse culture e) Further reduce RBGE's gender pay gap and work to better understand ethnicity and disabilities pay gaps. Engage with the Athena SWAN programme to promote equality across the protected characteristics f) Reinvigorate our organisational values g) Work with the Head of Education and others as appropriate to ensure a consistent approach to equality, diversity and inclusion for all students, staff and volunteers
Main Deliverables	<ul style="list-style-type: none"> a) Increase participation in Equal Opportunities (EO) data collection across all staff including Botanics Trading Company colleagues b) Equalities training rolled out across all staff including Botanics Trading Company colleagues c) Increase the numbers of applications from and appointments of people from under-represented groups in staff and volunteers. Enhance accessibility to job applicants and existing staff d) Consolidate Athena SWAN Silver Award accreditation from 2019 and implement action plan e) Measure and report on the gender pay gap on an annual basis, and continue to work to reduce this f) Develop measurements to report on ethnicity and disabilities pay gaps g) Engage with all staff and volunteers on RBGE's values and embed them in all areas of RBGE daily work

Year by year breakdown of key activities	<i>Provide a year by year breakdown of the key activities to be undertaken and link these to specified outcomes</i>					
	<i>Activity</i>	<i>Year one</i>	<i>Year two</i>	<i>Year three</i>	<i>Year four</i>	<i>Year five</i>
	Collect EO data from 80% of staff	✓	✓	✓	✓	✓
	Roll out EO data collection to volunteers		✓	✓	✓	✓
	Equalities training rolled out to all staff including BTC staff	✓				
	Equalities and Dignity at Work refresher training rolled out annually and as part of Induction for all new staff		✓	✓	✓	✓
	Introduce Equality Impact Assessment to all Capital Project builds	✓	✓	✓	✓	✓
	Introduce annual accessibility audit of RBGE working environment		✓	✓	✓	✓
	Complete action points identified during Athena SWAN Bronze and Silver application processes	✓	✓	✓	✓	
	Apply for Athena SWAN Gold Accreditation				✓	
	Annually report on gender pay gap and develop means to measure ethnicity and disabilities pay gaps	✓	✓	✓	✓	✓
	Commence an annual programme of EDI events to raise awareness about diversity in the workplace and the community, and promote inclusivity	✓	✓	✓	✓	✓
	Reinvigorate organisational values		✓		✓	
	Complete actions as outlined in the Athena SWAN Silver Application	✓	✓	✓	✓	✓
Measuring success:	<ol style="list-style-type: none"> 80% of staff and volunteers have supplied EO data, allowing accurate benchmarking to be undertaken and effectiveness to be measured. Staff/volunteers feel empowered to have a voice that is heard, whatever their role in the organisation (measured by staff surveys, in appraisals) Attainment of EDI charter marks such as Carer Positive, Disability Confident, Race Equality Charter, Stonewall Workplace Equality Index, as well as Athena SWAN (achievement of charter marks) Gender pay gap is further reduced (annual measurement and report) Higher percentage of individuals from under-represented groups apply to and are appointed to work and volunteer at RBGE (measure EO data at application stage) 					
Budget costs:	There is currently no additional specific budget for EDI work; all work must be woven in with other work.					
Specific supporting financial resource:	The core group of the Equality, Diversity, and Inclusion (EDI) Advocacy Group are permitted by their line managers to use 5 – 10 days per annum working time to contribute to the work of the Group. (£15k-£20k per annum excluding ex-officio costs) All RBGE and BTC staff and volunteers may attend the EDI Advocacy Group occasionally on request with the permission of their line managers.					

Specific supporting infrastructure resource:	Access to meeting rooms as required for quarterly EDI Advocacy Group meetings and ad-hoc meetings of smaller working groups.
Specific supporting staffing / skills resource:	The Head of Resources & Planning, Head of HR, and Governance Assistant undertake EDI tasks as part of their core roles. RBGE has granted the trade union the right to have an equalities representative support the work of the EDI Advocacy Group.
Internal stakeholders	All staff and volunteers.
External stakeholders	Scottish Government, public, local people, visitors.
Risks:	<ul style="list-style-type: none"> • The diversity of RBGE's staff and volunteer population remains static • Staff and volunteers don't engage with the message of the work or don't see it as relevant to them • There are insufficient resources to take forward the action plan • Not enough progress made and RBGE appears to be not holding up its PSED
Financial return on investment:	Inclusive workplaces can be more innovative and higher performing as diverse ways of thinking inform decision making. All staff and volunteers feel accepted and are more likely to flourish professionally and have increased productivity, which is a financial benefit for the organisation.
Social return on investment:	There will be a positive contribution to RBGE if the organisation can be a fully inclusive place to work and volunteer. A more diverse population of staff and volunteers brings fresh perspectives and new ideas, and existing staff and volunteers are able to flourish and fulfil their full potential within their roles at RBGE. Potential applicants from under-represented groups may be more inclined to work at RBGE bringing knowledge and expertise.
Future plans	EDI will be an ongoing piece of work for the long term, as the equalities landscape is continually changing. RBGE EDI work will need to adapt and stay flexible to accommodate these changes and to stay relevant.