



Careers Information,
Advice and Guidance









Equality Action Plan 2019-21







Easy Read version Part 2

What makes life difficult for
people in equality groups.








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<p>This is part 2 of our equality action plan.</p>	
<p>It tells you what makes life difficult for people in equality groups.</p>	
<p>Part 1 tells you how we developed the plan.</p>	
<p>Parts 3 and 4 tell you about what we will do.</p>	
<p>You can get these parts from Skills Development Scotland.</p>	
<p>Our details are at the end of this booklet.</p>	




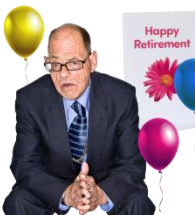


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<p>What we need to think about</p>	
<p>There are things that we know makes life difficult for people from equality groups.</p>	
<p>This section looks at what makes life difficult for each equality group.</p>	
<p>People who are disabled and have additional support needs</p>	
<p>This group includes people with a lot of different needs or disabilities.</p>	
<p>They will need different types of help.</p>	
<p>It can be difficult for companies to know about all their needs.</p>	
<p>But we need to help these people.</p>	








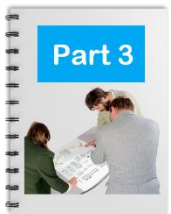
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<p>People who are disabled or have additional needs often have less qualifications.</p>	
<p>It is also often difficult for them to get a job.</p>	
<p>We know they might not be confident.</p>	
<p>Or they feel their condition will stop them getting the job they want.</p>	
<p>We know these people often do not know what help there is for them.</p>	
<p>We also know they will need more support than others to get that help.</p>	
<p>They will often need a plan that helps them make little improvements over a long time.</p>	

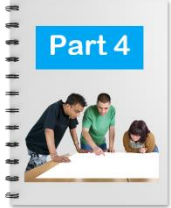






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<p>In Parts 3 and 4 we will describe how we will help people who are disabled or who have additional support needs.</p>	
<p>Older people</p>	
<p>In this plan, older people are people aged 50 and over.</p>	
<p>We know we are going to have more older people needing our help.</p>	
<p>This is because there are older people retiring later.</p>	
<p>We know that if they lose their job, they are often out of work for a long time.</p>	
<p>And it is difficult for them to get back into work.</p>	







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<p>It can be because some companies do not want to employ older people.</p>	
<p>Or older people might not be confident about finding work.</p>	
<p>Or might not have the correct skills.</p>	
<p>We think men over 50 might not ask for our help.</p>	
<p>But we will make sure they know we can help.</p>	
<p>And that they can get back to work.</p>	
<p>Or move into a different kind of work.</p>	
<p>In Parts 3 and 4 we will describe how we will help older people.</p>	









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<p>People who have lived in care</p>	
<p>We know people who have lived in care will need a lot of help.</p>	
<p>They often cannot find support to learn or get work when they leave school.</p>	
<p>And they often do not go to college or university.</p>	
<p>To help them, we need to know how being in care might affect people.</p>	
<p>And we need to remember not all young people live with their parents.</p>	
<p>They might live with other people who care for them instead.</p>	






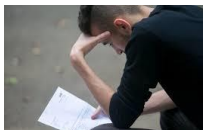



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<p>We will need to become like parents to them.</p>	
<p>We have produced a plan that says how we can do this.</p>	
<p>It is our “2018-21 Corporate Parenting Plan”.</p>	
<p>We will use both plans to help these young people.</p>	
<p>In Parts 3 and 4 we will describe how we will help people who have lived in care.</p>	
<p>People from other ethnic backgrounds.</p>	
<p>Most people in Scotland are white.</p>	
<p>But there are other people in Scotland who are not.</p>	








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<p>These people may have been born here or come here from different countries.</p>	
<p>That is their ethnic background.</p>	
<p>Young people from other ethnic backgrounds tend to get better qualifications at school.</p>	
<p>And more of them go to university.</p>	
<p>But these young people do not always get jobs.</p>	
<p>This might be because of their background or how well they speak English.</p>	
<p>But we know it is often because of discrimination.</p>	
<p>This means some people will not give them jobs just because of who they are.</p>	









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<p>Or will pick on them when they are in work.</p>	
<p>Some ethnic groups will face this more than others.</p>	
<p>This includes asylum seekers and refugees.</p>	
<p>And Gypsies and Travellers.</p>	
<p>We offer these people more support.</p>	
<p>Gypsies and Travellers often have the fewest qualifications.</p>	
<p>And often can't get a job.</p>	
<p>A lot of refugees do not have jobs, particularly women.</p>	
<p>Even if they have good skills it can be difficult for them to get a job.</p>	







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<p>And they do not know what support is there to help them.</p>	
<p>In Parts 3 and 4 we will describe how we will help people from other ethnic backgrounds.</p>	
<p>Men and Women (Gender)</p>	
<p>We know that boys and girls often choose different subjects in school because they are a boy or girl.</p>	
<p>We also know that some people think there are jobs for boys.</p>	
<p>And different jobs for girls.</p>	
<p>When they leave school, young women are more likely to go to university.</p>	
<p>Young men are more likely to start work or an apprenticeship.</p>	








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<p>There are less women in science, technology, engineering or mathematics jobs.</p>	
<p>And there are less women in senior jobs in Scotland.</p>	
<p>Men tend not to work in areas often thought of as women's work.</p>	
<p>These tend to be less well-paid jobs and include jobs such as caring.</p>	
<p>And these jobs are often paid less than lower paid jobs in areas thought of as men's work.</p>	
<p>This usually happens because of the way people think about these jobs.</p>	
<p>But this is old-fashioned.</p>	
<p>And we know this can change how an employer thinks about hiring someone.</p>	








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<p>Or promoting them to a better job.</p>	
<p>And this can stop women applying for some kinds of job.</p>	
<p>In Parts 3 and 4 we will describe how we will help men and women.</p>	
<p>People living in poverty</p>	
<p>Almost 1 in every 5 people in Scotland lives in poverty.</p>	
<p>And some people in equality groups are more likely to be living in poverty.</p>	
<p>This is likely to be people who are disabled, have lived in care or are from different ethnic backgrounds.</p>	








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<p>And a lot of them will be women.</p>	
<p>And the lower paid jobs these people often do make this worse.</p>	
<p>And being poor can stop people getting better jobs.</p>	
<p>This can be because they cannot find and apply for jobs.</p>	
<p>Or they can't afford to do them.</p>	
<p>Or don't have the support to help them.</p>	
<p>The same can happen to young men depending on their background.</p>	

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<p>In Parts 3 and 4 we will describe how we will help people living in poverty.</p>	
<p>Mothers and mothers-to-be</p>	
<p>Starting a family can make finding or keeping a job difficult for some women.</p>	
<p>Often this is because mothers return to work but need to work part-time.</p>	
<p>This is because they need to look after their children.</p>	
<p>For mothers in highly skilled jobs, this often isn't allowed.</p>	
<p>This means they need to find other, less well paid jobs.</p>	

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<p>This is worst for young mothers under 20 years of age.</p>	
<p>These young mothers often have less qualifications.</p>	
<p>They often do not have jobs.</p>	
<p>If they work, they are poorly paid.</p>	
<p>And they often live in the poorest parts of the country.</p>	
<p>They can also have more mental health problems.</p>	
<p>In Parts 3 and 4 we will describe how we will help mothers and mothers-to-be.</p>	

<p>People from different religions and beliefs.</p>	
<p>Muslim people are twice as likely not to work than the rest of people in Scotland.</p>	
<p>And it is even worse for Muslim women.</p>	
<p>This is because people do not give them jobs because of who they are.</p>	
<p>In Parts 3 and 4 we will describe how we will help Muslim people.</p>	
<p>People who are lesbian, gay or bisexual</p>	
<p>Some people who are lesbian, gay or bisexual, will not be offered jobs because of who they are.</p>	






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<p>It is getting better, but some of these people are still nervous about working with services.</p>	
<p>People who are lesbian, gay or bisexual are three times more likely to not have a job.</p>	
<p>Despite them often having more qualifications than other people.</p>	
<p>SDS is one of the best employers in Scotland for people who are lesbian, gay or bisexual.</p>	
<p>This comes from Stonewall's Workplace Equality Index.</p>	
<p>This award covers our staff and our work with customers who are lesbian, gay or bisexual.</p>	
<p>In Parts 3 and 4 we will describe how we will help lesbian, gay and bisexual people.</p>	






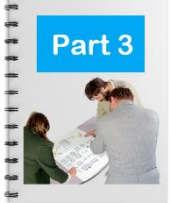
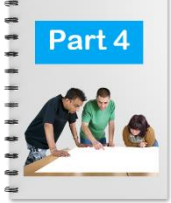
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<p>People who are transgender</p>	
<p>A transgender person knows there is a difference between their physical sex and whether they feel male or female.</p>	
<p>These people are more often unemployed or have poorer wages.</p>	
<p>They can be picked on in their workplace.</p>	
<p>And they fear losing their job because they are transgender.</p>	
<p>For young transgender people bullying in school is common.</p>	
<p>And this happens in college and university as well.</p>	
<p>But we are a good employer for transgender people.</p>	
<p>And good for transgender people to work with.</p>	

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<p>In Parts 3 and 4 we will describe how we will help transgender people.</p>	
<p></p>	<p></p>
<p>Other things we can do</p>	<p></p>
<p>Some things we can do will work for more than one equality group.</p>	
<p>When this happens we will make sure we help each group as much as possible.</p>	
<p>We know some people will belong in more than one equality group.</p>	
<p>This will make things harder for them to get education, skills or work.</p>	

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<p>We need to make sure we look at all of people's needs.</p>	
<p>We will make sure we include these things when we bring in any new services.</p>	
<p>Read part 2 and 3 of our plan to find out how we will help people from equality groups.</p>	
<p>This is part 2 of our equality plan.</p>	
<p>You can also read parts 1, 3 and 4 of our plan.</p>	  

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<p>You can get these from us at https://www.skillsdevelopmentscotland.co.uk/about/policies/equality-diversity-and-inclusion/</p>	
<p>Or email us at equality@sds.co.uk</p>	

With thanks to the organisations who helped us develop this plan:

- Age Scotland
- Association for Real Change
- Close the Gap
- MECOPP
- STEP
- Scottish Commission for Learning Disabilities (SCLD)
- Skills Recognition, Glasgow Caledonian University