

# Our report about making equality part of all our work

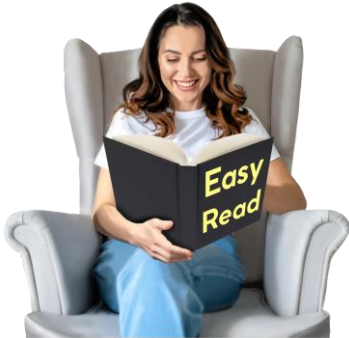


Easy  
Read  
made by



Disability  
Equality  
Scotland

## About this document

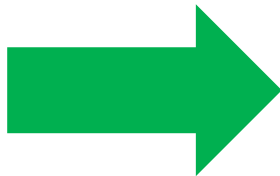


This is an Easy Read document.



It is a **report**.

A **report** tells us what was found out about something.



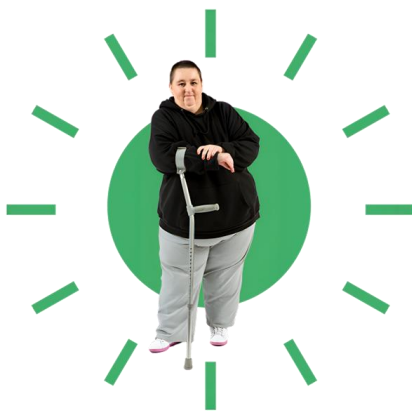
It is called our **Equality Mainstreaming Report**.



**Equality** means treating people fairly and giving people the same choices and chances.



In this document, **mainstreaming** means making sure that equality and **human rights** are thought about at every stage when making decisions.



**Human rights** are basic rights and freedoms that belong to everyone.



This report will tell you how we are getting on with making equality part of every decision we make.

## Who we are



We are the Scottish Social Services Council.



We make sure **social service workers** in Scotland give people good care.



**Social service workers** make sure people are safe and have the help they need.



We also make sure their **employers** do their job and help social service workers give good care.

An **employer** is the person they work for.



**Standards** means a good level of work.

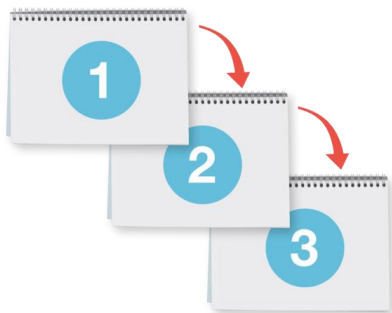
We have standards about:



- what workers do
- how workers behave
- what workers learn



If any social service worker is not working to our standards, we follow a **process** called Fitness to Practise.



A **process** tells you how to do something, step by step.



The Scottish Social Services Council must make sure that all our work encourages these 3 things.



**1. Equality** – making sure that everyone has the same chances, whatever their background.

**2. Diversity** - having a mix of different kinds of people, for example:



- men and women
- young and old people
- people of different ethnic backgrounds
- disabled and non-disabled people



### 3. Inclusion - making sure we leave no one out.

This report:



- looks back at what we have done from 2021 to 2024



- looks forward to what we will do from 2025 to 2029



- has information on people who work for us

# What we have done since 2021



We have done 5 important things.



1. In May 2024 we wrote new Codes Of Practice for Social Service Workers and Employers.



You can click on [this blue link to see the Easy Read Code of Practice on our website.](#)



2. In June 2024 we made changes to our **Register**.



A **register** is a list of names.

It is now easier to:



- join the Register
- move from working with adults to working with children
- move from working with children to working with adults



We changed the kinds of qualifications we allow.

We also added new details about carrying on learning.



**3.** We made it easier for people on our Register to share details about themselves.



We looked more closely at our diversity information and wrote a report.



**4.** We worked with people who have **lived experience**.



**Lived experience** means the knowledge someone has because of the things they have experienced in their life.



They helped us to:

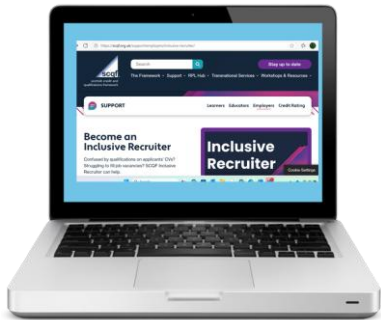
- make the new Codes of Practice
- make changes to how people join the Register



**5.** We want to make it easier for people to work for the Scottish Social Services Council.



We have joined a programme that helps people to see if they have the right qualifications or experience to work with us.



It is called Inclusive Recruiter.



We are also helping people who have lived experience of care who apply for a job with us.



We have made new training about things like children's rights and the words we choose when we talk about people.

# What we will do next



There are 4 important things we will work on next.



1. We wrote a survey.

It asked social service workers questions about their **health and wellbeing**.



**Health and wellbeing** mean how well and happy we feel.



We shared the results of the survey in April 2025.



We are still looking at what the results tell us and what we can do to support workers.



**2.** We will work closer with people who have experienced social care or are still getting social care now.



We will pay them for their time and skills.



**3.** We will carry on making our reports shorter and easier to understand.



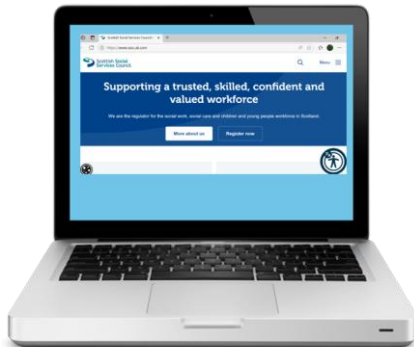
4. We will help people who work for us:

- to feel more valued
- to make the most of chances to learn new skills

## More information



This is the end of our report.



You can find out more if you click [on this blue link to go to the SSSC website.](#)



In this Easy Read document, we used pictures from Canva, Photosymbols and YourSymbols.