

Race Equality Scheme Annual Report



THE NATIONAL ARCHIVES OF SCOTLAND
DEFINING MOMENTS IN HISTORY

30 November 2009

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George P MacKenzie
Keeper of the Records of Scotland

1. Foreword by George MacKenzie, Keeper of the Records for Scotland

I am pleased to present the Annual Report on the National Archives of Scotland (NAS) Race Equality Scheme.

National Archives of Scotland is committed to equality of opportunity in the delivery of the services we provide to the public. This was particularly demonstrated this year in our involvement in the opening of the [ScotlandsPeople Centre](#) and our contribution to [Homecoming 2009](#) . We will ensure our services are high quality, continually improving and responsive to the public's needs.

2. UPDATE OF NAS PRIORITIES

2.1 The national archives play an important role in Scotland's economic and cultural life. The property market in Scotland is dependant on the services provided by NAS to legal searchers, while our historical records are used in lifelong learning and by genealogists which helps promote tourism.

2.2 The Scottish Government's overarching purpose is **to focus Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.** The purpose is expressed as a series of [15 National Outcomes](#) and the work of NAS directly and indirectly supports 5 of these:

National Outcome No 2: [We realise our full economic potential with more and better employment opportunities for all our people.](#)

- NAS supports this outcome through its work on ScotlandsPeople and the Scottish Register of Tartans. ScotlandsPeople connects everyone with Scottish ancestry irrespective of race to their past and stimulates tourist visits from overseas and within the United Kingdom. The Scottish Register of Tartans boosts worldwide interest in this iconic Scottish product and gives the weaving industry a focus for marketing and development. Anyone can register a tartan.

National Outcome No 4: [Our young people are successful learners, confident individual, effective contributors and responsible citizens.](#)

- NAS supports learning outcomes particularly for school pupils through a range of education services that increase knowledge of our national culture and history and an understanding of how our communities have evolved. As of 2010-11, the Higher History examination will include a compulsory Scottish history paper. NAS staff have worked closely with Learning and Teaching Scotland to provide a large number of resources to support the teaching of all five topics on offer.

National Outcome No 9: [We live our lives safe from crime, disorder and danger.](#)

- NAS supports this outcome indirectly by preserving and making available essential records of the Scottish Courts, thereby promoting the administration of justice and the safeguarding of individual rights.

National Outcome No 13: [We take pride in a strong, fair and inclusive national identity.](#)

- Archives provide the essential evidence of who we are as individuals, as communities and as a nation. By preserving, protecting and promoting the nation's archives, NAS works to strengthen our sense of individual and national identity.

National Outcome No 15: [Our public services are high quality, continually improving, efficient and response to local people's needs.](#)

- The work of NAS to promote better record keeping across a range of public bodies strengthens administration and facilitates compliance with information legislation. NAS legal services continue to support the efficient operation of the property market.
- Our joint working with other institutions, including ScotlandsPeople, the ScotlandsImages.com image library and the new ScotlandsPlaces project, all contribute to streamlining government and improving services to citizens.
- Our work promoting better practice with records and archives across a range of public bodies and our review of Scottish public records legislation fosters good record keeping which is a cornerstone of efficient administration.

3. UPDATE OF NAS SERVICES

3.1 ScotlandsPeople Centre

The ScotlandsPeople Centre opened fully in January 2009. Anyone with an interest in tracing their Scottish ancestors can have a free 2 hour taster session in the splendid surroundings of the Adam Dome in General Register House. If they wish to pursue their interest further, over one hundred search places are available each weekday in the Centre at a reasonable charge (currently £10 per day).

3.2 Homecoming 2009

NAS and ScotlandsPeople had a major presence at the Gathering in Holyrood Park in July 2009 with stalls offering genealogical help and expert guidance to hundreds of visitors from all over the world. NAS also launched a small exhibition at West Register House, Edinburgh, called 'From the Vaults: Whisky and the Scots' to mark Whisky Month in May 2009. This was free to all visitors

3.3 Famous Scots Exhibition

During the year of Homecoming 2009, to encourage all visitors to discover more about their own Scottish ancestry, we provided free to all members of the public, a series of six exhibitions on the family history of well known Scots. Each exhibition revealed aspects of the Famous Scot's past - their ancestors' occupations, where they lived, and how their lives were shaped by the changing society to which they belonged.

3.4 Scottish Register Of Tartans

The Scottish Register of Tartans is a national repository of tartan designs administered and maintained by the National Archives of Scotland. It was created by The Scottish Register of Tartans Act, which was passed by the Scottish Parliament in 2008 and established the Keeper of the Records of Scotland as Keeper of the Scottish Register of Tartans. The aim of the Register is to be the definitive source for the registration of new tartans and to promote and preserve tartan designs. It

contains data from registers previously run by the Scottish Tartans Authority and the Scottish Tartans World Register, plus new registrations from 5 February 2009 onwards. Although tartan is a national symbol of Scotland, it has a far wider appeal and anyone can register a tartan. For example, there are tartans for charities like Children In Need, Waverley Care and Children First, and others celebrating the special links between Scotland and countries which often have significant migrant populations here, like China, Poland and Italy.

The Register can be viewed online at www.tartanregister.gov.uk/index.aspx

4. NAS AS AN EMPLOYER

4.1 Employee Engagement

The Cabinet Office are currently leading a programme of work to improve employee engagement across the entire UK Civil Service. A key aspect of this programme is the introduction of a Civil Service People Survey to ask generic questions of all civil servants, providing an accurate measurement of employee engagement levels across the Civil Service. The purpose of the Survey is to give staff an opportunity to give their views on working for the Scottish Government / NAS.

The Survey ran from October – November 2009 which all staff were actively encouraged to complete.

We are currently awaiting the results of the Survey which will be used to formulate an Action Plan to address any areas highlighted by staff.

4.2 Well-Being at Work

In June 2009 we joined with General Register Office for Scotland (GROS) to launch a joint in house Well Being at Work initiative. Since then we have promoted a number of events, initiatives and campaigns including the “Can We Count on You” campaign aimed at raising awareness about the success of transplantation and the urgent need for more minority ethnic organ donors, as patients from the same ethnic group are more likely to be a close match. All campaign leaflets

5. PROCUREMENT OF GOODS & SERVICES

NAS continues to follow SG procurement policy and procedure which comply with EU Procurement Directives ensuring equality of treatment of suppliers, non discrimination and transparency.

6. CONCLUSION

We will ensure that we meet our race equality duty and will achieve this by continuing to work with our customers and stakeholders to identify any barriers which may exist. The NAS Management Board will also continue to consider evidence and actions on all equality issues at its quarterly meetings.