



Economic
and Social
Research Council



Scottish Government
Riaghaltas na h-Alba
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ESRC Policy Fellowships 2021: Opportunity description

Fellowship Title: SG Equality Data fellowship

Host: [Scottish Government](#). See also [Statistics and research - gov.scot \(www.gov.scot\)](#)

Host team: Equality and Social Justice Analysis Unit, Scottish Government's Communities Analysis Division

Summary: This role will lead on aspects of the Scottish Government's Equality Data Improvement Programme, strengthening Scotland's equalities evidence base for better policy-making and outcomes

Policy topic: Tackling inequality, data and policy

Potentially relevant academic disciplines: Data Science, Behavioural Science, Economics

Relevant research career stage: No preference – open to early or mid-career

Practical details

Start of 3-month inception phase: January 2022

Length of core placement: 12 months

FTE for core placement: 1

Location requirements: The Fellow would be full time and based at Victoria Quay in Edinburgh, however there would be scope for some home working.

Necessary level of security clearance: [Baseline Personnel Security Standard](#) will be required and may require 4-6 weeks to obtain. See [National security vetting: clearance levels - GOV.UK \(www.gov.uk\)](#)

Detailed description

The Fellow would engage with, and lead on, selected projects within the Scottish Government's new Equality Data Improvement Programme (EDIP). The first phase of the EDIP is an ambitious 18 month work programme that aims to strengthen Scotland's equality evidence base, contributing to the mainstreaming of equalities across the public sector. It will comprise of two broad elements – 'Learning and Good Practice' and 'Data Development'. The former will set the groundwork for improvement, raising awareness of why equality data is needed and how it can improve policy-making & outcomes. It will seek to improve understanding of the barriers to data collection, analysis and reporting. It will aim to share good practice within the public sector. The latter element will seek to strengthen and develop data sets for analysis to influence policy and decision making. The programme will inform a new Equality Evidence Strategy which will be published in late 2022.

There are a variety of potential projects within the EDIP which might evolve over the next 12 months; some examples of these include:

- Carrying out a review of existing surveys to identify questions where response rates are low for equality groups. Work with stakeholder organisations to gather qualitative data to explore response issues, to investigate fears, and to understand how the wording of questions/survey could impact on response rate, and to recognise what positive messaging would help reduce

fears and encourage participation in surveys. The findings from this research will be used to produce best practice guidance that could be shared across the public sector.

- Compile a bank of evidence on sexual orientation and gender reassignment protected equality characteristics. Work with policy officials in the Scottish Government Equality Directorate, analysts and stakeholders to develop the project specification and agree priorities. Methods could include literature reviews, working with data providers to understand and access available datasets and also some primary data collection and analysis. The project should consider and include data that intersects with other protected equality characteristics. This findings from this work will inform outcomes and service improvements for LGBT people.

The fellow will work as part of the multi-disciplinary Equality and Social Justice Analysis Unit within the Scottish Government's Communities Analysis Division. Knowledge exchange opportunities will include ongoing engagement with analytical and policy teams, including provision of analytical advice and participation in government analytical projects; collaboration with key government partners and stakeholders; and seminars to share findings.

Opportunity-specific person specification:

Applications will be assessed against the following opportunity-specific requirements in addition to the generic eligibility and call criteria.

Skills/ expertise:

- carrying out mixed methods research; applying statistical techniques to the analysis of quantitative and qualitative data.
- strong project management and communication skills and ability to collaborate with colleagues across analytical professions on projects.
- knowledge or experience of equality issues would be highly desirable