

Equalities, Human Rights and Civil Justice Committee
Tuesday 11 March 2025
7th Meeting, 2025 (Session 6)

Inquiry into the operation of the Public Sector Equality Duty in Scotland

Overview

1. The [public sector equality duty](#) (PSED) is a legal requirement for public authorities and organisations carrying out public functions (private or voluntary sector contracted to work on behalf of public authorities).
2. The purpose of the PSED is to make sure that public authorities and organisations carrying out public functions think about how they can improve society and promote equality.
3. The Committee agreed to an inquiry on the operation of the public sector equality duty on 17 December 2024.
4. It launched a [call for views](#) on 7 February 2025 closing on 28 February 2025. [The responses](#) have all been published.
5. This is the second of three evidence sessions in the inquiry. The first session was with public authorities, this, the second session, is with equality organisations, and finally the third session will be with the Equality and Human Rights Commission (EHRC) and the Scottish Government.
6. At today's meeting, the Committee will evidence from the following witnesses:

Panel 1

- Clare Gallagher, Human Rights Officer, CEMVO (Council of Ethnic Minority Voluntary Sector Organisations) Scotland
- Jatin Haria, Executive Director, Coalition for Racial Equality and Rights (CRER)
- Lindsey Millen, Head of Policy and Development, Close the Gap
- Jill Wood, Policy Manager, Engender

Panel 2

- Dr Pauline Nolan, Head of Policy and Engagement, Inclusion Scotland
- Rohini Sharma Joshi, Diversity and Inclusion Manager, Age Scotland
- Vic Valentine, Scottish Trans Manager, Equality Network.

Committee consideration

7. The Committee is asked to note the information provided above.

Clerks to the Committee
March 2025