

Scotland: Race Equality Legislation, Duties and Policy Development, 1998–2026

Summary figure: key milestones and phases



Primary
legislation



Secondary
legislation/
regulations



Strategies &
frameworks



Monitoring &
reporting



Action plans &
delivery



Evidence & impact
assessment



Consultation &
parliamentary



Guidance &
practical support

1. LEGISLATIVE AND REGULATORY SPINE

1998	●	🔨	Scotland Act 1998
1999	●	🔨	Transfer Order 1999
2002	●	📄	Race Duties Order 2002
2003	●	📄	Race Duties Amendment 2003
2004	●	📄	Race Duties Amendment 2004
2006	●	📄	Race Duties Amendment 2006
2012	●	📄	Scottish Specific Duties Regs 2012
2012	●	🔨	Scotland Act 2012
2015	●	📄	Specific Duties Amendment 2015
2016	●	📄	Specific Duties Amendment 2016
2016	●	🔨	Scotland Act 2016
2017	●	📄	Equality Act Commencement 2017
2018	●	📄	Specific Duties Amendment 2018
2022	●	📄	Specific Duties Amendment 2022
2024	●	📄	Specific Duties Amendment 2024
2025	●	📄	Specification of Public Authorities Order 2025
2025	●	📄	Specific Duties Amendment 2025
2026	●		Ongoing implementation and review

Devolution and constitutional context

2012	🔨	Scotland Act 2012
2016	🔨	Scotland Act 2016

A Early race equality response and delivery, 1999–2006

🎯	1999	Stephen Lawrence Action Plan	🎯	2002	Working Together for Race Equality
🎯	2000	Stephen Lawrence: One Year On	📖	2003	Making Progress
📖	2000	Diversity in the Scottish Executive	📊	2004	Race Equality Scheme Annual Report
🎯	2001	Making it Real	🎯	2006	Departmental Delivery Plan
🎯	2002	Committing to Race Equality			

B Equality Act consolidation and public-sector reform, 2008–2015

👤	2008	New Ethnicity Classification Guidance	📊	2011	Scottish Social Attitudes 2010
📖	2008	Race Equality Scheme 2008–2011	🏛️	2011	Christie Commission Report
📖	2008	Race Equality Statement 2008–11	🔍	2013	Ethnicity Evidence Review
🏛️	2008/09	Calman Commission reports	📊	2013	Mainstreaming Report 2013
📊	2010	Strategic Groups Progress Report	📊	2015	Mainstreaming Report 2015

C Race Equality Framework and anti-racism policy development, 2016–2021

📖	2016	Race Equality Framework 2016–2030	🎯	2017	Race Equality Framework Implementation Approach
📊	2016	Scottish Social Attitudes 2015	🎯	2017	Addressing race inequality in Scotland: the way forward
🎯	2016	Mainstreaming equality: equality duties	📊	2017	Mainstreaming Report 2017
🔍	2016	Hate Crime Advisory Group report	📊	2019	REAP Year 1 report
🔍	2017	Equality Evidence Strategy 2017–2021	📊	2020	REAP Year 2 update
🎯	2017	Race Equality Action Plan 2017–2021	📊	2021	REAP Final Report
			📊	2021	Mainstreaming Report 2021
			🔍	2021	Islamophobia inquiry report

D Anti-racism, hate crime and equality data, 2022–2024

🔍	2022	Inclusive growth: what does it look like?	📊	2023	Anti-Racism Observatory summary report
📊	2023	Equality Outcomes and Mainstreaming Report 2023–2025	📊	2024	Equality Data Improvement Programme highlight report
📊	2023	Anti-Racism in Scotland: Progress Review	👤	2024	Anti-bullying guidance

E Mainstreaming, delivery and future agenda, 2025–2026

🎯	2025	Equality and Human Rights Mainstreaming Action Plan	📊	2025	Equality Data Improvement Programme highlight report
📖	2025	Equality and Human Rights Mainstreaming Strategy 2025–2030	🔍	2025	Climate Change Plan EQIA 2026–2040
📊	2025	Equality Outcomes 2025–2029	🎯	2026	Anti-racism Delivery Plan 2026–2030

Summary figure shows selected milestones; a separate reference figure provides fuller detail.