

---

DRAFT SCOTTISH STATUTORY INSTRUMENTS

---

**2012 No.**

**The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012**

**Duty to gather and use employee information**

- 6.—(1) A listed authority must take steps to gather information on—
- (a) the composition of the authority's employees (if any); and
  - (b) the recruitment, development and retention of persons as employees of the authority,
- with respect to, in each year, the number and relevant protected characteristics of such persons.
- (2) The authority must use this information to better perform the equality duty.
- (3) A report published by the listed authority in accordance with regulation 3 must include—
- (a) an annual breakdown of information gathered by it in accordance with paragraph (1) which has not been published previously in such a report; and
  - (b) details of the progress that the authority has made in gathering and using that information to enable it to better perform the equality duty.