



A GENDER EDIT of A PLAN FOR SCOTLAND: THE GOVERNMENT'S PROGRAMME FOR SCOTLAND 2016-17

This document is a 'gender edit' guide to the Scottish Government's Programme for Government 2016-17. It includes all extracts that refer directly to women and gender, and selected text on issues where there are clear implications for women and girls in Scotland, such as social security and unpaid care. The [Programme for Government](#) confirms the Scottish Government's legislative programme for the opening year of the parliamentary term and it is worth noting that many of the policy and funding commitments set out are not new announcements.

THE SCOTTISH GOVERNMENT'S LEGISLATIVE PROGRAMME

Domestic Abuse Bill (p.11 for full details)

The Bill will place Scotland at the forefront of nations in tackling the true nature of domestic abuse which sees around 60,000 incidents reported to police each year of which 79% involve a female victim and a male perpetrator.

Evidence shows there is significant under-reporting of abuse and there is a growing understanding of the damaging impact which non-physical forms of abuse, including controlling and coercive behaviour, can have on victims. Perpetrators can use a range of tactics to psychologically abuse victims, including controlling their finances, what they wear, and their use of social media, and threatening to harm others including children.

Gender Balance on Public Boards Bill (p.12)

The Bill represents a further significant step towards the realisation of women's equality in Scotland, a goal which remains at the heart of the Scottish Government's vision for an equal Scotland.

Social Security Bill (p.13)

Evidence gathered from a wide-ranging consultation on social security will inform the final content of the Bill which will set out an over-arching legislative framework for a new, Scottish social security system. Specific areas on which we are consulting which are expected to be reflected in the Bill include:

- Fixing the Scottish Government's principles for social security in legislation, including the principle that people should be treated with dignity and respect

- Delivering on the Scottish Government’s policy commitments, including our commitments to: increase Carer’s Allowance to the level of Jobseeker’s Allowance, and replace Sure Start Maternity Grants with a new maternity and early years allowance called the Best Start Grant
- Taking a Scottish approach to important social security matters such as helping to ensure that the user’s experience reflects our principles.

CHAPTER 1: MAKING OUR EDUCATION SYSTEM WORLD CLASS WITH EQUAL OPPORTUNITIES FOR ALL

Early Learning and Childcare (p.17)

We will by the end of this Parliament double provision of fully funded ELC to 1,140 hours a year for all three and four year olds and those two years olds who stand to benefit most. [This will require substantial levels of investment in infrastructure over the period 2017 to 2020, and the recruitment of up to 20,000 additional qualified workers, p.15.] As part of the journey towards this commitment, over the next year we will:

- Publish a policy blueprint, setting out clear milestones for the delivery of our early learning and childcare commitment by 2020
- Commence a programme of ELC trials starting in January 2017 and supported by £1 million of Scottish Government investment to test different delivery models to achieve the expansion to 1,140 hours
- Pilot approaches to reducing upfront childcare costs for parents in low income households
- Ensure that, by 2018, every nursery in our most deprived areas has an additional qualified teacher or childcare graduate
- Develop a targeted marketing campaign to recruit additional ELC workers

Giving children the best possible start in life (p.27)

We will:

- Offer free vitamins to all pregnant women from Spring 2017
- Deliver a baby box offering essential items for a child’s first weeks to the families of all new-born babies in Scotland.

CHAPTER 2: GROWING A PRODUCTIVE STABLE ECONOMY WITH MORE JOBS AND FAIR WORK

Innovation (p.43)

We will implement new support for business by:

- Tackling the gender-gap in enterprise by investing £200,000 into actions delivered through the Women in Enterprise Action Framework.

Inclusive growth and fair work (p.49)

We will build on the strengths of the growing [Scottish Business] Pledge network, providing more opportunities for companies to come together to learn from each other: adding more events in 2017 to those already scheduled in October and November on the business benefits of family-friendly workplace policies and gender-balanced boards.

We are working with the Equality and Human Rights Commission to tackle pregnancy and maternity discrimination – our Ministerial working group will create guidelines for employers to ensure best practice on monitoring and reporting on pregnancy and maternity.

We will establish a ‘Returners’ project so that women can get help updating skills and knowledge and employers can retain skilled staff after a career break.

Employability and skills (p.51)

We will:

- Continue work with Skills Development Scotland and other partners to implement the Equality Action Plan for Modern Apprentices in Scotland, to ensure the programme addresses gender imbalances and is open to all by increasing the number of trainees who are disabled or have been in care or are from a minority ethnic background.

CHAPTER 3: TRANSFORMING PUBLIC SERVICES – NURTURING OUR NHS, WORKING FOR A HEALTHIER SCOTLAND AND MAKING SCOTLAND SAFER

Social Care and Caring (p.64)

Building on the integration of health and social care over this Parliament, we will invest £1.3 billion over the life of the Parliament from the NHS to integrated partnerships to build up social care capacity.

The Carers Act will come into force in April 2018. Building on this, we will consider a national or regional approach to supporting carers and cared-for people. We are also working to increase the use of the Carer Positive scheme with the aim that at least 30% of employers in Scotland are signed up over the coming years.

Public health and active lives (p.66)

To improve overall health by encouraging the removal of barriers to participation in sport, including those for women and the LGBTI community, we will establish an Equality in Sport and Physical Activity Forum and develop a £300,000 Gender Equality in Sport Fund to address the barriers specific to women’s participation.

Female offending (p.67)

In June 2015, we committed to the development of a new model for the female custodial estate, including a smaller national women's prison and local community-based custody units with access to intensive support to help overcome issues such as alcohol, drugs, mental health and domestic abuse trauma which evidence shows can often be a root cause of offending behaviour.

Milestones during 2016-17 are:

- By this autumn a proportion of women in custody will be transferred from HMP Cornton Vale to HM Young Offenders Institution Polmont to allow for the construction of a new smaller national women's prison at the Cornton Vale site, due to open in 2020
- From summer 2016, the Scottish Prison Service is engaging with stakeholders to confirm the locations and designs for community-based custody units for women
- We will review the progress of and lessons from the pilot problem-solving court in Aberdeen.

Domestic abuse and violence against women and girls (p.68)

Around 60,000 incidents of domestic abuse are reported to the Police each year, of which 79% involved a female victim and male perpetrator. However, we know that this is not the whole picture as there is a significant under-reporting of the true levels of abuse experienced by victims, including both physical and psychological abuse.

During 2016-17 we will:

- Introduce a Domestic Abuse Bill to Parliament
- Publish delivery plans to drive the implementation of Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls
- Put in place by April 2017 sustainable arrangements to protect the interests of individuals whose sensitive records and documents are requested in criminal court proceedings, building on the interim arrangements we have already put in place
- Continue to provide funding to expand the Mentors in Violence Prevention Scotland programme and train a further 1,860 young mentors in an additional 93 secondary schools across Scotland by 2018, including tackling the issue of abuse within relationships
- Continue to provide funding to expand the current Medics Against Violence Ask, Support, Care programme to train more healthcare students, NHS staff and non-health care professions (e.g. hairdressing, beauticians and vets) to spot, document and respond to the signs of potential abuse. This programme has the potential to reach out and support thousands of people who may be affected by domestic abuse.

CHAPTER 4: PUTTING PEOPLE IN CHARGE AND CREATING OPPORTUNITIES

Social security (p.74)

Equality, dignity, and fairness will be at the heart of everything we do in relation to social security. [...] We will create a new Best Start Grant to bring together the system for Healthy Start food vouchers and the UK Sure Start Maternity Grant [...] We will promote this scheme for parents and carers to improve the current take up of the grants.

- **Note:** *Last year's Programme for Government committed to "address weaknesses, within our limited powers, in Universal Credit [...] as soon as we have the powers to do so." However, UC issues do not feature in this year's document. See [our briefing](#) for more details.*

Equality and human rights (p.77)

We will establish an Advisory Council on Women and Girls to advise on action to tackle workplace and occupational segregation and other issues relating to gender equality, bringing a new strong and challenging voice that will raise awareness of what needs to be done, and advances that have been made, to achieve positive progress on women's representation in public life.

We will introduce a Gender Balance on Public Boards Bill in the coming year and promote the voluntary '5050 by 2020' partnership in public and private sectors.

Our plans are also to:

- Set out a path for a five-year rights agenda building on Scotland's National Action Plan for Human Rights with a strong emphasis on embedding human rights across public services, in legislation and policy
- Explore how to better reflect international human rights obligations in domestic law, including by inviting a cross section of people from all over Scotland to examine how human rights protections might be enshrined in law.

CHAPTER 5: SCOTLAND ON THE WORLD STAGE

International (p.86)

Scotland's commitment to global citizenship [...] will be pursued through:

- Funding of training for at least 50 women every year from International Conflict Zones to give them the skills and confidence to maximise their contribution to building a safer world by involvement in UN peace processes. We have already committed £365,000 in the current financial year so that a total of 50 women will have been trained by spring next year.

FOR FURTHER INFORMATION

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ABOUT ENGENDER

Engender has a vision for a Scotland in which women and men have equal opportunities in life, equal access to resources and power, and are equally safe and secure from harm. We are a feminist organisation that has worked in Scotland for 20 years to advance equality between women and men.