

GENDER EDIT OF PROTECTING SCOTLAND'S FUTURE: THE GOVERNMENT'S PROGRAMME FOR SCOTLAND 2019-2020

This gender edit of The Scottish Government's Programme for Government compiles all references to women, gender and issues with implications for gender equality which appear in the document.

The Programme for Government represents the Scottish Government's legislative programme for the upcoming year, and includes a list of forthcoming Bills and other significant associated policy commitments the Government plans to introduce. It should be noted that the Scottish Government has said it hopes to minimise impact on the Programme for Government, but that that the current constitutional and economic situation facing the UK may impact the legislative and policy agenda in some way.

This gender edit examines the Programme for Government in sequence, with emphasis added by Engender.

EXECUTIVE SUMMARY

"The year ahead will also see the **full expansion of early learning and childcare to 30 hours per week** (1140 hours a year) for all 3 and 4 year olds, and for 2 year olds from disadvantaged backgrounds."

Page 4

"A **new Hate Crime Bill** will bring criminal law up-to-date in this important area. We will also **continue our improvements to forensic services for victims of sexual offences.**"

Page 5

"Our work to **tackle poverty** is built on the firm belief that **inequality is a human rights issue** that we must do everything we can to overcome."

Page 9

"**This year will see the delivery of 1140 hours of quality early learning and childcare across Scotland.** The first generation to benefit from this ground-breaking commitment will also be the **first to be eligible for our new Scottish Child Payment.** Described as a game changer for families on lower incomes, £10 per child a week for families with children under 6 years of age will be delivered by Christmas 2020 and lift thousands of families out of poverty."

Page 9

“We are investing up to **£5 million over three years to help up to 2,000 women return to work after a career break**, particularly in sectors where women are under-represented.”

Page 14

“Over the coming year, we will invest **£3 million in the Access to Childcare Fund** as part of a range of measures to tackle child poverty. It will provide support to establish new projects delivering community-based childcare for low income families.”

Page 15

“We have published recommendations to drive up **standards of mental healthcare for new and expectant mothers**, supported by £50 million of funding.”

Page 16

“In the coming year, we will **establish a Women’s Health Plan**. It will underpin actions to tackle women’s health inequalities. The new plan **will improve access to contraception and focus on reducing inequalities in health outcomes** which only affect women such as **endometriosis and improving services for women undergoing the menopause.**”

Page 17

“The National Taskforce for Human Rights Leadership will work to ensure that Scotland is a world leader in putting human rights into practice. It will develop a new statutory framework which will help to safeguard the human rights of everyone in Scotland. It will **drive work that includes bringing protections provided by the Convention on the Elimination of all forms of Discrimination Against Women and other treaties into domestic law**”

Page 18

“We will **consult on the detail of a draft Gender Recognition Bill** by the end of this year, setting out our proposals to reform the current process of obtaining a Gender Recognition Certificate and how we will bring Scotland into line with international best practice.”

Page 18

“In the year ahead **we will take forward the recommendations of the National Advisory Council on Women and Girls**. We will:

- create a **What Works? Institute to identify, test and promote best practice in changing public attitudes to and challenging stereotypes about women’s and girls’ equality and rights** – we will work with partners to develop a framework for the Institute and its work by summer next year

- establish a **Gender Beacon Collaborative to promote gender equality across Scottish public life** – membership and ambitions for the collaborative will be announced later this year
- continue to lobby the UK Government to improve **parental leave**
- support work to encourage **50/50 representation** at elections.”

Page 19

“As part of our work to **eradicate violence against women and girls**, we will **introduce the Forensic Medical Services (Victims of Sexual Offences) Bill**. This will improve the way in **which forensic medical examinations and associated healthcare interventions are conducted**, introducing a self-referral model for victims of sexual crime who wish to have a forensic medical examination without first reporting a crime to the police”

Page 19

“We will also **bring forward the date for the first payments of the Scottish Child Payment**. For under 6s, the first payments will be made by Christmas 2020, giving families who need it most an additional £10 per child per week. The payment will lift an estimated 30,000 children out of relative poverty when fully rolled out and increase family incomes for thousands more.”

Page 19

“...boost parental employability programmes, facilitating better local connections between employability services and the expansion of early learning and childcare. Backed by over £4 million, this work will aim to enhance family incomes by improving access to work and in-work progression.

introduce a £500,000 Family Learning Scotland Programme to help parents gain new skills and take up learning and training – integrated with the expansion of early learning and childcare to allow parents to build on their skills and gain better work”

Page 20

“We will continue to push the UK Government for action, clarity and information in the event of a ‘no deal’ Brexit. The UK Government must:...support households to manage an increase in the cost of living and prevent more people from falling into poverty, including **making changes to Universal Credit**, lifting the benefits freeze on working age benefits and uprating benefits in line with inflation.”

Page 25

“We will also set out the **timetable for a Gender Recognition Bill** following consultation on the detail of the draft provisions.”

Page 29

“Bills for introduction in 2019-20

- Animal Health and Welfare (Amendment) Bill
- Budget Bill
- Circular Economy Bill
- Civil Partnership Bill
- Continuity Bill
- Defamation and Malicious Publication Bill
- UEFA European Championship Bill
- **Forensic Medical Services (Victims of Sexual Offences) Bill**
- Good Food Nation Bill
- **Hate Crime Bill**
- Heat Networks Bill
- Redress (Survivors of In Care Abuse) Bill
- Rural Support Bill
- Transient Visitor Levy Bill.”

Page 29

“Forensic Medical Services (Victims of Sexual Offences)

The Bill will underpin the ongoing work of the Chief Medical Officer for Scotland’s Rape and Sexual Assault Taskforce. Amongst other things the Bill will establish a national self-referral model for victims of sexual crime who wish to have a forensic medical examination without first reporting to the police.

Page 32

“Hate Crime

Following on from Lord Bracadale’s independent review of hate crime legislation in Scotland and our consultation, the Bill will take forward the consolidation and updating of hate crime legislation. It will extend the characteristics to which hate crime statutory aggravations apply and will also introduce ‘stirring up’ offences for all relevant characteristics.”

Page 33

Ending Scotland’s Contribution to Climate Change

N/A

A Successful, Fair and Green Economy

“We have **invested in a range of measures to support female entrepreneurship** and are **seeing a significant rise in the proportion of women starting a business** and a **reduction in the gender gap** in entrepreneurship.”

Page 68

“This year, we launched our £1 million Digital Start Fund to help more people – particularly those from disadvantaged backgrounds and **women returning to work** – **access the training they need to improve their digital skills** and embark on a new career.

Page 71

“...**expand the range of Graduate Apprenticeships** available in critical areas such as civil engineering, digital, cyber security and data science, while also continuing to **encourage women to apply.**”

Page 78

“The **gender pay gap for full-time employees in Scotland is the lowest on record** and lower than the UK as a whole. Earlier this year, we published our **Gender Pay Gap Action Plan** – a first in the UK. It will **tackle the causes of workplace inequality, particularly focusing on disabled women, minority ethnic women, older women, women from poorer socioeconomic backgrounds and women with caring responsibilities.**

Key actions we are taking include:

- investing up to £5 million over three years **to help up to 2,000 women to return to work after a career break**, particularly in sectors where women are under-represented
- **refreshing the gender and diversity element of the Scottish Business Pledge** to encourage action to address the gender pay gap
- continuing to **fund Close the Gap to challenge and change employment practices and workplace cultures**
- continuing to **fund Family Friendly Working Scotland to promote flexible workplaces to employers.**”

Page 81

“We will continue to work with partners to promote the aquaculture sector as an attractive career choice, including supporting the development of the Women in Scottish Aquaculture Initiative to encourage women to take up careers in the sector and remove barriers to their participation.”

Page 86

“We want more women in agriculture to have opportunities to develop their skills and talents. As well as supporting our Fair Work agenda, ensuring the sector is **accessible to women** will help to ensure the long-term sustainability and resilience of Scotland’s rural economy. **Our Women in Agriculture Taskforce will publish its report in the autumn**, identifying next steps. We have already **committed to fund and support delivery and expansion of the three women-only pilot training programmes**. And we will appoint a dedicated co-ordinator to take forward work in this area.”

Page 87

“We will continue to make **Scotland’s workplaces fairer** through our work to reduce the disability employment gap, **tackle the gender pay gap** and demonstrate leadership in tackling race inequality in employment.”

Page 65

“Support through Regional Selective Assistance and other large grants is now **conditional on employers paying the real Living Wage, not using exploitative zero-hour contracts** and **taking actions to address the gender pay gap**.”

Page 80

All of us benefit when everyone can **participate equally in our economy**. We are taking specific action through our **Gender Pay Gap Action Plan**, Disability Employment Action Plan and the Race Equality Action Plan.”

Page 81

“Work is underway to **establish the new South of Scotland Enterprise Agency by April next year**. It will be the first ever enterprise agency to embed Fair Work at the core of its operations **and a key priority will be to identify action to address gender pay inequality and low pay in the region**. We will invest £13.3 million this year to set up the organisation and to support a number of crucial projects across the area, including work to address skills shortages and support regeneration.”

Page 85

Improving Outcomes Through Our Public Services

“To support our **work to double entitlement to early learning and childcare to 1,140 hours a year, we have increased the number of childcare-related apprenticeships** from 1,691 in 2017-18 to 2,102 last year. We will continue to increase the number of childcare-related Modern and Foundation Apprenticeships, in line with demand, and pilot a Graduate Apprenticeship for the sector.”

Page 79

“...labour market challenges remain for many equality groups and it is right that our system continues to evolve.”

Page 79

“In August, we **launched an extended Workplace Equality Fund**. This £800,000 Fund will support employers to address long-standing barriers faced by disadvantaged groups in the labour market and enable businesses with innovative ideas to embed Fair Work within their workplaces.”

Page 80

“**making funding available so that the real Living Wage can be paid to all workers, the majority of whom are women, delivering funded early learning and childcare hours from August 2020.**”

Page 81

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- **refreshing the gender and diversity element of the Scottish Business Pledge to encourage action to address the gender pay gap**
- continuing to **fund Close the Gap to challenge and change employment practices and workplace cultures**
- continuing to fund Family Friendly Working Scotland to promote flexible workplaces to employers.”

Page 81

“Although it is common to have periods of worry during pregnancy, **for a significant number of women additional mental health support is needed**. We know that the earlier that support is provided, the better for both mother and baby.”

Page 97

“In February, we published **recommendations to drive up standards of perinatal and infant mental healthcare**, supported by a **£50 million funding commitment**. During 2019 and 2020, we will:

- support the third sector to deliver **counselling and befriending services** for women who might benefit from additional support in their community
- invest £825,000 to **increase specialist staffing levels** at the two current Mother and Baby Units at St John’s Hospital in NHS Lothian and Leverndale Hospital in NHS Greater Glasgow and Clyde, enabling them to become centres of expertise.

- support the development of a **community perinatal mental health service** across Scotland. Backed by £5 million of investment, this will focus on women with mild to moderate symptoms, allowing them to quickly access support from, for example, cognitive behavioural therapists and psychological therapists
- make £3 million available to support the **establishment of integrated infant mental health hubs across Scotland**. These will create a multi-agency model of infant mental health provision to meet the needs of families experiencing significant adversity, including infant developmental difficulties, parental substance misuse, domestic abuse and trauma”

Page 97

“We will **put in place a Women’s Health Plan**. In the coming year, it will take action to:

- ensure rapid and easily-accessible postnatal contraception
- improve access to abortion and contraception services for adolescents and young women
- improve services for women undergoing the menopause, including increasing the understanding and knowledge of women, families, healthcare professionals and employers
- reduce inequalities in health outcomes which affect women, such as endometriosis and antenatal care
- reduce inequalities in health outcomes for women’s general health, including work on cardiac disease.”

Page 103

“This year, we will create a new Community Sport Bond worth up to £5 million. We know that, for supporter and community groups, not having access to capital funds has been the main barrier to them being able to take ownership stakes in their local clubs when the opportunity has arisen. The Bond will empower communities and groups and strengthen local decision-making by giving groups the chance to acquire a share or control of their local sports club. To be eligible to apply for the Bond, groups must show clear community focus and support and, in particular, demonstrate how involvement in the running of their club would be used to support women and girls’ participation in sports.”

Page 103

“We continue work to **address adverse childhood experiences (ACEs)**, including abuse, neglect and a range of difficult household and other experiences which negatively impact healthy development. **We recognise the role that inequalities play** and we are focused on tackling child poverty, **addressing gender inequality** and ensuring all children and young people can fulfil their rights.”

Page 112

“We have invested £1.35 million in the **National Trauma Training Programme**, enabling workers to recognise and respond to psychological trauma. Over 3,000 people across our public services, including police officers, nurses and social workers, have been trained to date, with training for a further 2,000 workers planned. We will expand the programme over the next two years, providing the opportunity for more frontline staff to receive training, such as those supporting Looked After Children and women receiving maternity care who have experienced sexual violence and abuse.”

Page 113

We will continue to **support our Family Nurse Partnership Programme** this year. It provides intensive **support to young mothers** during pregnancy and for the first two years of a child’s life.”

Page 113

“...**extend entitlement to funded early learning and childcare provision to 2 year olds whose parents are care-experienced**. For care experienced people, becoming a parent can be more challenging than for others because they are less likely to have reliable family support around them. We will make sure that this entitlement is in place from August next year, the same time that we begin to deliver 1140 hours of funded provision for families across Scotland.”

Page 114

Quality and nurturing early learning and childcare is the foundation from which every child can develop socially, emotionally and educationally, enabling them to reach their full potential. From August next year our transformative expansion of early learning and childcare will begin. **It will mean that all 3 and 4 year olds, and 2 year olds from disadvantaged communities, will receive 30 hours a week of funded childcare during the school year**. They will also have the option to access a smaller number of hours per week all year round. This means that our children get the best possible start in life and will allow families the opportunity to explore more work and learning opportunities. **It will save families up to £4,500 per child each year**. Local authorities are working hard to deliver the new entitlement and we are providing them with the support that they need. The expansion will benefit around 80,000 families across Scotland, with an additional annual investment of £567 million by 2021-22, bringing our total

investment in early learning and childcare to almost £1 billion. It aims to support children's development and narrow the attainment gap; increase family resilience through improved health and wellbeing outcomes for parents and children; **and allow more parents to be in work, training or education.**

Parents and carers will have greater choice of high quality early learning and childcare providers, being able to access their child's entitlement from any provider across the public, private and third sectors (including childminders) which meets the National Standard, has a place available and is willing to enter a contract with their local authority.

The **full expansion will be available from August next year** but we have asked local authorities to prioritise more economically disadvantaged communities for any early provision, to ensure that those who will benefit the most will also benefit first.

The new National Standard includes daily access to outdoor play and learning, support from well qualified and supported professionals and a free nutritious meal. To ensure that our workforce is treated fairly we are also providing the funding to enable all childcare workers delivering the funded hours to be paid at least the real Living Wage.”

Page 116

We will continue to work with the Scottish Funding Council and Skills Development Scotland to create more capacity in our colleges and work-based learning sectors to train staff **and increase the number of Modern Apprentices following an early learning and childcare pathway.**”

Page 117

Over the coming year, we will **invest £3 million in the Access to Childcare Fund** as part of a range of measures to tackle child poverty. It will provide support to establish new projects delivering community-based childcare for low-income families. This will also provide opportunities for children within those communities to benefit from a range of activities before or after school or during the holidays. It will begin in April next year and run for two years.”

Page 117

“Education Scotland is working with schools to tackle unconscious bias and gender stereotyping which leads to a gender imbalance in STEM. The Scottish Funding Council, in collaboration with colleges and other partners, is also working to tackle gender imbalances and **reduce gender gaps in college courses.** Skills Development Scotland is working with employers and training providers to address under representation in the workplace.”

Page 121

“...launch our **2019 Women Returners Programme** that will **support women to re-enter the workplace following a career break** across a variety of industrial sectors where **women are underrepresented**, including the STEM sector.”

Page 121

“We will hold more world-class sporting events this year, **welcoming the Solheim Cup, the biggest event in women’s golf** and one of the most prestigious in women’s sport, to Gleneagles later this month.”

Page 125

Communities Where Everyone is Valued, Protected and Respected

“Hate crime has no place in Scottish society. We have been taking forward work to **consolidate and update laws on hate crime**, consulting widely with key stakeholders and with the public. We have **published our analysis of that consultation** and **will introduce a Bill**, making hate crime legislation fit for 21st-century Scotland.

As well as introducing legislation, we will **encourage reporting by launching a hate crime campaign** to challenge the prejudice and attitudes that fuel intolerance. Having already adopted a definition for anti-Semitism, we will consult on adopting a definition of Islamophobia. We will also explore what more can be done to ensure the safety and security of places of worship.”

Page 137

“Our work over the coming year includes:

- carrying out work to better understand where the gaps are in how we support victims or witnesses involved in the criminal justice system
- making sure that wherever victims come into contact with the justice system, from early engagements with police to attendance at court and beyond, a trauma-informed approach is taken
- considering the outcome of Lady Dorrian’s review of the management of sexual offences and how these can be better conducted through the courts
- **developing a sexual offences and gender based violence work stream under the Victims Taskforce, taking into account the remit of Lady Dorrian’s review**
- rolling out a statutory appropriate adults service, backed by £1 million of new investment, to provide communication support to vulnerable adults during police procedures.”

Page 132

“We want to make sure the legal aid system is user focused, flexible and valued as a public service and so we are consulting on further improvements, including how we might use targeted interventions to remove the barriers some people face in accessing

legal aid, including in cases of domestic abuse. This work has been **informed by the recommendations of the National Advisory Council on Women and Girls.**”

Page 133

“Recognising the Scottish Prison Service’s role in our justice system, we are continuing to invest in our prison estate. **This includes progressing work to replace HMP Barlinnie, Scotland’s largest prison, and continuing to progress a new model for the female custodial estate,** with intensive support services to help women to overcome issues such as alcohol, drugs, mental health issues and domestic abuse trauma.”

Page 133

“The **first two community custody units will open by the end of 2021,** providing levels of security which are **proportionate with the level of risk posed by the majority of female offenders and will allow women in custody to be closer to their communities.** Construction of the new **Women’s National Facility is scheduled to begin early in 2020.**”

Page 133

“This year marks 100 years of women in the legal profession in Scotland. Whilst progress has been made, there is **broad agreement that more needs to be done to ensure that the legal profession reflects the society that it serves and to tackle gender disparity and the gender pay gap.** We will work with the legal profession to encourage further improvements, including, for example, emphasising **zero tolerance of bullying and harassment and expanding family-friendly policies.** There are also **too few women and people from minority ethnic communities in senior positions in the legal profession.** We will work with key stakeholders to understand what further action can be taken to remove real or perceived barriers that might be preventing talented legal professionals from reaching senior positions, including applying for judicial office..”

Page 135

“We are proud of the progress we have made on equality in Scotland, but there is still work to do. We were the first government in the world to fund access to free sanitary products across our schools, colleges and universities and across wider communities, increasingly to those on low incomes. **We are providing up to £8.8 million to continue to make sanitary products available in a wide range of places.** Our partnership approach has given organisations the chance to shape delivery in line with local need. It is already embedding into society and making a difference to people’s lives.

We need to go further and will **launch a media campaign to challenge the stigma around menstruation and sanitary products.**

We also **continue to tackle the causes of inequality women face in the workplace,** including with our work on addressing the gender pay gap.

Last year, our Gender Representation on Public Boards (Scotland) Act 2018 set a **statutory objective for equal representation** of women on public sector non-executive boards by 2022.”

Page 139

“This year, **we reached a milestone with women accounting for half of all board members appointed to public bodies across Scotland.** This is a significant step and this year we will continue our work to make sure there is equal representation on every individual board.

We want to make sure that we do everything we can to tackle the root causes of inequality for women and girls.

The **National Advisory Council on Women and Girls** published its first report at the beginning of this year and **we will be taking forward action based on their recommendations,** learning from best practice in Scotland and around the world to make sure everyone is treated fairly and can achieve their full potential.

Over the coming year, we will:

- **create a What Works? Institute** to identify, test and promote best practice in **changing public attitudes to and challenging stereotypes** about women and girls’ equality and rights – we will work with partners to develop a framework for the Institute and its work by summer next year
- establish a **Gender Beacon Collaborative to promote gender equality across Scottish public life** – membership and ambitions for the collaborative will be announced later this year
- **fund a post in Gender Equal Media Scotland** to increase its impact, engagement and visibility amongst industry and other stakeholders
- establish a **short-life taskforce to look at gender inequality in education** and how we can take additional, better connected and bolder action to embed gender equality within early years and school education
- hold an **international event with the Open Government Partnership, academics, civil society groups, public servants and representation from the National Advisory Council on Women and Girls** to look at how to address **inequality and co-design gender equity measures**
- continue to **lobby the UK Government to improve parental leave**
- **support work to encourage 50/50 representation** at elections.”

Page 140

“**Violence against women and girls**

Violence against women and girls is a breach of human rights. It is unacceptable in any society – everyone has the right to live free from the threat of violence and abuse. We

have **committed to ending it for good** and our actions are focused on properly securing the rights of women and girls. We are guided by our commitment to the **UN Sustainable Development Goals and The Convention on the Elimination of all Forms of Discrimination Against Women**.

We will continue our work to prevent gender-based violence, tackling the societal conditions that allow it to happen. We will make sure that our justice, health and education systems are set up to address it and we will continue to provide the right support at the earliest point to women and children who are experiencing abuse.

Importantly, too, we will **hold the perpetrators of gender-based violence to account**.

Working with COSLA and other partners, we have made significant progress already and we will redouble our efforts over the coming year.

Equally Safe Priority 1 – Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls

Working with schools, colleges and universities, we have supported work to promote **respectful, responsible and confident relationships amongst young people** as well as providing a safe environment for students and staff.”

Page 140

“This includes providing over **£590,000 of additional funding to Rape Crisis Scotland to extend their schools education programme**, with 26,000 young people benefiting. We have **supported universities and colleges to adopt the Equally Safe Tool Kit**.

We will develop **national guidance for schools** which will set out the range of **support and practical prevention and intervention measures** available which can be used to ensure the safety, health and wellbeing of children and young people.

We are also taking action across society. We **are committed to a major national campaign on sexual harassment and sexism** and this is now in an advanced planning stage while our **employer accreditation programme is being piloted in seven council areas** across the country.

Equally Safe Priority 2 – women and girls thrive as equal citizens: socially, culturally, economically and politically

Violence against women and girls is a result of women’s and girl’s status in society, and so we need to eliminate the gender inequality that lies at its root. We are taking broad action to advance women and girls’ equality, including:

- promoting **gender equal pay, supported by the real Living Wage**
- improving women’s health outcomes, including providing **mental health support for all women during pregnancy and after giving birth**

- increasing **access to period products**
- **expanding entitlement to funded early learning and childcare and piloting approaches to flexible and affordable community-based out-of-school care**

Our work to respond to the recommendations of the National Advisory Council on Women and Girls is an important part of our efforts to make sure women and girls grow up and live in a country which allows them to achieve their full potential.

Equally Safe Priority 3 – interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

Following the introduction of **the Female Genital Mutilation (Protection and Guidance) Bill** earlier this year, we held a **national summit to explore what further action is needed to tackle female genital mutilation**. We will take this work forward this year, as well as **refresh our guidance on forced marriage**. This year we will continue to **improve the experience of rape and sexual assault victims** in our health and justice systems by:

- introducing the **Forensic Medical Services (Victims of Sexual Offences) Bill**. This will **improve the way in which forensic medical examinations and associated healthcare are conducted**, taking a **trauma-informed approach** and introducing a self-referral model for victims of sexual crime who wish to have a forensic medical examination without first reporting a crime to the police
- supporting the development of the **Equally Safe Multi-Agency Centre in Edinburgh** which will bring experts from child and adult protection, healthcare, police and social work together under one roof to provide age appropriate, wrap-around care for children, young people and adults who have been victims of sexual assault and other forms of abuse and neglect.”

Page 141

- **supporting a pilot to visually record rape complainers’ initial statements to police to be used as evidence later in a trial**, with the aim of reducing the need for them to recount their ordeal again in court
- considering the outcome of **Lady Dorrian’s review of the management of sexual offences** and how they can be better conducted through the courts
- supporting the **development of trauma training** packages for justice organisations who come into contact with victims
- **engaging with Rape Crisis Scotland’s Survivors Reference Group** to make sure our work continues to be informed by the experience of survivors

Equally Safe Priority 4 – men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

The **Domestic Abuse (Scotland) Act 2018** came into effect in April this year, creating a specific offence of domestic abuse **covering not only physical abuse but other forms of**

psychological abuse and coercive and controlling behaviour. Its introduction has been supported by a national public awareness campaign and training for police officers, members of the judiciary and prosecutors.

We will continue to work with those in housing, social work, health and schools to ensure that professionals have resources available to them to support a **shared understanding of domestic abuse.**

We will promote the principles of the Safe and Together model™ which seeks to **keep children who have experienced domestic violence safe and together with their non-abusive parent,** while supporting and acknowledging non-abusive parents' protective efforts and ensuring perpetrators are held accountable for their abuse.

We have supported the roll out of the Caledonian Programme to an additional six local authorities with an additional £2.8 million, meaning more male perpetrators will receive the right rehabilitation services to address the issues giving rise to their offending behaviour.

This year we will explore policy options to increase access to positive behaviour change programmes for domestically abusive men.

We are committed to exploring what more can be done to address prostitution in Scotland, recognising it as a form of violence against women.

We will **consult on approaches to challenge men's demand for prostitution,** continue to support work to **reduce the harms associated with commercial sexual exploitation and help women to exit prostitution.**

This year, we will **consult on a statutory 'duty to notify'** when public authorities **suspect human trafficking or exploitation is happening."**

Page 142

"But there is more to do to create a society where no one suffers hate, fear or discrimination simply because of their gender identity or sexual orientation.

Bold recommendations to embed LGBTI inclusive education within our school curriculum are being implemented and changes will be made to our Census processes, where optional questions on transgender status and history, as well as sexual orientation, will be asked on a voluntary basis for the first time"

Page 142

"We will publish a **draft Gender Recognition Bill** by the end of this year, setting out our proposals to **reform the current process of obtaining a Gender Recognition Certificate** and how we will bring Scotland in line with international best practice. **An Equality**

Impact Assessment will be published alongside the Bill and seek to address concerns which have been raised. We will hold a **full public consultation** on the detail of the Bill.”

Page 142

“This year, we will:

- continue to challenge transphobia
- develop guidance for Scottish Government and the wider public sector on balancing trans rights and the rights of women, within the overall context of our clear commitment to promoting trans inclusion
- establish a working group to consider steps to improve the lives of non-binary people
- **establish a working group to make recommendations on the collection and disaggregation of data in relation to sex, gender and gender identity**
- consider how best to improve the health and wellbeing of trans people, and ensure that children and young people exploring their gender identity have access to the right support
- produce updated guidance for schools to help them to support transgender pupils, within the current legal framework, by the end of this year

All of this work is grounded in the firm belief that we will continue to protect and promote the rights of women and of trans men and women.”

Page 144

“We are working to ensure that ex-servicemen and women receive the support and advice they need to transition from military to civilian life”

Page 144

“Best Start Foods, **providing low-income pregnant women and families with help to buy healthy food**, launched this summer and we will provide £6 million of funding for it in 2020-21.”

Page 146

“We will provide an **additional boost of over £4 million to parental employability programmes**, facilitating better local connections between employability services and the expansion of early learning and childcare. This will involve supporting **parents to start a career and progress in work**, including within the early learning and childcare sector, and enhance families’ incomes through work or earnings. This means that our **total investment in parental employment support will increase to £22 million between 2018 and 2022.**”

Page 151

“**publish information about how homelessness affects different groups** within our communities by the end of this year, making sure, in particular, that our work takes proper account of the **different reasons for women becoming homeless and addressing those.**”

Page 152

“**create a domestic abuse homelessness prevention pathway to support women who have experienced domestic abuse to find safe accommodation.**”

Page 152

“This year, we will support a newly-expanded programme to protect vulnerable groups in Malawi and Zambia. Following the **success of Police Scotland’s work with police forces in these countries to help them tackle gender-based violence** and improve child protection, the programme will support leadership to tackle local issues and **give support to a wider range of marginalised groups such as women**, children, those with disabilities, LGBTI and people with albinism.”

Page 156

“We will continue to **fund scholarships for women and girls in Pakistan** to allow them to pursue their education. This support will continue through **women and girls’ secondary education, into an undergraduate degree and onwards to cover a Masters degree.**”

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ABOUT ENGENDER

Engender is a membership organisation working on feminist agendas in Scotland and Europe, to increase women’s power and influence and to make visible the impact of sexism on women, men and society. We provide support to individuals, organisations and institutions who seek to achieve gender equality and justice.

