



## **A GENDER EDIT of the *SCOTTISH GOVERNMENT DRAFT BUDGET 2015-16***

This document is a 'gender edit' guide to the Scottish Government Draft Budget 2015-16. It included all extracts that refer directly to women and gender, and selected sections on equalities, human rights and social protection more broadly, where there are clear implications for women and girls in Scotland. Specific responsibility for gender equality sits within two Ministerial portfolios, found at Chapter 5 (Commonwealth Games, Sports, Equalities and Pensioners' Rights) and Chapter 8 (Training, Youth and Women's Employment). Detailed commitments, including existing policy, are highlighted in yellow.

### **CHAPTER 1: Strategic context for Draft Budget 2015-16**

#### **Economic Outlook**

##### **p2**

Scotland's labour market has also continued to strengthen. The number of people in employment has increased by 87,000 over the past year to reach 2.6 million, a record high. Female employment is also at record levels with 1.3 million women now in employment.

We need to ensure that growth is balanced and sustainable, and that it reduces inequalities and disparities between different parts of Scotland allowing everyone to realise their potential."

#### **Job creation**

##### **p3**

Scotland's labour market has made considerable progress in recent months. However, there is a need to address long-term barriers to labour market participation, to tackle persistent differences in participation across Scotland's regions, and to develop and improve skills and productivity in the workplace.

##### **p4**

Despite long-term improvements, there remain gender differences in labour market outcomes in Scotland, particularly in terms of participation rates, pay differentials and underemployment.

The Scottish Government is committed to reducing the barriers faced by women when seeking to participate in the economy. As part of the Children and Young People's Act, we have committed £280 million over 2014-15 and 2015-16 to allow for expansion of childcare provision for three and four year olds to 600 hours and to extend this provision to the 27 per cent most disadvantaged two year olds. This will help to reduce the cost barriers facing parents with young children.

We will maintain support for women's entrepreneurship. Going forward, we will consider the outcomes of the Council of Economic Advisers' assessment of ways to increase economic opportunities for women.

### **Tackling inequality**

**p8**

The Scottish Government is focused not just on increasing sustainable economic growth, but on the characteristics and nature of that growth. It is vital that all Scotland's people feel the benefit of Scotland's brightening economic outlook.

Supporting economic growth, improving labour market outcomes and tackling poverty and inequalities are mutually supportive objectives. There is clear evidence that inequality inhibits economic growth and that increasing equality in society can help to improve productivity as well as extend economic opportunity.

## **CHAPTER 2: Scotland Act 2012, Financial Provisions**

### **Land and Building Transactions Tax (LBTT)**

**p15**

We also believe that this progressive approach will have some positive impacts on equality groups. [...] More generally, the overall negative correlation between membership of an equality group and income means that LBTT's more progressive structure is likely to have positive impacts for equality groups. Chapter 14 of the Equality Budget Statement provides more information on how equality impacts have been considered in developing new Scottish taxes and in establishing Revenue Scotland.

## **CHAPTER 4: Health and wellbeing**

### **Budget changes**

**p30**

In 2015-16 we will

- drive quality improvement in maternity services, supporting the provision of person-centred, safe and effective care for women and babies and support implementation of the Getting it Right for Every Child (GIRFEC) practice model in maternity services;

## **CHAPTER 5: Commonwealth Games, Sport, Equalities and Pensioners' Rights**

### **Contributions to National Outcomes**

#### **p34**

Equality is at the core of the Scottish Government's purpose to create a more successful country with opportunities for all of Scotland to flourish. Achieving a fair, more equal country where all can participate and where diversity is valued, is not just a moral imperative but is fundamental to any modern democracy. The Government's Economic Strategy recognises that failure to reduce inequalities in Scotland can place a drag on the economy and significant burdens on our public services. Equality is also at the heart of our ambition for improving public services, where an understanding of the diverse experiences of people and communities, the barriers they face and aspirations for change are key to creating person-centred, preventative approaches.

#### **p35**

However, we know that despite progress, inequalities still exist and some of these are structural and persistent. Promoting equality and tackling inequality are and will continue to be important features of the Scottish Government's work.

The Scottish Government is [...] committed to taking action to eliminate long-standing discrimination that holds Scotland and its people back. For example, within this budget, resource is being directed to support action to remove pay gaps, address occupational segregation and promote greater gender diversity on public boards.

The Equality Budget Statement shows how the promotion of equality is integrated across Scottish Government policy and budget decision making and is embedded in its strategic approach to public services and work to reduce poverty and inequality.

The Equality Budget supplements this mainstreamed investment through specific strategic interventions aimed at promoting equality and tackling the

discrimination, prejudice and disadvantage which act as a barrier to equality of opportunity, economic progress and the wellbeing of the people of Scotland.

### **Priority areas for action**

#### **p36**

- Investing in specific funds to support frontline services which address the needs of communities, enable early intervention and prevention, help address the barriers faced in employment or other forms of participation and contribute to the capacity of equality communities to respond to issues such as poverty, social exclusion and the impacts of welfare reform
- Investing in infrastructure to develop the capacity of equality in communities and ensure their voice is heard in democratic decision making, service design and delivery; and
- Taking forward specific actions to help advance equality of opportunity, eliminate discrimination and foster good relations across the range of protected characteristics, including action to support improved performance on the public sector equality duty across Scotland.

### **What the budget does**

#### **p38**

A further £3.3 million will be invested into physical activity programmes, including:

- Active Girls, which aims to provide more opportunities for girls and young women to participate in PE, physical activity and sport. It also improves access to leadership opportunities to enable young women to motivate and inspire their peers

#### **p39**

The Equality budget enables support for a range of national intermediary organisations which have a key role in driving forward change, in building capacity and leadership, and enabling Scotland's equality communities to be heard in public life and public policy development. The Scottish Government will maintain investment in actions which help to empower and enable the wellbeing of communities.

Through the specific funds directed at tackling violence against women, and more broadly to promoting equality and tackling discrimination, there is investment in frontline support – focusing on prevention and early intervention and in enabling communities to address some of their major challenges [...] The Scottish Government will also carry on its work with

partners to support the effective implementation of the public sector equality duty across Scotland and to make progress on its own equality outcomes.

In 2015-16 we will:

- Take forward the 'Equally Safe' strategy to work towards preventing and eliminating violence against women and girls. As part of this work, we will align investment with the priorities identified in the strategy to direct support as effectively as possible towards frontline services and early intervention
- Invest in equality activity and interventions that focus on issues around poverty and employment, discrimination and hate crime, representation and participation in public and democratic life and in building strong, resilient communities
- Make use of new data and evidence to develop our overarching strategic approach to advance equality and, within that, identify specific issues and actions to take forward to help improve outcomes for different equality communities
- Continue to invest in mainstreaming support and alignment to improve public sector performance on equality.

## **CHAPTER 6: Finance, employment and sustainable growth**

### **Contribution to National Outcomes**

**p41**

Priorities include:

- increasing female and parental participation in the workforce through transformational expansion of childcare provision and improving the gender balance on boards

*(No further detail is provided)*

## **CHAPTER 7: Education and Lifelong Learning**

### **Portfolio responsibilities**

**p57**

The work of the portfolio links closely to that of the Training, Youth and Women's

Employment portfolio by ensuring effective provision of school and college education and helping to better prepare individuals for the world of work.

*(No further mention of women, girls or gender)*

## **CHAPTER 8: Training, Youth and Women's Employment**

### **Portfolio responsibilities**

**p70**

The new Cabinet portfolio better reflects the strategic importance of these areas to the overall economic ambition of Scotland.

Our aim is to have more people doing more work and working better in good jobs, where their contribution is valued.

We want to achieve higher levels of youth employment than those recorded pre-recession, higher levels of entrepreneurship among women, a more diverse workforce, and better support for young people to engage in vocational education and training.

### **Contribution to national outcomes**

**p71**

We will [...] adopt workplace policies which demonstrate the value we attach to our workforce. [...] Such moves will also help to mitigate the impact of UK welfare reforms on unemployment and inactivity.

### **What the budget does**

**p72**

These budgets support policy development relating to our investment in skills and national training programmes and our continued support for young people and women to overcome disadvantage that they face in the labour market.

In 2015-16 we will:

- Utilise the allocated budget of £16.6 million to take forward recommendations of the Commission for Developing Scotland's Young Workforce to:
  - [...]
  - Work with the third sector to offer supported employment opportunities for groups who face barriers to employment.
- Extend the remit and membership of the Strategic Group on Women and Work (SGWW) to enable it to scrutinise work across government and to make recommendations on actions to drive change, including any actions from the Council of Economic Advisors report on maximising economic opportunities for women due later this year

## **CHAPTER 9: Justice**

### **Our priorities**

**p75**

- Continue to support work which protects society from sex offenders, take action to tackle domestic abuse and violence against women and continue work directed towards reducing the damaging impacts of alcohol and drug problems.

### **Community Justice Services**

**p78**

- Implement the recommendations of the Commission on Women Offenders

### **Scottish Prison Service**

**p87**

- Continue to implement the modernisation of the prison estate for female prisoners, including a new dedicated facility at HMP Inverclyde and the provision of a regional unit for women at HMP Edinburgh

## **CHAPTER 11: Culture and External Affairs**

### **Portfolio responsibilities**

**p103**

Our commitment to prevention, equality, diversity and inclusion underpins this portfolio's priorities.

### **Contribution to National Outcomes**

The National Companies, Collections and culture and heritage agencies and bodies are expected to address access and barriers caused by inequalities particularly for children.

## **CHAPTER 12: Infrastructure, Investment and Cities**

**p112**

The IIC portfolio plays a significant role in helping achieve the Scottish Government's Purpose of increasing sustainable economic growth and reducing inequalities.

**Welfare reform mitigation**  
**p128**

The budget provides funding for organisations in Scotland that provide advice and support services to help people affected by welfare reforms. It supports the Scottish Welfare Fund and other initiatives with the third sector, Scottish local authorities and others, designed to maximise household resources for vulnerable groups.

*(Details on plans follow, in terms of tackling poverty, mitigation activity including advice services, working with the third sector to understand the impact and taking forward the SWF, but neither gender or women, nor disabled people are mentioned.)*

**CHAPTER 14: Crown Office and Procurator Fiscal Office**

**Our priorities**  
**p143**

- Prosecute complex, serious and organised crime including terrorism, murder, serious assaults, sexual offences, serious domestic violence, hate crime, drug and people trafficking and significant financial crime before the High Court and Sheriff and Jury courts

**What the budget does**  
**p145**

COPFS has a strong record in tackling inequality. Operational priorities make it clear that prosecutors are targeting hate crime, domestic abuse and sexual offending – all of which involve significant equalities issues for those who have protected characteristics across all sections of society. In particular we have:

- Appointed a dedicated Procurator Fiscal who leads on domestic abuse cases, together with compulsory training for staff who deal with these cases. A revised joint protocol dealing with domestic abuse cases has been agreed with Police Scotland. The combined effect of this, coupled with improvements due to the priority placed on the policing of domestic abuse by Police Scotland, has seen an increase in the numbers of cases prosecuted in court.

- Undertaken collaborative work with the transgender community in order to reassure them about being involved in the court process, both as a victim or witness and as an accused. The Lord Advocate spoke at the annual transgender conference and a bespoke policy for dealing with transgender individuals has been issued for consultation. The transgender community fully support the proposed policy.

## **CHAPTER 15: Local Government**

### **Our priorities**

**p150**

The Scottish Government will continue to work collaboratively with local government towards outcome-focused public services, using the framework provided by the Equality Act 2010. This helps public bodies to recognise and reduce negative impacts on vulnerable groups and also helps to promote equality by ensuring that services are responsive to local people's needs.

**For further information please contact Jill Wood, Policy Manager, Engender  
Jill.Wood@engender.org.uk, 07889 805 787**

### **About us**

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 that seek to achieve gender equality and justice.