

GENDER EDIT OF A FAIRER, GREENER SCOTLAND: PROGRAMME FOR GOVERNMENT 2021-22

This gender edit of [A Fairer, Greener Scotland: Programme for Government 2021-22](#) compiles all references to women, gender and issues with implications for gender equality which appear in the document.

The programme for government sets out the Scottish Government's legislative and policy priorities for the coming parliamentary year. This year's programme focuses on the continuing Covid-19 pandemic and recovery, a national mission to eradicate child poverty across Scottish Government priorities and the climate crisis.

This gender edit examines the document in sequence, with emphasis added by Engender.

FIRST MINISTER'S FOREWORD

"... prioritising the recovery of our precious health and social care services – rebuilding capacity, and establishing a **new form of care** which people can access in a way, place, and time which works for them. It requires us to **redouble efforts to tackle the inequalities** that continue to blight our society – eradicating poverty and **discrimination**, and ensuring opportunity is never limited by economic or social circumstance. And it means securing an economic recovery which is green and fair ..."

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"And we have backed people – introducing legislation to double **payments for carers** later this year..."

Page 4

"We will drive forward a national mission to end **child poverty** – rolling out Scottish Child Payment to children under 16 by the end of 2022 and we will set out, through our spending review, the route to **doubling Scottish Child Payment** to £20 per week, per child as quickly as possible during this Parliament. We will also continue in our efforts to persuade the UK Government of the importance of retaining the £20 **uplift to Universal Credit**, the removal of which would impact over 450,000 families in Scotland."

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“We will shortly publish a **COVID Recovery Strategy**, bringing together the actions we will take across government and with partners in the next year to address the impact of the pandemic on **those hardest hit** in our country. It will take a **focused approach to support for families and households on low incomes**, by providing enhanced **training and employment support** for those furthest from the labour market and setting out how we will support the wellbeing of children and young people, who we know have been significantly affected by the pandemic.”

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“Among the actions set out in this Programme for Government, we will:

CREATE A LAND OF OPPORTUNITY: supporting young people and **promoting a fairer and more equal society**:

- Drive forward a **national mission to end child poverty** – rolling out **Scottish Child Payment** to children under 16 by the end of 2022 and **doubling it to £20 per week as quickly as possible** thereafter: This year and next – ahead of full rollout – we will provide a **£520 ‘bridging payment’** for every child in receipt of free school meals.

...

- Build a **new system of wraparound childcare** for school age children. This year, we will publish a **5-year delivery plan**, undertake an **evaluation of pilot projects** to inform full implementation, and **establish a public panel, including parents, carers, children and young people**.
- **Expand free early learning and childcare** to 1 and 2 year olds – starting in this Parliament with children from low-income households.
- Starting this year, **invest £100 million to support frontline services** and focus on **prevention of violence against women and girls from school onward.**”

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EXECUTIVE SUMMARY

“While leading Scotland out of the pandemic remains our foremost priority – continuing our mass vaccination programme and preparing for a booster campaign in the autumn – this sits alongside **rebuilding a stronger, more resilient health and care system** centred on people; renewing our **drive to eradicate child poverty** and improve living standards; ending Scotland’s contribution to climate change; and **building a wellbeing economy which secures sustainable, inclusive growth** for everyone, in all parts of Scotland.”

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“While we have taken bold action in recent years towards our aim of a truly equal nation, the **pandemic has exacerbated the inequality in society**. People from Minority Ethnic communities, disabled people, **lone parents** and low-income households have disproportionately borne the negative impacts of the pandemic. Poverty remains driven by deep-rooted issues that start at birth and have lifelong consequences, and too many children, through no fault of their own, miss out on experiences and opportunities because of it. **Our Tackling Child Poverty Delivery Plan established a clear evidence base for the drivers of poverty**, across employment, living costs, and household incomes, and we will continue to take forward a national mission to end child poverty focused on addressing those.”

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“We will:

- **Extend Scottish Child Payment to children under 16 by the end of 2022, and double it to £20 per week, per child as quickly as possible thereafter.** Final decisions about timing and increases will be considered in the spending review and taken in the relevant budget. We will actively seek ways to accelerate the implementation, including considering options for staged increases.
- Provide **immediate support to children and young people through Scottish Child Payment bridging payments** of £520 in both 2021 and 2022. These will be paid quarterly for children in receipt of free school meals on the basis of low income, ahead of full roll-out of Scottish Child payment to under 16’s.
- Make an **extra payment of Carer’s Allowance Supplement this year**, subject to Parliament passing legislation. Following the necessary pausing of work during the pandemic, we will also develop and launch the remaining devolved benefits, including the new Scottish Carer’s Assistance.”

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- “Establish a National **Care** Service, backed by at least 25% more investment in **social care** over this Parliament. By June 2022, we will bring forward the legislation to enable its creation.”

Page 9

- “Begin work on a **Minimum Income Guarantee**, which would make sure that everyone in Scotland has enough money to live with dignity. In our first 100 days we have laid the foundations, setting up a Steering Group to consider issues of design and delivery, and launched a discussion platform.”

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- “Work to **expand funded early learning and childcare for children aged 1 and 2, starting with low-income households** within this Parliament. In the coming year we will start engagement with families, the early learning sector and academics to design how the new offer will work.
- Build a **system of wraparound school age childcare**, offering care **before and after school and in the holidays**, which will be **free to families on the lowest incomes**. In the coming year we will engage people and communities – including children and young people – in designing options for this, and publish a 5 year delivery plan.”

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- “Ensure Scotland is a global leader in human rights through a **new Human Rights Bill**, which will include, as far as possible within devolved competence, **incorporation of four UN human rights treaties** into Scots Law. We will consult on the Bill in the coming year.
- Take forward a programme of work to **embed equality, inclusion and human rights throughout Scotland** – including £10 million to tackle isolation and loneliness over this parliamentary term, and £100 million over three years to support frontline services and focus on **prevention of violence against women and girls from school onward**. We will also **work to tackle racism** in our schools and communities, and refresh work to **support refugees and asylum seekers**.”
- Bring forward the **Gender Recognition Reform (Scotland) Bill** within the next year.”

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- “Launch a 10-year **National Strategy for Economic Transformation** in the autumn, alongside a new National Challenge Competition which will provide up to £50 million to projects with the greatest potential to transform Scotland’s economy.
- **Pilot a 4-day working week**, supported by a £10 million fund for participating companies, to better understand the likely impacts on workers, businesses and the economy.
- Progress our vision of Scotland as a leading **Fair Work Nation** by 2025: including making payment of the real living wage to all employees a condition of public sector grants by summer 2022.
- ... Invest over £33 billion over the course of this Parliament in our National Infrastructure Mission, which includes £1 billion in the Scottish National Investment Bank, to create new jobs and markets and provide benefits across Scottish supply chains.”

Page 12

- “Transform the way in which justice services are delivered – ensuring **children’s rights** are protected and upheld, putting the **voices of victims** and a **trauma-informed approach** at the heart of Scottish justice, and **moving away from the use of custody** for those who

don't pose a risk of serious harm, while protecting the police resource budget in real terms for the entirety of the Parliament.”

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“Scotland will retain and enhance an outward looking, international focus, acting as a good global citizen and demonstrating our commitment to democracy, **fairness** and **human rights**.”

Page 14

“We are clear that **equality, inclusion and human rights** should underpin decision-making and delivery across the work of government and the wider public sector in Scotland. We are committed to **promoting equality and tackling discrimination**, furthering Scotland's position as a global leader in human rights, ensuring that all of Scotland's people, including those who **share protected characteristics**, are able to fulfil their potential and achieve the outcomes in the National Performance Framework and working with communities to ensure that everyone feels safe, respected and included in the life of Scotland.”

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“This Programme for Government recognises that the **impacts of COVID-19 have been and will continue to be experienced disproportionately by different groups**, including **women, those from Minority Ethnic communities, older people and disabled people**. So, building on learning from those COVID-19 impacts and responses as well as our work over the past decade to **mainstream and embed equality and human rights**, we will continue to seek to **strengthen this in Scottish Government policy-making as a single joint endeavour**. We are working across different groups to promote equality, **recognising intersectional inequality**, drawing from the expertise of key stakeholders, and in doing so being guided by the recommendations of national forums such as the **First Minister's National Advisory Council on Women and Girls**, the National Taskforce for Human Rights Leadership and the Expert Group on COVID-19 and Ethnicity. Ensuring that we truly embed equality, inclusion and human rights across the work of government and the wider public sector will be critical in helping Scotland to build back better in a way that targets our efforts towards those who have been disproportionately affected.”

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OUTCOMES AND EQUALITIES

“Our National Outcomes to be healthy and active, and to respect, protect and fulfil **human rights** will challenge us to ensure that we rebuild a stronger, more resilient **health and care** system that is centred on people.”

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“Though the impacts of the COVID-19 pandemic have been, and are likely to continue to be, borne unequally, the **National Performance Framework has promoting equality at its heart**, and it will be essential that we are guided by it to ensure that all of Scotland can flourish through increased wellbeing, and sustainable and inclusive economic growth.”

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CHAPTER 1: A CARING SOCIETY

“Bring Free Personal Nursing Care rates in line with the National Care Home Contract and provide additional funding to enhance **breaks for unpaid carers**.”

Page 19

“Providing £8 million this year to support the mental health and wellbeing of the **health and social care workforce**.”

Page 20

“We also recognise the impact of the pandemic on **maternity, neonatal and IVF services** for the **women**, families, and 70,000 newborn babies who have used them over the last 18 months. We will **improve care for all pregnant women** and newborn babies within the lifetime of this Parliament by delivering on the recommendations of **The Best Start review of maternity and neonatal services**. We will deliver **our IVF guarantee** of treatment within 12 months of referral, establish a dignified and compassionate **miscarriage service** by the end of 2023, and take forward the recommendations of the Independent Review into **maternity services at Dr Gray’s Hospital**.”

Page 22

“This year we are also providing an £8 million package to support the wellbeing of those working in health and social care, with £2 million targeted at social care and primary care, in recognition of their specific needs. Most immediately, we will support the ongoing development of a National Wellbeing Programme...”

Page 23

“Building on the desire of many to access care and support in new ways and underpinning our commitment to offer flexible access to care, we will **scale up digital care.**”

Page 23

“At the frontline of the pandemic, Scotland’s carers provided **quality care** with compassion to some of our most vulnerable people during the toughest of times. The experience of our care staff and those living in social care settings was often heart breaking. Now is the time **to rethink how we deliver care**, and ensure consistently high-quality services for everyone who needs them, their families and staff.”

Page 26

“Over this Parliament, the Scottish Government will take forward the biggest reform of health and social care since the founding of the NHS, establishing a **new National Care Service (NCS)** – with the aim of treating people with dignity and respect at its heart. We will ensure **that care is focused on the individual, fully addressing their human rights and understanding their needs, and properly recognises the value and insight of their experiences of living in care.**”

Page 27

“**Our ambition is to bring the pay, terms and conditions of nursing staff working within the care sector in line with those in the NHS**, and we will review options to achieve this. Until then, we have maintained our commitment to ensure staff delivering direct adult social care are **paid at least the real living wage**, with additional funding of £64.5 million this year. We will also work with CoSLA on the **establishment of minimum standards for procurement decisions**, with a requirement for **ethical commissioning** taking into account factors like **fair work**, including terms and conditions, and workforce and trade union recognition and representation.”

Page 27

“We have already taken the immediate steps towards the creation of the National Care Service. In July we established a **Social Covenant Group**, made up of people with day-to-day experience, to set the **values and principles** that will guide decision making and oversight of the service. At the start of August – also within the Government’s first 100 days – we launched a **consultation on the establishment of the new service** and will, by June 2022, introduce the legislation to enable its creation.”

Page 27

“The guarantee of £18 million in the first year will enable long-term investment and includes:

- ... £5 million Improvement Fund to improve outreach services, treatment, rehabilitation and aftercare, with **dedicated support for women** in response to rising numbers of drug deaths among women.”

Page 29

“We will work with sportscotland and partners to ensure that investment is **equal**: engaging with the media and sector partners to significantly improve and increase the **visibility of women’s sports**, athletes and participants, through the creation of a Scottish sport media summit which will improve content and increase coverage across all media platforms. More participation and visibility of girls and women in sport is a priority.”

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“**Health inequalities** impact on every aspect of too many people’s lives. But those inequalities – where they stem from, and the outcomes they have – should not be accepted, and need not be preordained. The last 18 months have put inequalities across society in the spotlight. Like the rest of the world Scotland’s health inequalities have been highlighted and exacerbated by the pandemic. The disproportionate harm caused to minority ethnic groups, people living in greatest deprivation, people with obesity, diabetes and respiratory disease has highlighted vulnerabilities and **widened existing inequalities**.”

Page 32

“**Women and girls** face particular health inequalities, resulting in **differing levels of care and poorer outcomes**. Within its first 100 days, the Scottish Government has published a new **Women’s Health Plan** to improve outcomes and services for women and girls, with immediate actions this year. A **detailed implementation plan will be developed this year**, with progress reported through Implementation Reports from 2022. From Autumn 2021, we will introduce ‘**bridging contraception**’, as the first step in expanding community pharmacies’ role in supporting women’s health. This will allow **community pharmacies to prescribe longer-term contraceptive options, alongside emergency contraception**. We will also support any local authority who wants to establish byelaws to create **protest-free buffer zones** outside clinics that provide **abortion** services.”

Page 33

“We know that some **women** have been failed when they have presented with the **pain and suffering of mesh-related complications** in our health services. In our first 100 days, we introduced a Bill to reimburse those who have paid to undergo private mesh removal surgery.

Contracts have also been awarded for private removal surgery outwith Scotland, for those who feel unable to be treated in Scotland, with surgery, travel and associated costs covered.”

Page 33

“NHS **Gender Identity Services** have seen increased demand, leading to longer waiting times. To improve access and delivery over the next three years we will centrally fund Gender Identity Service improvements until late 2024. A plan for transformation of these services will be also developed and published by late 2021, and implemented in 2022-2024. This work will include the voices of those with lived experience throughout.”

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CHAPTER 2: SCOTLAND AS A LAND OF OPPORTUNITY

“Supporting young people and promoting a fairer and more equal society, **within the next 12 months** we will:

- Provide a **£520 payment for every child in receipt of free school meals**, ahead of roll-out of the Scottish Child Payment to under 16s.
- Provide a double payment – £460 – of the **Carers Allowance Supplement**, provided Parliament passes the necessary legislation.
- Roll out two significant new devolved benefits for disabled people – Child Disability Payment and **Adult Disability Payment**.
- [...] Consult on a **draft Human Rights Bill** which will incorporate the International Covenant on Economic, Social and Cultural Rights, alongside three international treaties for the **empowerment of women**, disabled people and minority ethnic people.
- Bring forward the **Gender Recognition Reform (Scotland) Bill**.”

Page 35

“We will **extend the Scottish Child Payment to under 16’s by the end of 2022**, then **double it to £20 per week as quickly as possible**. Until the Scottish Child Payment is fully rolled out, we will make an **annual “bridging payment”** of £520 for children in receipt of free school meals.”

Page 35

“Meanwhile the **pandemic** has hit **low-income and disadvantaged families** particularly hard, and risked the progress we have made to **tackle child poverty** and create a **fairer** Scotland.”

Page 35

“To succeed in being the country we want to be – fairer, greener, and more prosperous – we’ve established a **national mission to tackle child poverty**, and will work to make Scotland a land of opportunity for everyone. As we recover from the pandemic, we’ll deliver on our commitment to make Scotland a **more equal and inclusive society** that **respects, protects, and fulfils human rights** – taking **new and ambitious action to tackle inequality and discrimination** in all its forms.”

Page 35

A national mission to eradicate child poverty

“In March next year we will publish our **Tackling Child Poverty Delivery Plan 2022-26**, laying out a route map to meet an interim target to reduce relative child poverty to 18% by 2023-24. Backed by a further £50 million Tackling Child Poverty Fund, the plan will set out a **series of policies to get us on course towards our ultimate aim of eradicating child poverty**. This will be a significant **cross-government and society-wide effort**, and sits alongside our work to drive up **good, fair, and inclusive employment opportunities**.”

Page 36

“We will also deliver an **additional £130 Pandemic Support Payment** by the end of October for every household who received **Council Tax Reduction** in April – an investment of up to £65 million benefitting over 500,000 households.”

Page 36

“In the longer-term, we are committed to delivering a **Minimum Income Guarantee**, following the recommendation of the **Social Renewal Advisory Board**. This could be revolutionary in our **fight against poverty**; an assurance that no one will fall below a set income level which allows them to live a **dignified life**, delivered through targeted payments and other types of support or services provided or subsidised by the state. Within our first 100 days, we have convened a steering group, with cross-Party and expert representation, to design a future Minimum Income Guarantee, and a discussion platform to solicit views and ideas from stakeholders and members of the public. Linked to this work, we will explore how the concept of Universal Basic Services can contribute towards a minimum standard of living, via services such as transport, digital and **childcare**.”

Page 37

“Delivering our ambitions to eradicate child poverty is **at risk from the actions of the UK Government, not least the threat of scrapping the £20 a week uplift to universal credit and working tax credit** – actively harming more than 450,000 families in Scotland. It must be

retained. We will **explore ways to improve support given to people impacted by the benefit cap**, within the scope of devolved powers, as part of our new deal for tenants.”

Page 37

A strong social security system that treats people with dignity, fairness and respect

“In the government’s first 100 days we introduced legislation to make an **extra payment of Carer’s Allowance Supplement**. If passed by Parliament, we will provide a double payment of £460 in December to an estimated 91,000 unpaid carers, in **recognition of the additional caring responsibilities and associated strains and costs** they have had to meet through the pandemic. We will also **develop and launch our remaining devolved benefits**, which had to be paused during the pandemic, including our new **Scottish Carer’s Assistance**, replacing Carer’s Allowance. Following discussions with carers and organisations that support them we have **developed a series of aims for Scottish Carer’s Assistance** and a range of options for improvement. We are currently engaging with stakeholders on a detailed options appraisal process and will consult on proposed changes in Winter 2021/22.”

Page 39

“And next spring we will pilot **Adult Disability Payment** – replacing the UK Government’s controversial Personal Independence Payment – the biggest and most complex of our new Scottish disability assistance, rolling out nationally next summer.”

Page 39

“We’ll also **guarantee the budget of the Scottish Welfare Fund at £41 million per year**, an important social safety net administered through local authorities, and **start an independent review** this year to understand how it’s working and whether there are measures that we could put in place to improve it. We will explore systems of **automatic payment for devolved social security benefits**, to maximise uptake. This includes linking **Scottish Child Payment with Best Start Grant**, and linking data to trigger automation of local authority entitlements, and “passported” entitlements based on receipt of devolved disability benefits.”

Page 39

“we will continue to fund Scotland’s Baby Box – which had 98% uptake by **expectant parents** last year – providing essential items, useful resources for parents and a place for a baby to sleep from Day 1.”

Page 39

“As of this August, we’ve delivered on our **commitment to expand entitlement to funded early learning and childcare**, from 600 hours a year to 1140, for all three- and four-year-olds, and some two-year-olds (those with experience of care, children of care-experienced parents, and those from lower income families). The new entitlement will save families in Scotland an estimated £4,900 per child, and benefit around 130,000 children a year. We have **now set out our ambition to provide funded early learning to all one- and two-year-olds**, starting in the course of this Parliament with **children from low-income households**. This year we will begin engagement with families, the early learning sector and academic experts to design how the new offer will work in practice.”

Page 40

“We will also **build a system of wraparound childcare by the end of this Parliament**, providing care before and after school, all year round, and **supporting parents – particularly on low-incomes – to have secure and stable employment**. Those on the lowest incomes will pay nothing, and others will make fair and affordable contributions. This offer will also **reduce inequalities in access to a range of activities** round about the school day, particularly for those children who may benefit most. To inform policy development, we are supporting **18 pilot projects**, testing innovative models of school age childcare for families most at risk of poverty, and will undertake an evaluation of these by September 2022. Over this year, we will establish **a diverse and inclusive public panel made up of parents and carers and children and young people**, and run a series of **workshops to ensure user experience** is front and centre in our system design. And, we will publish a 5 year delivery plan within the next year, setting out the phasing and timescales for delivery to the end of the Parliament, engaging stakeholders in its development.”

Page 40

“We’ll boost low-income families’ access to good-quality food for their children through Best Start Foods, a payment parents can use to buy nutritious **items during pregnancy and for children under three**. Within our first 100 days we’ve **increased the value of Best Start Foods** to £4.50 per week per child (or £9 per week for babies under one), and will **increase eligibility later in the parliamentary term**, supporting up to 60,000 additional people each year.”

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A world-class learning experience for every young person

“We will take action to combat racism in our schools with the launch this year of our **Race Equality and Anti-Racism in Education Programme**, developing new educational resources in collaboration with stakeholders and practitioners to embed anti-racism across the

curriculum; invest in the **diversity of the education workforce**; and strengthen staff confidence in understanding, teaching about and addressing racism. Where **racist incidents do occur, we will strengthen monitoring and reporting**, to support actions to address, and prevent future, incidents.”

Page 44

“We also know that too many children still experience homophobic and transphobic bullying, putting them in danger and damaging their confidence. Starting this year, the Scottish Government will provide **funding to support delivery of the recommendations of the LGBT Inclusive Education Working Group**, moving to eradicate prejudice through providing education, training and resources for school staff.”

Page 44

“Navigating **sex and relationships is difficult for young people** at the best of times – the impact of the pandemic, separating young people from their peers and **changing behaviour online**, has made it even more difficult. We will develop **engaging and relevant guidance and materials to teach** young people about **consent** and healthy relationships, **supporting the prevention of sexual harassment and gender-based violence.**”

Page 44

Delivering a revolution in children’s rights: Keeping The Promise

“In March this year, the Scottish Parliament unanimously passed the **UNCRC (Incorporation) (Scotland) Bill**, a landmark piece of legislation which aims to incorporate the UN Convention on the Rights of the Child into Scots law to the maximum extent possible and signals a revolution in children’s rights. While a judgement is awaited on the UK Government’s challenge on the **legislative competence of certain provisions** of the bill, between now and March 2024, **we will invest £4 million to support public services to consistently uphold children’s rights.**”

Page 46

An inclusive, empowered, more equal Scotland

“We are determined that the Scotland that emerges from the COVID-19 pandemic is **more progressive, more inclusive and more equal**, and that people and communities feel valued, included and empowered to claim their human rights. This will be central to our forthcoming COVID Recovery Strategy.

In the coming year, we will begin consulting on a **strategy to embed equality, inclusion and human rights across the public sector, improving how we centre equality, inclusion and human rights in all government policies, decisions and spending**. We will begin to implement the strategy by the end of 2024. Later this year, we will **consult on the operation of the Public Sector Equality Duty** in Scotland and **potential regulatory changes, including a new duty on relevant public bodies to develop accessible and inclusive communications**, and **expanding existing duties to include reporting on disability and ethnicity pay gaps**. We will **further embed equality and human rights** within all stages of the **Scottish Government's Budget process, taking account of the Equality Budget Advisory Group's recommendations**, to ensure our spend advances equality and human rights for all of Scotland's people. And we will also strengthen the focus on child poverty within new guidance on the Fairer Scotland Duty which provides a statutory basis for consideration of socio-economic disadvantage in public body decision making."

Page 49

"In the coming year, we will consult on a **new Human Rights Bill**. This will be part of taking forward the 30 recommendations from the National Taskforce for Human Rights Leadership, and will incorporate, as far as possible within devolved competence, the **International Covenant on Economic, Social and Cultural Rights**, alongside **three other international human rights treaties for the empowerment of women, disabled people and Minority Ethnic people**. The Bill will also include a right to a healthy environment, a right for older people to ensure equal access to their human rights so that they can live a life of dignity and independence, and provision to ensure equal access to everyone to the rights contained in the Bill. **A Bill Advisory Board** has been established, chaired by the Minister for Equalities and Older People, comprising a stakeholder group representing different aspects of the Bill."

Page 49

"We will work in partnership with disabled people to draw up a **new Disability Equality Plan**, which we will publish in 2022. Alongside this work, we will invest £10 million to increase the number of Changing Places toilets across the country, and support mobile Changing Places toilets to allow disabled people easier access to events and outdoor venues."

Page 49

"To uphold and protect the rights of people with autism or learning/intellectual disabilities, we will **take forward a Learning Disability, Autism and Neurodiversity Bill**, with scoping work carried out in 2021-22. We will also provide an independent advocate for people to secure

the protections of such a law, through a Learning Disabilities, Autism and Neurodiversity Commissioner.”

Page 49

“To advance race equality and tackle all forms of racism, we will shortly **launch an Immediate Priorities Plan up to 2023**. This will set out actions to tackle structural disadvantages faced by Minority Ethnic communities, who have been disproportionately impacted by COVID-19, including **fulfilling the recommendations of the Expert Reference Group on COVID-19 and Ethnicity**. It will also act as a foundation for development of a **long-term anti-racist programme of systemic change**, to ensure that by 2030 our Minority Ethnic communities experience greater equality. Alongside this, we will also continue to implement the Gypsy/ Travellers Action Plan, working with COSLA to deliver this important commitment to improving the lives of Scotland’s Gypsy/Traveller community.”

Page 50

“In 2017 the First Minister established the **National Advisory Council on Women and Girls (NACWG)** to raise awareness of **gender inequality, champion positive progress, and act as a catalyst for change**. We will work with the Chairs of NACWG to take forward the proposals in its **Next Steps report** to ensure that we continue to **build on the ambitious recommendations of the Council to advance gender equality**.”

Page 50

“While the COVID-19 pandemic delayed our work to establish a more straightforward system for obtaining legal gender recognition, trans people should not have to go through a degrading, traumatic and intrusive process to be legally recognised in their gender. Within the next year **we will bring forward the Gender Recognition Reform (Scotland) Bill**, removing the current medical requirements and reducing the time that applicants for **gender recognition** need to have lived in their **acquired gender from two years to three months**. The changes will improve the lives of trans people, while ensuring the legislation **doesn’t affect the rights and protections that women currently have under the Equality Act**.”

Page 50

“We will protect LGBT people from harm by **banning the damaging promotion and practice of conversion therapy**, bringing forward legislation that is as comprehensive as possible within devolved powers by the end of 2023, if UK Government proposals do not go far enough. Following receipt of the recommendations of the **Working Group on Non-Binary**

Equality, we will develop an action plan by spring 2023 to improve non-binary equality and wellbeing.”

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CHAPTER 3: A NET ZERO NATION

A just transition to net zero

“Lay the groundwork for a flexible skills and education system that can meet the needs of net zero while **addressing existing inequality in the labour market**: The Implementation Plan for the Climate Emergency Skills Action Plan (CESAP) outlines an ambitious, cohesive approach to green skills and green jobs. We will refresh our internationally-recognised Learning for Sustainability Action Plan in partnership with campaigners. This cross-curricular entitlement for all learners aims to ensure a whole school approach to the climate emergency. As part of our STEM strategy we are working across all sectors of education to **change perceptions about STEM and challenge assumptions about who does what job in relation to gender and wider inequalities.**”

Page 54

“Equip farmers and land managers with the skills, training, and advice they need: In our first 100 days, we launched a full and comprehensive review of land based learning. The aim is to increase opportunities for more people, **particularly more women**, to gain **qualifications, training and employment** in the **land-based and aquaculture sectors.**”

Page 55

A green transport revolution

“There are significant opportunities to be had in our moves towards a green, sustainable and active transport system, with climate action and **reducing inequality as core priorities of National Transport Strategy (NTS) 2**, helping to deliver inclusive economic prosperity and improving health and wellbeing. Investing in greener and more efficient transport will secure the necessary emissions reduction and enable technological adaptation, boosting business and industry. It is also at the heart of our wider ambitions to **create connected communities and deliver 20-minute neighbourhoods.**”

Page 59

CHAPTER 4: AN ECONOMY THAT WORKS FOR ALL OF SCOTLAND'S PEOPLE AND PLACES

Delivering a fair, just and sustainable recovery for people

“We will support those most impacted by the pandemic, and the existing inequalities it has exacerbated, into fair work – for young people, **women and lone parents**, disabled people, those from Minority Ethnic communities, and lower income households.”

Page 71

“To measure how well we are meeting the **Young Person's Guarantee** we have published a set of Key Performance Indicators (KPIs), including a **specific equality KPI**, and are developing a broader evaluation plan”

Page 73

“As identified in our **Tackling Child Poverty Delivery Plan**, we know that certain groups are at greatest risk of poverty: **women**, young people, Minority Ethnic groups, **lone parents**, disabled people and low earners. While the full impact of the crisis will become clearer **when the UK Government winds down the Job Retention Scheme, these groups are the most likely to face disproportionately negative employment outcomes**. To secure a truly fair recovery, we will prioritise focused activity to drive up good, secure and well-paid employment opportunities for those at the greatest risk of poverty.”

Page 73

“This year, we are providing over £8.65 million for the **Parental Employability Support Fund (PESF)**, and have committed to invest at least a further £15 million across 2022-24. This helps low income families identified as being most at risk of experiencing poverty to increase their earnings, by gaining and progressing in fair work, providing **intensive, person-centred key worker employability support**. As part of this, we are taking forward work now to explore the creation of both a **bespoke Lone Parent offer**, and a “guarantee approach” for parents to access employability services that provide holistic support. We are engaging on these with stakeholders and local authorities, as well as considering it **within wider work around universal basic services and wraparound support**.”

Page 74

“PESF also links individuals with **Fair Start Scotland**, which we have extended for a further two years, to 2023... This approach also includes a greater focus on ‘wraparound’ support,

ensuring that links are created between employment and the wider support families may need, including housing, **childcare**, and transport.”

Page 74

“Recognising the **continued barriers that women face, particularly those who have taken career breaks** – especially where those are related to pregnancy and caring – we will tackle the ‘**motherhood penalty**’, a key driver of the **gender pay gap**. We will support 2,000 women transition back to work following a career gap, backed by up to £2 million this year. We will also **establish a Women’s Business Centre, backed by £50 million across this Parliament**, supporting the provision of accessible, relevant advice and support to women-led businesses. As part of this funding, we will support **100 women per year to develop pioneering business ideas.**”

Page 74

“Over the coming months, we will **consult on our ambition to be a fair work nation by 2025** – including a requirement for **fair work conditions to be applied to the scoring criteria for all public sector grants**, where it is **proportionate and relevant** to do so... we have also seen the possibilities and positives of adopting alternative working practices and getting a better balance between work and personal lives. We will establish **a £10m pilot fund to support companies explore the benefits of a 4-day working week**. We will also develop plans for a **Centre for Workplace Transformation**, to put Scotland at the forefront of developing progressive workplaces, and establish a short-life Business Purpose Commission for Scotland to promote more purposeful businesses and better corporate governance.”

Page 75

Investing in Scotland’s economy to deliver a just transition

“To complement the current infrastructure planning and delivery landscape, and put the public good at the heart of management and development of public assets, we will start work to **create a National Infrastructure Company.**”

Page 76

“This investment is further enhanced by creation of the Scottish National Investment Bank – the UK’s first mission-led development investment bank, and with the potential to transform Scotland’s economy. We are committed to providing it with £1 billion capital funding across this Parliament, with £200 million in 2021-22, which will all go towards building its portfolio. Although the Bank is still in its first full year of operation, its early investments have shown

how it will deliver against its missions: supporting Scotland’s transition to net zero; building communities and **promoting equality**; and harnessing innovation.”

Page 76

Putting local business and communities at the heart of our economic recovery

“... we will take forward a Community Wealth Building Bill in this Parliament, to enable more local communities and people to own, have a stake in, access and benefit from the wealth our economy generates.”

Page 83

“To put planning at the heart of delivering green, inclusive and long-term sustainable development, we will **launch a consultative draft of Scotland’s fourth National Planning Framework (NPF4) this autumn**, taking an ambitious approach to prioritising emissions reduction, integrating land use and transport, **focusing on place based outcomes**, supporting green economic recovery which promotes nature based solutions, and supporting the concept of **20-minute neighbourhoods**. We will involve the relevant Economic Development body in assessing potential economic benefits of proposals for development identified in NPF4 as being of national or regional significance.”

Page 84

“In our first 100 days, the Scottish Government has made funding available to the sector, providing £1.4 million for family holiday vouchers for low income families, **unpaid carers** and disadvantaged young people, offering subsidised breaks in Scotland, and £4 million for a new days out scheme to support all visitors to take advantage of our many attractions, in the off-season, providing benefit to both the attraction and the visitor.”

Page 84

A strong and sustainable future for Scottish farming, fishing and aquaculture

“We have also established a commission to undertake a review of land-based education, tasked with coming up with recommendations by 2022-23 to attract more people, **specifically women and young people, into land-based sectors**, and to improve the learning ‘pipeline’ – from early years, to university and college.”

Page 86

“We will **ensure women living or working in Scottish agriculture will be empowered to develop their skills, access opportunities and realise their potential**, creating equality of opportunity and prosperity, and supporting business innovation. We will double support to

£600,000 per year over the course of this Parliament to deliver practical solutions to **improve the lives of women living and working in agriculture**, including enabling **women to build more resilient businesses.**”

Page 88

CHAPTER 5: LIVING BETTER

A Safe, Warm Place to Call Home

“And we will **strengthen existing homelessness prevention legislation** and introduce new duties on public bodies to ask people about their housing situation and take action if needed, supporting the development of a culture of early intervention, consulting later this year. We will also lead work over the next three years to identify accommodation pathways for those with **No Recourse to Public Funds.**”

Page 95

Living Locally & Connecting Communities

“Over the course of this Parliament, we will deliver on our vision for “**20-minute neighbourhoods**”: places where people can have their **needs met locally** within a 20-minute walk from their homes, reducing emissions and encouraging active travel. Our fourth National Planning Framework will ensure that all **future planning decisions support meeting this ambition**, and in September we will launch a new ‘Our Place’ website.”

Page 98

Delivering Safer Communities

“...we should be working towards using prison only for those who pose a risk of serious harm. To support that long-term aim, we will introduce legislation in this parliamentary term to **change the way that imprisonment is used**, with consultation on initial proposals relating to bail and release from custody law this autumn.”

Page 100

“In 2022, we will deliver a new model for female custody, with a **new Women’s National Facility at HMP Cornton Vale** supplemented by **two Community Custody Units in Glasgow and Dundee**... We will introduce a **new health and wellbeing strategy to address health inequality among prisoners** and make use of digital solutions like video conferencing, and maintain

funding for Prison Visitor Centres, supporting, advising and advocating for families with loved ones in prison.”

Page 101

Empowering & Protecting Victims of Crime through Improving Services

“This year, we will launch a new funding programme to provide practical and emotional support to victims, survivors and witnesses of crime across Scotland... We will introduce a new framework, specific to the justice system, to give staff the knowledge and skills they need to understand and adopt a **trauma-informed approach**, helping them to support victims more compassionately. We will also prepare for the necessary legislative process to **appoint a Victims’ Commissioner**, who will provide an independent voice for victims, champion their views and encourage policy makers and criminal justice agencies to put victims’ rights at the heart of justice.”

Page 101

“It takes immense courage for someone to come forward and make a complaint about a **sexual crime** committed against them – it is our responsibility to ensure that victims who do come forward are **not re-traumatised all over again through their interaction with the justice system**. Following consultation on the detailed arrangements, we will **introduce legislation to protect the anonymity of all complainers of sexual crimes** under Scots law. And we will give **serious consideration to the recommendations of the Dorrian Review**, including the **introduction of specialist courts, and allowing victims to pre-record their evidence.**”

Page 101

“**Domestic abuse** is a crime and it is appalling that it **has increased during the COVID-19 restrictions** – there is no place for it in society. That is why, as part of our 100 days commitments, we have already invested an additional **£5 million in supporting frontline organisations which tackle domestic abuse and sexual violence** to deal with the additional pressures that have occurred during the pandemic. Building on that, and starting this year, we will **invest over £100 million to support frontline services and focus on prevention of violence against women and girls from school onward** over the next three years. That figure includes the **enhanced Delivering Equally Safe Fund**, which we have increased by £12 million to £38 million, providing over £28 million to support frontline services, and £2 million for prevention over the next two years.”

Page 101 - 102

“£100 million over the next three years - helping frontline organisations prevent violence against women and girls.”

Page 102

“We will also commission an independent review to **establish positive practice and further areas for improvement to tackle gender based violence and sexual abuse in educational settings**. In addition, we will progress work to tackle violence against men and boys, investing in services which support male survivors of rape and domestic abuse.”

Page 102

“We will remain committed to investing in interventions which provide evidence of being able to **change the attitudes of offenders** – expanding. We will expand the availability of the **Caledonian System**, and increasing our investment to £10 million over the next two years. This is an internationally recognised behavioural change programme for **perpetrators of domestic abuse** which involves working with the whole family to reduce the risk of harm to women and children.”

Page 102

“**Misogyny** fuels violence against women and girls, and allows **harmful societal norms and behaviours to persist within our society**. The **Working Group on Misogyny and Criminal Justice in Scotland** is expected to report in February next year. Should the working group recommend a **specific criminal offence to tackle misogynistic conduct**, the Scottish Government will consider and act swiftly on its advice. We will also undertake to **develop a model for Scotland** which effectively tackles and **challenges men’s demand for prostitution**.”

Page 102

Reforming the Justice System to Make Scotland Fairer, Safer & More Equal

“During this year, we will launch a **public consultation on the three verdict system** and whether the **not-proven verdict should be abolished**. We will also consider **reform of the corroboration rule**, engaging with justice partners, opposition parties and people with direct experience of the criminal justice system to develop a shared understanding of the evolving legal position, and the implications and potential unintended consequences of corroboration reform, **including in relation to sexual crimes**.”

Page 102

“We have already begun to address the **backlog of court cases** that accumulated during the pandemic, providing £50 million this year to help drive forward recovery. We will **review how**

offending is dealt with by the summary justice process, to make access to justice as efficient and effective as possible. We will engage with both legal professionals and victim support organisations to **review the Legal Aid system**, and will introduce a Legal Aid Reform Bill in this Parliament, ensuring that the system is flexible, easy to access and meets the needs of those who use it.”

Page 103

CHAPTER 6: SCOTLAND IN THE WORLD

“To promote democratic participation at home and abroad, and increase our international standing, within the next 12 months we will:

- ...Support a new £500,000 fund for local organisations in international development partner countries to take forward work to **ensure women and girls** are safe, equal and respected.
- Expand our Residential Fellowship Programme to train **women to take on leadership** roles in mitigating the effects of climate change.”

Page 105

“A new but core feature of Scotland’s participatory democracy is the **use of Citizens’ Assemblies** – bringing together people to generate new ideas, adding **fairness and equality to the policy-making process**, and improving trust between government and the people it serves.”

Page 105

“While the Scottish Government does not have powers to change UK-wide rules on **No Recourse to Public Funds**, we are clear that no-one should be made destitute because of their immigration status. We will do everything in our power to improve support for people at risk of destitution, delivering on **our Ending Destitution Together strategy**.”

Page 109

“We will also support a new £500,000 **International Development Women and Girls Empowerment Fund**, funding local organisations in partner countries to ensure women and girls are safe, equal and respected. We will also use our Residential Fellowship Programme to **train women in conflict zones** to play a full part in peacebuilding and conflict resolution, expanding this to include training in mitigating the effects of climate change, with a new cohort of Climate Fellows announced in November.”

Page 110

“By the end of 2022 we will establish a Peace Institute, with a focus on **human rights**, that enables us to develop further our understanding of conflict resolution and peace.”

Page 111

THE LEGISLATIVE PROGRAMME 2021-22

“Three Bills have already been introduced to the Scottish Parliament following the election. The Coronavirus (Extension and Expiry) (Scotland) Act extends certain provisions of the two Scottish Coronavirus Acts beyond September 2021 which are considered necessary to deal with the ongoing impacts of the pandemic and to expire provisions no longer considered to be necessary. **The Carer’s Allowance Supplement (Scotland) Bill** provides for a doubling of the scheduled **Carers’ Allowance Supplement** in December 2021, and allow for future increases of the Supplement to be made through regulations. The **Transvaginal Mesh Removal (Cost Reimbursement) (Scotland) Bill** will enable the Scottish Ministers to make a scheme to make payments to reimburse persons who have entered into arrangements privately and have paid to have transvaginal mesh removed from their body.

The Scottish Government intends to introduce a further 12 Bills over the course of the parliamentary year. This includes the **National Care Services Bill** which will oversee the delivery of care, improved standards, ensure enhanced pay and provide better support for unpaid carers. Legislation will be brought forward to reform how remand is used and how release mechanisms work for certain prisoners in a Bail and Release from Custody Bill.... The Scottish Government will also bring forward the...Gender Recognition Reform Bill... The Government is consulting on what further legislation is needed to support recovery from the pandemic and will bring forward a COVID Recovery Bill in the first year of Parliament to deliver on aspects of that.”

Page 117

“Bills for Introduction

- **Coronavirus (Compensation for Self-isolation) Bill:** To maintain the modification of the duty on Health Boards to compensate people who are asked by the health board to voluntarily quarantine, or limit their movements or activities for COVID-19 related reasons. The provisions that require compensation to be paid in such circumstances were not designed for an emergency pandemic scenario on the scale of COVID-19 and alternative financial support has been put in place for people who self-isolate.

- **COVID Recovery Bill** To make public health, public services and justice system reforms that support recovery, build resilience against future public health threats and maintain tangible benefits of modernisations and practices adopted during the pandemic.”

Page 118

- **“Gender Recognition Bill:** The Bill will reform the Gender Recognition Act 2004 to provide a more streamlined process for trans men and women applying for legal gender recognition. Applications would be made to the Registrar General for Scotland instead of the Gender Recognition Panel, a UK tribunal. Applicants would make a statutory declaration that they have lived in the acquired gender for a minimum of 3 months before applying and that they intend to live permanently in their acquired gender. An application could then be determined by the Registrar General after a 3 month reflection period.”

Page 118

- **“National Care Service Bill** Following the recommendations of the Independent Review of Adult Social Care, the Bill will make the Scottish Ministers accountable for social care. A National Care Service will oversee local delivery of community health and social care, ensuring consistent and high standards and embedding the principles of fair work for care workers. The Bill will also reform access to care and support and provide better support for unpaid carers.”

Page 119

“Bills continuing their Parliamentary Scrutiny

- **Carer’s Allowance Supplement Bill** To provide for a doubling of the scheduled Carers’ Allowance Supplement in December 2021, and allow for future increases of the Supplement to be made through regulations.
- **Transvaginal Mesh Removal (Cost Reimbursement) (Scotland) Bill** A Bill to give power to the Scottish Ministers to make a scheme to make payments to reimburse persons who have entered into arrangements privately and have paid to have transvaginal mesh removed from their body, in relation to the costs of removal surgery and also reasonable connected expenses”

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FOR FURTHER INFORMATION

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ABOUT ENGENDER

Engender is Scotland's feminist policy and advocacy organisation, working to increase women's social, political and economic equality, enable women's rights, and make visible the impact of sexism on women and wider society. We work at Scottish, UK and international level to produce research, analysis, and recommendations for intersectional feminist legislation and programmes.