

Activity Agreements National Implementation 2011-12 Summary Report to Local Authorities

**Scottish Government Employability, Skills and Lifelong
Learning Analysis**

This paper provides a summary of reported participation in Activity Agreements during the first full year of the national roll-out of the programme (1 April 2011 to 31 March 2012). The paper outlines characteristics and outcomes for young people that have either completed or dropped out of an Activity Agreement during this period.

Summary of Key Findings

Reporting here covers **1035 young people from across 25 local authorities in Scotland**. The data was gathered directly by local authorities and has been quality assured by the Scottish Government. However, there remain high levels of missing data on some key variables – this is flagged up throughout the briefing.

KEY FINDINGS:

- **Activity Agreements appear to be reaching their target group (the young and most vulnerable)**
- **3 in 4 participants are able to sustain their involvement and complete their agreed programme of support**
- **Over 85% of leavers completed their agreement in 9 months or under**
- **4 in 5 participants progressed on to further learning, training or work on completion of their agreement**
- **Most common destinations on completion are Employment and Further Education**

FINDINGS IN MORE DETAIL:

Engagement:

- 74% of young people in the sample completed their Activity Agreement. The remainder dropped out before completing their agreed programme.
- The majority of young people were referred into an Activity Agreement through Skills Development Scotland (43%). A further 29% of referrals came through schools and 15% came from 'other' agencies.

Activity Agreement Transition Outcomes:

Data on outcomes has not been returned for almost half of the valid sample (49%). This limits our analysis of outcomes from the programme to only those for whom we have data (530). Analysis of this partial sample shows that 73% in total went on to participate in further learning and work. This rises to 79% when looking only at those who completed their Activity Agreement (excluding drop-outs), suggesting that completion of the agreed programme has clear benefits for individuals. The most common progressions were to Employment (24%), National Training Programmes (Get Ready for Work, Training for Work, Modern Apprenticeships) (22%) and Further Education (21%).

Factors that influence outcomes:

- Age - younger leavers (age 15 & 16) are more likely to go on to participate in learning or work
- Gender – male leavers are slightly more likely to go on to participate in learning or work
- Qualifications – those with qualifications are more likely to go on to participate in learning or work than those with no qualifications
- Substance misuse and history of offending – these issues appear to be associated with less positive progression on from an Activity Agreement
- Young Carers and Care Leavers are also more likely (than the average) to move on to an 'other' outcome¹

¹ There is no detail at present on these 'other' activities, but we plan to investigate further with co-ordinators where possible.

Duration of support:

25% of data on key dates (referral, sign-up and completion) is missing. This limits our reporting on the length of time young people take to complete their Activity Agreements. The partial data available shows that the majority of young people (86%) complete their Activity Agreement in under 9 months (69% in 6 months or under and 16% between 6 and 9 months).

Profile of Leavers:

- Most young people are aged 16-17 (76.5%) and there are slightly more males (55%) than females (45%)
- Levels of EMA receipt are similar to those reported in the pilot evaluation (41%)
- Almost half (49%) of leavers have no qualifications and a further 40% have low qualifications (between SCQF levels 1 and 4).

Policy Context

Participation in an Activity Agreement is currently included as a positive destination in the School Leaver Destination Return (SLDR), the primary means by which Scottish Government, local authorities and other delivery partners monitor the post-school transitions of young people in Scotland. The current focus on initial and sustained 'destinations' as defined by the SLDR concentrates on activity around the first transition a young person makes on leaving school and is not designed to acknowledge and record less formal learning options and support. The developing policy landscape demands recognition that the learning and training young people are engaged with are stepping stones to facilitate continued progression and not ends in themselves. As such the new measures will focus on activities young people are currently participating in rather than a destination to recognise that the need for ongoing support.

Please Note: This report refers to "outcomes" from learning undertaken as part of an Activity Agreement. These outcomes would previously have been described as 'positive or negative destinations' and now reflect either continued participation in, or disengagement from learning, training or work.

What data is included in the analysis?

- 1 To date we have received information on a total of **1388 participants from 25 local authorities**. This relates to individuals who have completed or dropped out of their Activity Agreement between 1 April 2011 and 31 March 2012. After the quality assurance process (removing duplicate records and those without sign up or exit dates) a **valid sample of 1035 remains** broken down as follows:

Completers (excluding those who were not offered, didn't sign up, or dropped out)	786 (74%)
Drop-outs (signed up but dropped out part way through the agreed programme)	267 (26%)
Total Valid Sample	1035 (100%)

- 2 Unless stated otherwise, figures will be given throughout the paper for the total valid sample of 1035 individuals. Where data is missing for a particular variable, this is presented as a partial sample. Please see Annex 1 (page 5) for more information on the limitations of the data and the quality assurance process.

Characteristics of leavers from Activity Agreements

- 3 The following section provides some narrative on the characteristics of leavers from the first full year of the national programme. Please be aware that some variables have up to 50% missing data on some key variables. The figures are shown in more detail in Annex 2 (tables 1 – 12).
 - **Age** - the majority of young people in the sample (76.5%) are aged 16-17.
 - **Gender** - Slightly more leavers are male (55%) than female (45%).
 - **Qualifications** - almost half of leavers (49%) have no qualifications at all. A further 40% of leavers have qualifications between SCQF Levels 1 and 4. Within the adult population (age 25+), those with qualifications at or below SCQF level 4 are identified as being "low skilled".² Only 2.7% of the sample have qualifications at intermediate level or above (SCQF 5+).
 - **Additional Support Needs** - around half of leavers have some form of additional support needs (47.1%) and that by far the main issue reported is social, emotional or behavioural difficulties (20% of all leavers).
 - **'Looked After' and Care Leavers** - the data shows that 7.7% of leavers were reported as being Looked After and 10% were Care Leavers.
 - **History of Offending** - 16.5% of leavers from this cohort had some reported history of offending.
 - **Drug / Alcohol Problems** - 13.5% of leavers were reported as having drug or alcohol problems.
 - **Young Carers** - Very small numbers of young people reported any caring responsibilities, whether as a parent (under 1%) or in relation to another/relative (4.7%).

Details on the nature of young people's participation

² SCQF 4 is equivalent to Intermediate 1; General Standard Grade; SVQ 1; National Progression Awards and National Certificates.

- 4 **Referral into an Activity Agreement** - The majority of leavers were referred onto an Activity Agreement through Skills Development Scotland (43%); a further 29% were referred by schools and almost 15% were from 'other' sources.
- 5 **Education Maintenance Allowance** - 41% of leavers were reported as having received Education Maintenance Allowance. This is a similar proportion to that identified in the pilot evaluation³ (40%).
- 6 **Activities Undertaken** – The dataset also gathered text-based information on the nature of the provision developed for individual young people. Analysis of this content suggests the following:
 - Many participants were involved in highly personalised programmes including considerable use of one-on-one support. This appeared to be based on individual need, and varied considerably from person to person.
 - Participants were also frequently involved in already well established courses such as those run by Rathbone, LINC at Skills Development Scotland and college-based provision.
 - Many participants took part in industry specific courses, often referred to as 'tasters'. Most commonly, participants were interested in hairdressing, construction, health and beauty, mechanics and hospitality.
 - Finally, participants were also commonly involved in provision which develops 'soft' skills, including confidence building, communication skills, health and fitness and hygiene. Similar, and also very common were employability skills courses, covering interview skills, developing a CV and work-related soft skill development.

Duration of Activity Agreements

- 7 With regards to the duration of an Activity Agreement, the data so far suggests that **more than two thirds (69%) of young people complete (or exit) their Activity Agreement within 6 months and a further 16% leave within 9 months**. A more detailed breakdown of the data (for the partial sample⁴) is provided in table 12. It should be noted that the information on sign-up and/or completion dates required to calculate duration was missing for 27% of all leavers in the valid sample.
- 8 **Around one third of young people (35.9%) were referred and signed-up to their Activity Agreement on the same day** and a further third (36.6%) were signed-up within a month of referral.

Participation and outcomes after an Activity Agreement

- 9 Information on the post-training activity of almost half (49%) of the leavers in our total sample is missing. As a result, **we can only report on the outcomes of a partial sample of 530 leavers in total**. Analysis of data for this group of leavers (completers and drop-outs) suggests that **almost three quarters (73%) go on to a participate in learning or work**; 8% were unemployed (or otherwise disengaged⁵) and 19% were reported as having an unknown or 'other' (unspecified) outcome⁶ (see table 13)
- 10 Further analysis of the data shows that those who completed their Activity Agreement had markedly better outcomes than those who left the programme early (see tables 13a-c):
 - **Of those who completed their Activity Agreement (n=471), 79% went on to other learning, training or work**; 5% became unemployed (or otherwise disengaged) and 16% were reported as having an unknown or 'other' (unspecified) outcome.
 - **Of those who dropped out of their Activity Agreement before completion (n=59), 27% went on to other learning, training or work**; 35% became unemployed (or otherwise disengaged) and 37% were recorded as having an unknown or 'other' (unspecified) outcome..

³ For reference see: <http://www.scotland.gov.uk/Publications/2011/10/19141255/0>

⁴ Young people who left their activity agreement and for whom we have accurate sign up, referral and completion dates – a total of 757 from the overall cohort of 1035.

⁵ "Otherwise Disengaged" includes young people who were reported as being in custody or economically inactive – along with being Unemployed, this was previously described as being in a 'Negative Destination'

⁶ "other activities" are reported by co-ordinators where the young person has progressed into an activity that doesn't fit into the pre-determined 'positive/negative' categories. We have no further information at present on these activities, but plan to follow up with co-ordinators where they occur frequently. These are not assumed to be a measure of disengagement (unemployment, inactivity, custody) and are reflected separately in the analysis.

- 11 This finding is tentative as the numbers of young people dropping out are small in comparison to the completers group. However, it would suggest that there are clear benefits to young people in completing the agreed programme of support.

Factors that influence outcomes

- 12 Analysis of destinations data by key personal characteristics⁷ and MCMC risk variables⁸ suggests that there are a number of factors which may work in combination or individually to impact on outcomes (see tables 14-18).
- 13 In terms of personal characteristics, basic analysis suggests:
- **Age** – some evidence of a pattern of decreasing positive outcomes by age (15-18s)⁹. Higher than average numbers of 15&16s progress to participate in other learning, training or work, whereas this falls below average for 17 and 18s (see table 14)
 - **Gender** – A slightly lower proportion of young women (70%) than young men (75%) go on to participate in learning, training or work . (see table 15)
 - **Qualifications** – fewer young people with no qualifications go on to participate in learning, training or work when compared with both the overall average and young people with low or intermediate qualifications (see table 16)
 - **ASNs** – no evidence that those with ASNs are at a disadvantage. Young people with some ASNs appear to be less likely to to continue on into learning, training or work than others, but cell sizes are too small to draw any firm conclusions from this data (see table 17)
 - **Duration of Activity Agreement** – some evidence that those whose Activity Agreements last for longer than 6 months may not be as likely to progress successfully into learning or training or work. (see table 18)
- 14 Initial analysis of the influence of ‘risk’ factors on outcomes suggests:
- Young people who have a **history of offending or who have drugs/alcohol problems** are less likely to have positive outcomes. However, those with drugs/alcohol problems are more likely (than the overall average) to disengage upon completion of their Activity Agreement, whereas those with a history of offending are more likely to progress on to an ‘other’ (unspecified) activity. This suggests that young offenders may be accessing further support, but that those with substance misuse issues are not as able to progress (see tables 19&20).
 - **Young people who are caring for others** are slightly less likely (than average) to progress into learning, training or work, but they appear to be moving into ‘other’ (unspecified) activities, rather than disengaging from learning, training or work., so this may signal that they are accessing other forms of support/provision (see table 21).
 - Similarly, **care leavers** are less likely (than average) to have a positive outcome, but there are also more participating in ‘other’ (unspecified) activities than are unemployed or inactive, suggesting that they may be more likely to require further support to keep them engaged with learning or training or to progress into a job. (see table 22).
 - Finally, **being looked after** appears not to be associated with any disadvantage in terms of a positive progression on from an Activity Agreement. Actual numbers of looked after young people were fairly low and the data on outcomes suggests they are more likely (than average) to progress into further learning, training or work (see table 23).

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⁷ Personal Characteristics – age, gender, Additional Support Needs (ASNs), qualifications, duration of Activity Agreement

⁸ MCMC Risk Factor variables – Looked After; Care Leaver; Young Carer; History of Offending; Drugs & Alcohol problems.

⁹ Cell sizes for 19 year olds are very small and preclude making any robust conclusions

ANNEX 1: Data Limitations and Quality Assurance

- **Coverage** – We have received data from 25 of 32 Scottish LAs. This is either because LAs have not recorded any leavers or drop-outs from their programme or because they have not submitted a return to the Scottish Government.
- **Reporting Period** - Data for 2011-12 submitted after 19 July 2012 or where the reporting period is unclear has been excluded from this analysis.
- **Valid sample** – to be included in the final ‘valid sample’ individuals must have signed up and then either completed or dropped out of their Activity Agreement between 1 April 2011 and 31 March 2012. Individuals who were referred but didn’t sign up or who are currently undertaking an Activity Agreement have been excluded.
- **Quality Assurance** - This data is not 100% clean. We have excluded invalid data, missing cases and duplicates, but the data was submitted manually by external delivery partners and is therefore subject to errors which cannot be identified.
- **Duplicate Cases** – where duplicate cases were identified through the quality assurance process, these have been excluded from the analysis.
- **Missing Data** – there is a high percentage of data missing on destinations and some other key fields (up to 50%). Destinations data is therefore presented here as a percentage of the total number of individuals for whom we have data and not the total sample.

Construction of Valid Sample for analyses – full dataset 2011-12		
	Cases (n)	Cases (n)
Total cases (returns made)	1318	
Excluded - not offered, not signed up, still on programme.	130	1188
Excluded – duplicate records	153	1035
Final Valid Sample		1035

ANNEX 2: Basic Tables on participant characteristics

All notified leavers from programmes between 1 April 2011 and 31 March 2012.

Valid Sample = 1035

Table 1: Age by Year		
	Frequency	Percent
15 years	171	16.5%
16 years	481	46.5%
17 years	311	30%
18 years	64	6.2%
19 years	8	0.8%
Total	1035	100%

Table 2: Gender		
	Frequency	Percent
Male	573	55.4%
Female	462	44.6%
Total	1035	100%

Table 3: Qualifications at highest level		
	Frequency	Percent
No qualifications	505	48.8%
SCQF 1 (Access 1)	22	2.1%
SCQF 2 (Access 2)	31	3.0%
SCQF 3 (Foundation Standard Grade; Access 3)	261	25.2%
SCQF 4 (SVQ 1; General Standard Grade; Intermediate 1)	106	10.2%
SCQF 5+ (SVQ 2; Intermediate 2; Credit Standard Grade and above)	28	2.7%
Missing Data	82	7.9%
Total	1035	100%

Table 4: Additional Support Needs

	Frequency	Percent
No additional support needs	548	52.9%
Visual Impairment	3	0.3%
Hearing Impairment	3	0.3%
Physical or motor impairment	15	1.4%
Language or speech disorder	11	1.1%
Autistic spectrum disorder	14	1.4%
Social emotional or behavioural difficulty	207	20.0%
Specific learning disabilities	20	1.9%
Learning disability	25	2.4%
Moderate learning difficulty	26	2.5%
Other	80	7.7%
Unknown	37	3.6%
Missing	46	4.4%
Total	1035	100%

Table 5: Looked After/Supervision Order currently in place?

	Frequency	Percent
No	843	81.4%
Yes	80	7.7%
Unknown	33	3.2%
Missing data	79	7.6%
Total	1035	100%

Table 6: Care Leaver

	Frequency	Percent
No	817	78.8%
Yes	104	10.0%
Unknown	36	3.5%
Missing data	78	7.5%
Total	1035	100%

Table 7: History of Offending

	Frequency	Percent
No	719	69.5%
Yes	171	16.5%
Unknown	68	6.6%
Missing Data	77	7.4%
Total	1035	100%

Table 8: Drug/ Alcohol Problems

	Frequency	Percent
No known problems	739	71.4%
Yes - referred with drug/alcohol problems	61	5.9%
Yes - self-reported drug/alcohol problems	79	7.6%
Unknown	8	0.8%
Missing Data	148	14.3%
Total	1035	100%

Table 9: Young Carer/ Young Parent

	Frequency	Percent
No caring responsibilities	843	81.4%
Yes - own child	7	0.7%
Yes - other/relative	49	4.7%
Unknown	54	5.3%
Missing Data	82	7.9%
Total	1035	100%

Table 10: Referral Method

	Frequency	Percent
School	302	29.2%
Skills Development Scotland	447	43.2%
Social Work	53	5.1%
Community Learning & Development	26	2.5%
Youth Work	14	1.4%
Criminal Justice Services	9	0.9%
Voluntary Organisations	13	1.3%
Other	152	14.7%
Missing	19	1.8%
Total	1035	100%

Table 11: In receipt of EMA?

	Frequency	Percent
No	562	54.3%
Yes	425	41.1%
Unknown	3	0.3%
Missing Data	45	4.3%
Total	1035	100%

Table 12: Duration - Time from sign-up to Completion (shown for valid sample and partial sample – excluding missing data)

Duration	Frequency	Percentage (Valid Sample)	Percentage (Partial Sample) ¹⁰
Up to 1 month	61	5.9	8.1%
1-3 months	196	18.9	25.9%
3-6 months	267	25.8	35.3%
6-9 months	123	11.9	16.2%
9-12 months	61	5.9	8.1%
12+ months	49	4.7	6.5%
Total (with dates)	757	73.1	100%
Missing Cases	278	26.9	-
Overall Total	1035	100	-

Table 13: Outcomes on completion (shown for valid sample and partial sample – excluding missing data)

	Frequency	Percent (Valid Sample)	Percent (Partial Sample)
School Returner	1	0.1%	0.2%
Further Education	111	10.7%	20.9%
Lifeskills (NTP)	28	2.7%	5.3%
Get Ready for Work (NTP)	64	6.2%	12.1%
Training for Work (NTP)	8	0.8%	1.5%
Modern Apprenticeship (NTP)	9	0.9%	1.7%
NTP – not defined	6	0.6%	1.1%
Other training – not NTP	20	1.9%	3.8%
Employment (with training)	33	3.2%	6.2%
Employment (no training)	50	4.8%	9.4%
Employment (unspecified)	42	4.1%	7.9%
Voluntary Work	15	1.4%	2.8%
Unemployed	33	3.2%	6.2%
Inactive	10	1.0%	1.9%
Custody	1	0.1%	0.2%
Other	78	7.5%	14.7%
Unknown	21	2.0%	4.0%
Total (valid)	530	51.2%	100%
Missing Data	505	48.8%	
Overall Total	1035	100%	

¹⁰ Figures highlighted in red are for the partial sample – these have been used in the analysis for comparative purposes.

**Table 13a: Summary of Positive and Negative Outcomes
(total valid sample n = 1035)**

	Frequency	Percent (Valid Sample)	Percent (Partial Sample)
Positive – FE*	112	10.8%	21.1%
Positive - Employment	125	12.1%	23.6%
Positive – NTP	115	11.1%	21.7%
Positive – other training	20	1.9%	3.8%
Positive – voluntary work	15	1.4%	2.8%
Negative – unemployed	33	3.2%	6.2%
Negative – other**	11	1.1%	2.1%
Other (unspecified)	78	7.5%	14.7%
Unknown	21	2.0%	4.0%
Total (valid)	530	51.2%	100%
Missing Data	505	48.8%	
Total	1035	100%	

* includes school returners;

** includes those inactive and in custody

Table 13b: Summary of valid sample, missing data and partial sample for outcomes Data (by completers and drop-outs)

	Completers	Drop-outs	Totals
Total valid sample	768	267	1035
Missing Data (as % of valid sample)	297 (39%)	208 (78%)	505 (49%)
Partial Sample (as % of valid sample)	471 (61%)	59 (22%)	530 (51%)

**Table 13c: Positive and Negative outcomes for Completers and Drop-outs
(partial sample n = 530)**

	Completers		Drop-outs	
	Frequency	Percent	Frequency	Percent
Positive - FE*	108	22.9%	4	6.8%
Positive - Employment	119	25.3%	6	10.2%
Positive – NTP	109	23.2%	6	10.2%
Positive – other training	20	4.3%	0	0
Positive – voluntary work	15	3.2%	0	0
Negative – unemployed	22	4.7%	11	18.6%
Negative – other**	1	0.2%	10	16.9%
Other (unspecified)	68	14.5%	10	16.9%
Unknown	9	1.9%	12	20.3%
Total	471	100%	59	100%

* includes school returners;

** includes those inactive and in custody

Table 14: Outcomes by Age (frequency)

	Positive	Negative	Other	Unknown	total
15 years	54	3	11	1	69
16 years	165	18	30	11	224
17 years	133	17	30	8	188
18 years	28	6	7	1	42
19 years	7	0	0	0	7
Total	387	44	78	21	530

Table 15: Outcomes by Gender (frequency)

	Positive	Negative	Other	Unknown	total
Male	225	23	43	8	299
Female	162	21	35	13	231
Total	387	44	78	21	530

Table 16: Outcomes by Qualifications (frequency)

	Positive	Negative	Other	Unknown	total
No qualifications	144	12	46	10	212
SCQF 1 (Access 1)	9	1	0	0	10
SCQF 2 (Access 2)	9	1	4	0	14
SCQF 3 (Foundation Standard Grade; Access 3)	118	19	12	8	157
SCQF 4 (SVQ 1; General Standard Grade; Intermediate 1)	50	8	9	2	69
SCQF 5+ (SVQ 2; Intermediate 2; Credit Standard Grade and above)	18	0	0	0	18
Unknown/Missing	39	3	7	1	50
Total	387	44	78	21	530

Table 17: Outcomes by Additional Support Needs (frequency)

	Positive	Negative	Other	Unknown	total
No additional support needs	181	17	44	12	254
Visual Impairment	1	0	0	0	1
Hearing Impairment	1	0	1	0	2
Physical or motor impairment	10	2	1	0	13
Language or speech disorder	4	0	0	0	4
Autistic spectrum disorder	7	1	2	0	10
Social emotional or behavioural difficulty	90	10	15	2	117
Specific learning disabilities	10	2	1	0	13
Learning disability	6	4	1	0	11
Moderate learning difficulty	9	1	1	0	11
Other	31	3	6	6	46
Unknown	17	2	1	0	20
Missing	20	2	5	1	28
Total	387	44	78	21	530

Table 18: Outcomes by Duration (frequency)

	Positive	Negative	Other	Unknown	total
Up to 1 month	35	3	2	4	44
1-3 months	89	5	19	5	118
3-6 months	120	8	22	4	154
6-9 months	58	4	17	1	80
9-12 months	23	2	9	2	36
12+ months	29	3	6	3	41
Missing	33	19	3	2	57
Total	387	44	78	21	530

Table 19: Outcomes by reported history of offending (frequency)

	Positive	Negative	Other	Unknown	total
No	277	30	46	15	368
Yes	50	12	15	3	80
Unknown/Missing	60	2	17	3	82
Total	387	44	78	21	530

Table 20: Outcomes by reported drugs and alcohol misuse (frequency)

	Positive	Negative	Other	Unknown	total
No	284	28	47	16	375
Yes*	44	11	6	2	63
Unknown/Missing	59	5	25	3	92
Total	387	44	78	21	530

* sub-categories (for self-report and referral) have been collapsed to provide aggregate measure

Table 21: Outcomes by young carer/parent status (frequency)

	Positive	Negative	Other	Unknown	total
No	304	37	54	17	412
Yes*	25	4	7	2	38
Unknown/Missing	58	3	17	2	80
Total	387	44	78	21	530

* sub-categories (for self-report and referral) have been collapsed to provide aggregate measure

Table 22: Outcomes by care leaver status (frequency)

	Positive	Negative	Other	Unknown	total
No	297	35	52	16	400
Yes	39	6	9	2	56
Unknown/Missing	51	3	17	3	74
Total	387	44	78	21	530

Table 23: Outcomes by Looked After status (frequency)

	Positive	Negative	Other	Unknown	total
No	311	39	61	20	431
Yes	25	2	5	0	32
Unknown/Missing	51	3	12	1	67
Total	387	44	78	21	530



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