

Useful resources

Legislation

- Child Poverty (Scotland) Act 2017
<http://www.legislation.gov.uk/asp/2017/6/contents/enacted>
- Concession Contracts (Scotland) Regulations 2016
<http://www.legislation.gov.uk/ssi/2016/65/contents/made>
- Employment Relations Act 1999 (Blacklists) Regulations 2010
<https://www.legislation.gov.uk/uksi/2010/493/contents/made>
- Equality Act 2010
<http://www.legislation.gov.uk/ukpga/2010/15/contents>
- Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
<https://www.legislation.gov.uk/ukdsi/2017/9780111152010>
- Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
<http://www.legislation.gov.uk/sdsi/2012/9780111016718/contents>
- Gender Representation on Public Boards (Scotland) Act 2018
<http://www.legislation.gov.uk/asp/2018/4/contents/enacted>
- International Convention on Economic, Social and Cultural Rights
<http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>
- International Labour Organisation – Labour Law
<http://www.ilo.org/global/topics/labour-law/lang--en/index.htm>
- Health and Safety at Work Act 1974
<http://www.legislation.gov.uk/ukpga/1974/37/contents>
- Human Rights Act 1998
<https://www.legislation.gov.uk/ukpga/1998/42/contents>
- National Minimum Wage Act 1998
<https://www.legislation.gov.uk/ukpga/1998/39/contents>
- Procurement (Scotland) Regulations 2016
<http://www.legislation.gov.uk/sdsi/2016/9780111030868/contents>
- Procurement Reform (Scotland) Act 2014
<http://www.legislation.gov.uk/asp/2014/12/contents>
- Public Contracts (Scotland) Regulations 2015
<http://www.legislation.gov.uk/ssi/2015/446/contents/made>
- The Transfer of Undertakings (Protection of Employment) Regulations 2006
<http://www.legislation.gov.uk/uksi/2006/246/contents/made>
- Treaty on the Functioning of the European Union 2012
<http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12012E%2FTXT>
- Utilities Contracts (Scotland) Regulations 2016
<http://www.legislation.gov.uk/ssi/2016/49/contents/made>
- Working Time Regulations 1998
<http://www.legislation.gov.uk/uksi/1998/1833/contents/made>

Statutory Guidance

- Statutory Guidance on Addressing Fair Work Practices, including the Living Wage, in Procurement
<https://beta.gov.scot/publications/statutory-guidance-selection-tenderers-award-contracts-addressing-fair-work-practices/>
- Statutory Guidance under the Procurement Reform (Scotland) Act 2014
<https://beta.gov.scot/publications/guidance-under-procurement-reform-scotland-act-2014/>
- Statutory Guidance to Local Authorities on Contracting
<http://www.gov.scot/Topics/Government/Procurement/policy/322554>

Scottish Procurement Policy Notes

- SPPN 09/2016 – Ensuring compliance with environmental, social and labour laws
<https://beta.gov.scot/publications/ensuring-compliance-with-environmental-social-and-labour-laws-sppn-092016/>
- SPPN 02/2017 – Change to tax legislation that may apply to temporary or interim workers – IR35
<https://beta.gov.scot/publications/change-to-tax-legislation-for-temporary-workers-sppn-022017>
- SPPN 01/2018 – Annual Procurement Reports, revised Procurement Strategies and notifying Scottish Ministers
<http://www.gov.scot/Topics/Government/Procurement/policy/SPPNSSPANS/policy-notes/SPPNs2018/SPPN12018>

Other useful webpages and guidance

- ACAS Code of Practice: Disclosure of information to trade unions for collective bargaining purposes
http://www.acas.org.uk/media/pdf/l/p/Code_of_Practice_-_Disclosure_of_information_to_trade_unions-accessible-version-July-2011.pdf
- ACAS: Homeworking
<http://www.acas.org.uk/index.aspx?articleid=4853>
- ACAS: Collective bargaining
<http://www.acas.org.uk/index.aspx?articleid=1879>
- ACAS: The right to request flexible working
<http://www.acas.org.uk/index.aspx?articleid=1616>
- ACAS: Zero hours contracts
<http://www.acas.org.uk/index.aspx?articleid=4468>
- Best Companies Survey
<https://www.b.co.uk/>
- Construction Industry Training Board: Be Fair Framework
<https://www.citb.co.uk/employer-support/fairness-inclusion-respect-framework/>
- Close the Gap: Mandatory pay gap reporting
<https://www.closesthegap.org.uk/content/employers-private/>

INFORMATION SHEET

- Close the Gap: Public Sector Equality Duty
<https://www.closesthegap.org.uk/content/resources/?cat=6>
- Close the Gap: Think Business, Think Equality
<http://www.thinkbusinessthinkequality.org.uk/>
- Equality and Human Rights Commission: Public Sector Equality Duty
<https://www.equalityhumanrights.com/en/public-sector-equality-duty-scotland/procurement-guidance-scottish-public-authorities>
- The Fair Work Framework
<http://www.fairworkconvention.scot>
- Family Friendly Working Scotland
<https://www.familyfriendlyworkingscotland.org.uk/>
- The Flexible Jobs Index
<https://www.familyfriendlyworkingscotland.org.uk/resources/FINAL-Timewise-Scotland-Report.pdf>
- Glasgow Caledonian University, Wise Research Centre: Working Paper Series No. 5, Public Procurement & the Public Sector Equality Duty: Equality Sensitive Tendering in Scotland
https://www.gcu.ac.uk/wise/media/gcalwebv2/theuniversity/centresprojects/wise/103006_WISEBRIEFINGPAPER_v4.pdf
- Healthy Working Lives Programme
<https://www.healthyworkinglives.scot/award-programme/Pages/award-programme.aspx>
- Investors in People
<https://www.thisisremarkable.com/accreditation/investors-in-people/>
- Investors in Young People
<https://thisisremarkable.com/accreditation/investors-in-young-people/>
- Lord Davies Independent Review into Women on Boards
<https://www.gov.uk/government/news/women-on-boards>
- National Performance Framework
<http://nationalperformance.gov.scot/>
- Office of National Statistics: Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>
- Official Journal of the European Union
<https://www.ojec.com/>
- Partnership for Change
<https://onescotland.org/equality-themes/5050-by-2020/>
- Procurement Journey
<https://www.procurementjourney.scot/>
- Scotland's Digital Partnership Charter

INFORMATION SHEET

<https://digitalparticipation.scot/>

- Scotland's Economic Strategy
<https://beta.gov.scot/publications/scotlands-economic-strategy/documents/00472389.pdf>
- The Scottish Business Pledge
<https://scottishbusinesspledge.scot/>
- Scottish Government Fair Work and Pay webpage
<https://beta.gov.scot/policies/employment-support/fair-work-and-pay/>
- Scottish Government's Labour Market Strategy
<https://beta.gov.scot/publications/scotlands-labour-market-strategy/>
- The Scottish Index of Multiple Deprivation
<http://www.gov.scot/Topics/Statistics/SIMD>
- Scottish Living Wage Accreditation Initiative
<http://scottishlivingwage.org>
- The Scottish Parliament's Information Centre: The Living Wage – facts and figures
http://www.parliament.scot/ResearchBriefingsAndFactsheets/S5/SB_16-94_The_Living_Wage_facts_and_figures.pdf
- Skills Development Scotland: Individual Training Accounts
<https://www.myworldofwork.co.uk/learn-and-train/sds-individual-training-accounts-ita>
- Stonewall: Diversity Champions Programme
<https://www.stonewall.org.uk/diversity-champions-programme>
- Sustainable Procurement Duty Tools
<http://www.gov.scot/Topics/Government/Procurement/policy/corporate-responsibility/Sustainability/ScottishProcess/SustainableProcurementTools>
- Taking the High Road: Work, wages and wellbeing in the Scottish labour market
http://www.parliament.scot/S4_EconomyEnergyandTourismCommittee/Reports/ETS042016R01Rev.pdf
- UK Government: Guidance on IR35
<https://www.gov.uk/guidance/ir35-find-out-if-it-applies>
- UK Government: Guidance on the Transfer of Undertakings (Protection of Employment) Regulations 2006
<https://www.gov.uk/government/publications/tupe-a-guide-to-the-2006-regulations>
- UK National Minimum Wage
<https://www.gov.uk/national-minimum-wage-rates>
- UN Guiding Principles on Business and Human Rights
https://www.ohchr.org/_layouts/15/WopiFrame.aspx?sourcedoc=/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf&action=default&DefaultItemOpen=1
- Workplace Equality Fund
<https://www.voluntaryactionfund.org.uk/funding-and-support/workplace-equality-fund/>