

ANNEX A

PORTFOLIO ASSESSMENT OF EQUALITY AND FAIRER SCOTLAND IMPACTS OF THE SCOTTISH BUDGET

This section presents a more detailed analysis of the impact of each portfolio's budget on equality and socio-economic disadvantage.

This year we have developed a different approach to try to make links between inequality and policy responses more transparent.

In so doing, we needed to restrict portfolios to concentrate on key inequalities and in completing the templates presented here, portfolios were asked to:

- Limit themselves to a maximum of two inequalities per protected characteristic or socio-economic disadvantage.
- Concentrate on key policies or areas of spend.

If a specific issue is not mentioned, it does not mean that it is not of interest to the portfolio. Many of the issues discussed are complex, structural problems which will require concerted effort over a number of years to change. Within a fixed portfolio budget, priorities have to be set for the 2021-22 financial year. The template attempts to portray a fair account of how policies and spend will contribute to tackling inequality during this year.

The same approach was applied to each portfolio, but the content and structure of each portfolio's budget is very different. As a result, the templates will always work better for some portfolios than others.

The templates illustrate which national outcomes the portfolio budget will contribute to as well as key human rights relevant to the portfolio. The human rights were selected from the list of core rights set out by the First Minister's Advisory Group on Human Rights Leadership.¹

Further detail on this approach can be found in Annex B.

¹ [First-Ministers-Advisory-Group-on-Human-Rights-Leadership-Final-report-for-publication.pdf](#) (p.32)

COMMUNITIES AND LOCAL GOVERNMENT PORTFOLIO

Purpose of Portfolio Budget

The overarching aims of the Communities and Local Government (CLG) portfolio are to create a fairer Scotland and to support the Scottish Government's ambitions to drive a wider programme of reform both locally and nationally. It has a key focus on tackling inequalities and reducing child poverty; creating a fairer Scotland; supporting regeneration and inclusive growth; ensuring provision of accessible, affordable, energy efficient housing; and in promoting community empowerment and the participation of people in all aspects of Scottish life. Further to our commitments set out in the Programme for Government (PfG), we continue to prioritise funding to reduce child poverty; provide support for welfare, debt and income maximisation advice; support our continued expansion of affordable and social homes; to tackle fuel poverty and support our targets on climate change; to review Scotland's National Planning Framework and deliver a world-class planning system; to regenerate, strengthen and empower our communities; to revitalise our towns; to support the third sector and develop social enterprise; and to eradicate homelessness and rough sleeping.

The CLG portfolio also includes the Scottish Government's funding to Scotland's 32 local authorities. This funding is used by local authorities across Scotland to provide a wide range of essential services to Scotland's communities, both directly and in collaboration with other local public services and community bodies, through Health and Social Care Partnerships and Community Planning Partnerships.

Summary of Impacts on Equality of Outcomes

The CLG portfolio budget has the potential for significant positive impacts for groups experiencing disadvantage, as well as to mitigate against existing inequality. The capital grant funding for affordable housing over the next parliamentary period will increase. The reduction in capital grant funding in 2021-22 for affordable housing reflects the levelling of expenditure over the next five year period. The 2020-21 budget reflected the end of a steep trajectory of moving from the 30,000 to 50,000 target. Spend will continue to be prioritised to provide more housing for social rent; to support people to make adaptations to their homes for accessibility; and ensure increasingly effective support and response to people experiencing or at risk of homelessness. Social justice and regeneration spend has increased, ensuring that organisations in the field can continue to tackle poverty and remove barriers for groups experiencing disadvantage.

The Child Poverty budget increased to over £23 million, which will allow us to progress towards the statutory targets providing essential support to families in need. This is in addition to significant additional spend in the Social Security and Older People (SSOP) portfolio budget to deliver the Scottish Child Payment, which will be supporting eligible children under six years and will contribute to the achievement of the child poverty targets. Spend that is new to this portfolio is dedicated to creating cohesive communities, while the third sector budget will continue to support organisations that deliver place-based change, widen participation, strengthen social capital and tackle inequality in a preventative way.

The funding allocated to local authorities by the Scottish Government represents the vast majority of local authorities' income, and is allocated using a relative needs-based formula. This methodology takes account of demographics; disadvantage; and various other considerations, including age, disability and levels of deprivation. However, each local authority decides how to spend its total available finances based on its understanding of local needs and priorities, guided by a set of national and local outcomes. The Equality Act 2010 and associated specific duties provide a framework to help local authorities pay due regard to equality issues and the Fairer Scotland Duty provides a framework to help local authorities tackle inequality.

Portfolio Contributions to National Outcomes**Primary**

Communities



Children and Young People



Poverty

Secondary

Economy



Environment



Health



Education



Human Rights



International

Key Human Rights

- Right to respect for private and family life, home and correspondence
- Right to freedom of thought, conscience and religion
- Right to an adequate standard of living, including:
 - Right to adequate housing
 - Right to adequate food
 - Right to protection against poverty and social exclusion
- Right to a healthy environment

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	People living in the most deprived areas are more likely to be food insecure (16% of adults in the most deprived 20% of areas compared to 3% in the least deprived 20%). ¹	<p>The 2021-22 Fair Food Fund has been retained at the same level as the 2020-21 budget of £2.5 million. It will continue to tackle the causes of food insecurity with a strong link to COVID-19 recovery and renewal, while supporting communities to deliver dignified responses.</p> <p>Free school meals are also funded jointly with the Education and Skills portfolio and the core local government finance settlement. An additional £130 million has been invested in tackling food insecurity since the onset of the COVID-19 pandemic, with an emphasis on cash-first responses to reduce the need for food aid. Local authorities and community groups have been provided with flexible funding to provide wraparound support targeted at low income households.</p>			<p>Scottish Health Survey 2019</p> <p>Fairer Scotland Action Plan Progress Report</p> <p>Tackling Child Poverty Progress Report 2019-2020</p>

1 [Scottish Health Survey 2019](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	Adults in the lowest income decile are less likely to rate their area as a very good place to live (56% compared to 69% of those in the highest income decile). ²	<p>Reform of the planning system and a new long-term spatial strategy (NPF4) will set out how we will tackle variation in wellbeing, place and economy across Scotland, and provide a clear picture of priorities for development. Our digital transformation of planning services will provide the data, tools and ways of working, to improve participation and ensure a wider demographic of participation in the development of our places to ensure resources and investment can be targeted most effectively.</p> <p>The ministerial working group on building and fire safety and the implementation of new standards for fire suppression systems (AFSS) in new social homes in 2021 will target the highest risk vulnerable groups, such as those in housing with multiple occupancy and lower income families. Further fire safety reviews of cladding are to be undertaken together with roll-out of £65 million remediation intended to help those who cannot afford to replace unsafe cladding.</p> <p>The affordable housing supply programme will support the continued delivery of more high-quality affordable homes. Projects should be designed with reference to the Place Standard Tool, which has specifically been designed to take consideration of quality of place and the relationship to quality of life.</p>	<p>New investment of £35 million to transform digital planning services will ensure access to better data to improve spatial analysis in the plan-making process and enabling community engagement in shaping their places for inclusion in local place plans and re-imagining neighbourhoods.</p> <p>The new Place Based Investment Programme invests £275 million over five years to support community-led regeneration, town centre revitalisation and 20 minute neighbourhoods, including the repurposing of buildings, reallocating external space and community-led land acquisition. This will also support the ongoing work on the Clyde Gateway.</p> <p>The Place Based Investment Programme is designed to ensure that every investment is</p>		<p>Transforming Planning</p> <p>National Planning Framework 4 integrated impact assessment</p> <p>Digital strategy for planning: equalities impact assessment - gov.scot (www.gov.scot)</p> <p>Building and Fire Safety: Ministerial Working Group</p> <p>Building standards technical handbook 2019: domestic</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	See above.	<p>relevant to a place and for the benefit of all the people in that place. It is intended to bring together a range of funding streams to address inequalities and improve collective outcomes. This includes the Regeneration Capital Grant Fund (RCGF) which is explicitly targeted at, and prioritises, disadvantaged areas.</p> <p>New spend (£0.5 million) will ensure new fire safety standards are properly enforced to avoid safety risks. Our new building programmes will protect from poor design, build and verification. It will also support the work of a Fire Safety Review Panel to identify and implement the improvement needed.</p> <p>Spend on the supply of affordable homes will continue to be directed to deliver the majority of the homes for social rent and contribute to the sustainability of communities.</p>		See above.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	<p>Around 40% of all households (2017-19) contain someone who reports having a physical or mental health condition or illness lasting over 12 months. Among households where the highest income household member is aged over 40, around 13% each year report that their house needs adaptations to make it easier for them to go about daily activities.³</p>	<p>The Affordable Housing Supply Programme supports the delivery of flexible housing capable of being adapted to suit peoples' changing requirements. Wherever possible, all homes are built to Housing for Varying Needs Standards.</p> <p>In line with the PfG 2020-21 commitment, we are undertaking a review of overall adaptations systems (responsibility for which lie with Integration Joint Boards) and will make recommendations on how best to improve and streamline the system and maximise the impact of investment.</p>	<p>Budget for adaptations delivered by Registered Social Landlords for older and disabled tenants has been increased from £10 million in 2020-21 to £11 million in 2021-22.</p>		<p>The Scottish Household Survey includes evidence on this issue.</p> <p>CaCHE and HACT report – The Impact of Social Housing – Economic, Social, Health and Wellbeing – August 2020</p>
	<p>Prevalence of poverty is high for children with 24% of children in relative poverty after housing costs in 2016-19 (compared to 19% of people overall).⁴</p>	<p>The CLG portfolio budget supports the delivery of more quality, affordable warm homes. The majority of the homes delivered will be for social rent thereby helping to provide more affordable housing options. The supply of affordable housing is key in tackling both child poverty and ending homelessness.</p> <p>We are refreshing the Place Standard and improving usability, including improved engagement with children and young people. This will be launched alongside a new website early in 2021.</p>	<p>This year the Child Poverty budget has increased to over £23 million. This continued investment from the £50 million Tackling Child Poverty Fund (2018-22) supports families in the six priority groups most likely to be in poverty. The increase in the budget, alongside the funding on the Scottish Child Payment from the SSOP portfolio, will help lift children out of poverty.</p>		<p>Place Standard Every child, every chance: tackling child poverty delivery plan 2018-2022</p> <p>Tackling child poverty: second year progress report (2019-2020)</p>

³ Source: Ad Hoc Scottish Household Survey 2017-19 query

⁴ [Poverty and Income Inequality in Scotland: 2016-2019](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	Many disabled people face additional living costs due to their disability. ⁵ If disability benefits are removed from household incomes to allow for this, 29% of households with a disabled member were in relative poverty in 2016-19 compared to 16% of those where no-one was disabled. ⁶	Families with a disabled adult or child are a priority group for the Tackling Child Poverty Delivery Plan. Therefore, this group is particularly likely to experience a positive impact from increased child poverty spending. Increased investment will be made in programmes such as the Parental Employment Support Fund which have a particular focus on families with a disabled adult or child, with an aim to get parents into employment and increase their incomes – one of the key drivers of child poverty.			Every child, every chance: tackling child poverty delivery plan 2018-2022 Tackling child poverty: second year progress report (2019-2020)
	A fifth (22%) of households with at least one member with a disability or long-standing illness and who say that their home requires adaptations to make it easier to go about daily activities live in a home that is not currently suitable for their needs (2019).	Continued investment in adaptations will support people to make the changes required to their home to make it easier to go about daily activities. As committed in PfG 2020-21, we are undertaking a review of overall adaptations systems (responsibility for which lie with Integration Joint Boards) and will make recommendations on how best to improve and streamline the system and maximise the impact of investment.	During 2021-22, capital funding provided to Registered Social Landlords to deliver housing adaptations that help older and disabled tenants will be increased to £11 million. Disabled people are more likely to live in social rented housing and adaptations will help them live safely independently.		The Scottish Household Survey includes evidence on this issue. Equality and Human Rights Commission report on Housing and Disabled People, 2018.

⁵ [Scotland's Wellbeing: National Outcomes for Disabled People](#)

⁶ [Poverty and Income Inequality in Scotland: 2016-2019](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Gender Reassignment	There is some evidence that people with the protected characteristic of gender reassignment may be particularly likely to experience socio-economic disadvantage. ⁷	Although there is no specific targeting of funds to this group, the social justice budget tackles poverty and disadvantage more generally, including food insecurity, building affordable homes, reducing fuel bills and ending homelessness. Targeted funding in the SSOP portfolio seeks to tackle transphobia in society.			
Pregnancy and Maternity	The relative poverty rate after housing costs was higher for single mothers (39%) in 2016-19 than for other single working-age adults (28% for single working-age women without dependent children and 34% for single working-age men). ⁸		The investment from the Tackling Child Poverty Fund supports lone parents and there are specific projects underway that provide specific support for single and younger parents. Lone parents are likely to experience a positive impact from increased spend in this budget line from 2021-22. In addition, the funding on the Scottish Child Payment from the SSOP portfolio will help eligible lone parents on low incomes.		Every child, every chance: tackling child poverty delivery plan 2018-2022 Tackling child poverty: second year progress report (2019-2020)

7 For example, a [ScotPHN Report](#) on Healthcare Needs Assessment of Gender Identity Services in Scotland noted that: 'Service data highlighted a potential socio-economic gradient in referrals to Scottish GICs (Gender Identity Clinics) nationally, with higher proportions of referrals from adults and especially young people from more deprived areas.' The same report notes evidence from probability sample surveys in the US which suggested that trans people were more likely to be below the poverty line, or to be unemployed, although these findings may not be entirely transferable to Scotland. [Research carried out by Stonewall](#) in Great Britain found that around 1 in 4 of the trans people who responded to the survey had experienced homelessness. It should be noted that this was not a random sample and findings cannot be generalised to the British trans population as a whole. In Scotland, [at least 8%](#) of the general population had experienced homelessness at some point in their lives, as of 2015. A [LGBT Survey](#) was carried out by the Government Equalities Office in 2017. The survey was carried out online with a self-selected sample, which means respondents are drawn from non-representative sample of LGBT people across the UK and findings cannot therefore be generalised to the trans population in the UK as a whole. A greater proportion of the 1,160 self-selecting trans respondents in Scotland had a personal income of less than £20,000 compared with non-trans respondents (53% and 42% respectively). By comparison, the Family Resources Survey found that for the general population, 57% of adults in Scotland had an income less than £20,000. However direct comparisons between the surveys are difficult to make due to differences in the income questions asked.

8 [Poverty and Income Inequality in Scotland: 2016-2019](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	Single parents ⁹ are much more likely than the Scottish average to rent in the social sector. ¹⁰ The vast majority of single parents are women (87% in 2011). ¹¹ Social renters tend to be less satisfied with their housing (81% compared to 95% of owner-occupiers and 84% of private renters). ¹²		Increasing funding to the Scottish Housing Regulator to restore its budget to estimated baseline costs of £4.7 million in 2021-22 will support the regulator to continue to raise standards across the social housing sector.		
Race	In 2014-19, people from non-white minority ethnic groups were more likely to be in relative poverty after housing costs. The poverty rate was 39% for the 'Asian or Asian British' ethnic groups, and 38% for 'Mixed, Black or Black British and Other' ethnic groups, compared with 25% for 'White - Other' and 18% for 'White - British'. ¹³		Minority ethnic families are a priority group for the Tackling Child Poverty Fund and Tackling Child Poverty Delivery Plan and therefore particularly likely to benefit from increased spend, including programmes to support parents to increase income from employment and earnings. Alongside this, the funding on the Scottish Child Payment from the SSOP portfolio, will help lift children out of poverty.		Tackling Child Poverty Delivery Plan 2018-22 Tackling Child Poverty Second Year Progress Report 2019-20

9 Note: The definition of a single parent does not make any distinction between situations where a child has regular contact and/or partly resides with their other parent and a child who solely resides with and is cared for by one parent.

10 Unpublished analysis of the [Scottish Household Survey 2018](#)

11 [Household composition for specific groups of people in Scotland: Scotland's Census 2011](#)

12 [Scottish Household Survey 2019](#)

13 [Poverty and Income Inequality in Scotland, 2016-19](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	The last Social Enterprise Census showed that Black and minority ethnic groups make up only 3% of social enterprise board members and 3% of the key leadership positions in social enterprises.	<p>In 2020-21, we provided CEMVO Scotland with £78,020 to establish structured and formalised collaborative partnerships with key social enterprise providers to educate about barriers facing minority ethnic groups.</p> <p>Funding for 2021-22 has been retained at £78,020. In addition, this work will promote representation of minority ethnic groups across their management boards.</p> <p>The annual capacity building support programme will aim to support at least 15 minority ethnic groups and 15 minority ethnic social entrepreneurs.</p> <p>The support ranges from one-to-one support to group training programmes, to awareness raising events. Learning from this programme will be applied to wider actions in the Social Enterprise Action Plan.</p>			
Religion or Belief	Closure of places of worship during the COVID-19 pandemic has been disruptive to religious communities and may have wellbeing impacts. Many religious groups have also been unable to properly celebrate major festivals. ¹⁴	The Scottish Government is very aware of, and focused on, the importance of faith and worship for a significant proportion of the Scottish population and the benefits to spiritual and wider wellbeing that communal worship can bring. Funding was made available to enable online streaming and virtual attendance of services, particularly by vulnerable and shielding individuals unable to attend while places of worship were open. In addition, information was produced and circulated to faith groups/places of worship on available funding streams that could help replace some of the income lost while places of worship are closed.			<p>Faith and belief - gov.scot (www.gov.scot)</p> <p>Safe use of Places of Worship - COVID guidance</p> <p>Fund announced for security measures at places of worship - gov.scot (www.gov.scot)</p> <p>COPFS 'Hate Crime in Scotland' statistics 2019-20</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Religion or Belief	See above.	We are working with faith stakeholders and Police Scotland to develop and disseminate a £500,000 Hate Crime Security Fund for Places of Worship. This fund aims to ensure those vulnerable to hate crime feel safe in their place of worship.			Hate Crime: Availability of Information Recorded by the Police in Scotland
Sex	Single female pensioners are more likely than single male pensioners to be in relative poverty after housing costs (18% vs 15% in 2016-19). ¹⁵	The continued priority of delivering social housing where rents are more affordable is likely to have a positive impact on women's housing situation, given that over half (54%) of households in the social rented sector have a woman being the highest income householder in the property. This proportion is higher than all other tenures.			
	The most common main reason for female applicants making a homeless application in 2019-20 was a violent or abusive dispute within the household, accounting for over a fifth (23%) of applications. ¹⁶	In October 2020, we updated the Ending Homelessness Together Action Plan in response to COVID-19. In light of concerns about increases in domestic abuse during the COVID-19 restrictions, we will continue to work with stakeholders to support positive housing outcomes for victims of domestic abuse. We will shortly be setting out our plans to implement recommendations from the working group on improving housing outcomes for women and children experiencing domestic abuse. We will also be commissioning research into hidden homelessness, with a focus on gender, to help us understand and tailor policies in the future.	We will continue to invest in transformation of the system from the £50 million Ending Homelessness Together Fund, including to support victims of domestic abuse to secure positive housing outcomes. Investment from the Tackling Child Poverty Fund (2018-22) is supporting the prevention of homelessness and provides support to families in the social rented sector.		

¹⁵ [Poverty and Income Inequality in Scotland: 2016-2019](#)

¹⁶ [Homelessness in Scotland: Equalities Breakdown 2019-2020](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
<p>Sexual Orientation</p>	<p>COPFS 'Hate Crime in Scotland' statistics 2019-20 (published June 2020) showed that there has been an increase in the number of charges reported in 2019-20 compared to 2018-19 for all categories of hate crime. Sexual orientation increased by 24%, the second most commonly reported type of hate crime. With the exception of 2014-15, there has been year on year increases in charges reported however this year's increase has been the largest increase in a single year.¹⁷</p>	<p>We will continue to work with Police Scotland and wider stakeholders to tackle hate crime and prejudice, including by raising awareness of how to report hate crimes. In 2018, we spent £300,000 to develop and run the Letters from Scotland Campaign. The evaluation was positive and it was re-run in 2020 at a cost of £126,000.</p> <p>The Hate Crime and Public Order (Scotland) Bill is currently progressing through parliament. We are working with stakeholders to develop policy, particularly around data and evidence and whether the Bill can support this work.</p> <p>We recognise the need to improve hate crime data and evidence, ensuring disaggregated data can be provided by Police Scotland on a sustainable basis.</p> <p>We are continuing to work with partners to support victims of hate crime and respond to any rise in hate crime in relation to COVID-19 and EU Exit.</p> <p>This also applies to race, religion, disability and transgender identity-related hate crime.</p>			<p>COPFS 'Hate Crime in Scotland' statistics 2019-20</p> <p>Hate Crime: Availability of Information Recorded by the Police in Scotland</p>

17 [COPFS 'Hate Crime in Scotland' statistics 2019-20](#)

CONSTITUTION, EUROPE AND EXTERNAL AFFAIRS PORTFOLIO

Purpose of Portfolio Budget

The Constitution, Europe and External Affairs (CEEA) portfolio co-ordinates policy on constitutional matters, elections, freedom of information and veterans, as well as promoting Scotland's interests at home and abroad through European and wider International Affairs.

A key budget priority for this year is reflected in the additional £34 million allocated to ensuring the safety of democratic participation in the 2021 Scottish Parliament election in the context of COVID-19.

Promoting Scotland and its interests at home and abroad is also a key strategic priority for the Scottish Government. This budget will continue to deepen Scotland's relationship with key countries in the pursuit of furthering sustainable economic growth in Scotland, increasing Scotland's profile and contributing as a good global citizen towards the achievement of the United Nations (UN) Global Goals (including Goal 10, 'reducing inequality within and among countries'). External Affairs spending priorities focus mainly on International and European Relations, including £10 million allocated to the International Development Fund (IDF), £1 million to the Humanitarian Emergency Fund and £2.173 million on migration strategy.

Summary of Impacts on Equality of Outcomes

With the exception of the increased budget for the Scottish Parliament election, the CEEA portfolio budget is largely unchanged. Progress on advancing equality and reducing inequality will not, therefore, be impacted by budget reductions.

The increased budget for the Scottish Parliament elections in the context of COVID-19 includes spend on safety measures and communication to reduce risks for all voters, including those with protected characteristics and prevent barriers to voting on this basis.

The ongoing review of the International Development Fund aims to further improve outcomes, especially in its partner countries with a focus on race and equality issues. The review wants to further strengthen partner-led development; pursue an inclusive approach that breaks 'white gaze', in line with concerns raised recently by the Black Lives Matter movement; and future-proof its programme to both COVID-19 and climate change. This is to ensure that the Scottish Government is focusing its work on areas where the biggest contribution and difference can be made in areas of priority to our partner countries.

Portfolio Contributions to National Outcomes

Primary

-  International
-  Communities

Secondary

-  Economy
-  Culture
-  Poverty
-  Education
-  Children and Young People
-  Health

Key Human Rights

- Right to free elections
- Right to freedom of expression
- Right to an adequate standard of living, including housing, food, protection against poverty and social exclusion

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	<p>People living in Scotland's more deprived areas are less likely to agree with the statement 'I can influence decisions affecting my local area' than those in less deprived areas.¹ And those on lower incomes are less likely to say that the Scottish Government is good at listening to people's views before taking decisions than those on higher incomes.²</p>	<p>We are continuing to work with our partners from the civil society network, local government and equality groups on the commitments made in our Open Government Action Plans, which include a substantive focus on equality of access and equality of participation. Having developed a cross-government participation framework, we will work to strategically implement this way of working across the organisation, helping to reduce barriers and increase accessibility to participating in government work. As we co-create our next Open Government Action Plan with the Scottish public, we will continue to work towards an improved accountability landscape in Scotland, making it easier for the public to hold service providers to account.</p>			<p>Scottish Social Attitudes 2019: attitudes to government and political engagement - (www.gov.scot)</p>
	<p>According to UN data, in 2015, 736 million people lived below the international poverty line of US\$ 1.90 a day. The majority of people living below the poverty line live in two regions of the world: Southern Asia and sub-Saharan Africa. Poverty rates are</p>	<p>The Scottish Government international development activities will continue to mainly focus on our four partner countries: Malawi, Zambia, Rwanda, and Pakistan, to which Scotland has historical and contemporary connections. As part of the Zambia Development Programme that funds projects between 2017-22 from IDF, the Scottish Government has contributed £2.65 million to projects aimed at empowering communities and reducing poverty, particularly in rural areas.</p>			

1 [Scottish Household Survey 2019: annual report - gov.scot \(www.gov.scot\)](http://www.gov.scot)

2 [Scottish Social Attitudes 2019: attitudes to government and political engagement - gov.scot \(www.gov.scot\)](http://www.gov.scot)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	highest in fragile, small and conflict-affected countries. ³ In Zambia alone, 64% of the country's 13.4 million citizens were below the poverty line in 2016, ⁴ with 80% of these living in rural areas. ⁵	Projects such as The Zambian Education School-Based Training focus on increasing the quality of primary school teaching to reduce child poverty.			
Age	The likelihood of being registered to vote (including for a postal vote), and access to the internet to be able to apply for a postal or proxy vote at short notice both vary with age. Three in 10 of those aged 65 and over say they already have a postal vote, compared to one in 20 of those aged 16-24. ⁶ A third (33%) of households where all adults are over 65 do not have home internet access. ⁷ Older people are more likely to be on the COVID-19 shielding list	The Scottish Government works closely with the Electoral Commission and the Electoral Management Board for Scotland and other stakeholders who encourage all eligible adults to register to vote, and to help remove barriers and improve the accessibility of voting. Young people are eligible to register as 'attainers' from the age of 14.	Spend across both 2020-21 and 2021-22 will fund tailored information materials for those in shielding and/or at risk groups. It will also fund communication on options and support available via a variety of channels – for example, Electoral Registration Officers have commissioned TV adverts. Communication will not be 'digital by default' to avoid missing older voters.		Scottish General Election (Coronavirus) Bill: equality impact assessment (www.gov.scot)

3 [Ending Poverty | United Nations](#)

4 [Zambia | Oxfam International](#)

5 [CHILD POVERTY IN ZAMBIA \(unicef.org\)](#)

6 <https://www.electoralcommission.org.uk/who-we-are-and-what-we-do/our-views-and-research/our-research/public-attitudes-towards-voting-scotland-context-covid-19>

7 <https://www.gov.scot/publications/inequalities-by-age-in-the-context-of-covid-19-slide-pack/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	<p>and are experiencing a far higher rate of deaths involving COVID-19.⁸</p> <p>According to UNICEF, an estimated 535 million children – nearly one in four children in the world – live in countries affected by humanitarian crises, often without access to medical care, clean water and sanitation facilities, proper nutrition, quality education or protection.⁹ Children miss out on education and are exposed to deadly diseases because they don't have access to clean water, decent toilets or have good hygiene habits at school. In Rwanda, especially in Nyamagabe District, most of the schools do not meet the National School Water, Sanitation, and Hygiene standards.¹⁰</p>	<p>See above.</p> <p>As part of the International Development Fund, the Scottish Government continues to contribute to the UN Sustainable Development Goals, many of which address children and older people. The Water Aid Health and Sanitation Programme, for example, aims to improve health and sanitation in vulnerable communities and schools in the Southern Province of Rwanda by 2022.</p>	<p>See above.</p>		<p>See above.</p>

8 <https://www.gov.scot/publications/inequalities-by-age-in-the-context-of-covid-19-slide-pack/>

9 <https://www.ohchr.org/Documents/Issues/Children/HumanitarianSituations/UNICEF.pdf>

10 [Contribution to international development report: 2018-2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/contribution-to-international-development-report-2018-2019/)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	A recent public opinion survey found that disabled people were almost twice as likely as non-disabled people to say that they would feel unsafe voting in person at a polling station if an election took place now (in the context of COVID-19) (24% of those with a long-term condition that affected their day to day activities a lot said this compared to 13% of non-disabled people). Almost three in five disabled people (57%) said they would prefer to vote by post if an election was held now, compared to 35% of non-disabled people (28% of disabled people said they were already registered to vote by post). ¹¹	The Scottish Government is engaging with disability stakeholder organisations in planning for the safe running for the 2021 Scottish Parliament election. With electoral partner organisations, the Electoral Commission and the Electoral Management Board for Scotland, we will seek to ensure that everyone who would like to apply for a postal vote has all the information they need, to help remove barriers and improve the accessibility of voting.			Scottish General Election (Coronavirus) Bill: equality impact assessment (www.gov.scot)
	Globally it is estimated there are more than 1 billion disabled people. ¹² Disabled people are likely to be poorer and more vulnerable to crisis than the general	The Scottish Government funds initiatives in Malawi and Rwanda aimed to enhance the economic sustainability and participation in development processes of disabled men and women. The Scottish Government supports a community ear and hearing care and rehabilitation of disabling hearing loss in Zambia; and			

11 <https://www.electoralcommission.org.uk/who-we-are-and-what-we-do/our-views-and-research/our-research/public-attitudes-towards-voting-scotland-context-covid-19>

12 Global Humanitarian Overview 2019, UNOCHA 2019

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	population, while often being left behind by the standard humanitarian response. ¹³	supports disability mainstream training through a range of other projects in the partner countries.			
Gender Reassignment	It is estimated that 25 million people, or between 0.3 and 0.5% of the global population are transgender. ¹⁴ Besides facing discrimination in the health sector, schools, housing and employment, ¹⁵ transgender people are one of five groups that are disproportionately affected by HIV.	The Scottish Government funds a number of projects that receive funding to increase gender awareness and to provide HIV/AIDS prevention training. In the past, projects for example were in Arusha, Tanzania, under the lead of 'Yes! Tanzania' or the Global Concerns Trust in Malawi.			
Pregnancy and Maternity	There is no evidence that pregnant women are more likely to get seriously ill from COVID-19 but pregnant women have been included in the list of people at moderate risk (clinically vulnerable) as a precaution. ^{16, 17} We do not know of evidence at this stage regarding whether	No impacts on this inequality have been identified from ongoing spend.	Spend across both 2020-21 and 2021-22 has been allocated for communication on voting options, including the measures taken to ensure voting in-person will be safe, so that voters with protected characteristics are well informed, reassured and not discouraged from voting.		Scottish General Election (Coronavirus) Bill: equality impact assessment (www.gov.scot)

13 Disability in Humanitarian Contexts, Handicap international, 2016

14 [WHO | Growing recognition of transgender health](https://www.who.int/news-room/fact-sheets/detail/transgender-health)

15 [UNFE FactSheet Transgender EN.pdf \(ohchr.org\)](https://www.unhcr.org/refworld/docid/60000000.html)

16 <https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/>

17 <https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/covid-19-virus-infection-and-pregnancy/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	pregnant women might seek to avoid in-person voting. However, there is potential for a higher level of anxiety among pregnant women regarding in-person voting.	See above.	See above.		See above.
	The UNOCHA Global Humanitarian Overview 2019 highlights that conflicts and disasters exacerbate gender inequalities. About 60% of all preventable maternal deaths in the world take place in conflict, displacement or disaster settings.	The IDF supports initiatives for capacity building that particularly aim to address gender-based violence and improve the healthcare systems, which ultimately improves maternal health. St John Scotland was allocated £475,000 between 2018-23 to improve maternal, newborn and child health by increasing health behaviours in Malawi.			
Race	The protected characteristic of race includes nationality. ¹⁸ The Scottish Elections (Franchise and Representation) Act 2020 extended the franchise in Scotland to all foreign nationals who are legally resident in Scotland. The proportion of minority ethnic people and foreign nationals who may have difficulty	The Scottish Government works closely with the Electoral Commission and the Electoral Management Board for Scotland and other stakeholders to encourage all eligible adults to register to vote. The Electoral Commission, in turn, works with the Convention of Scottish Local Authorities (COSLA) and equality stakeholders. This includes work with the Scottish Refugee Council on planning for proactive or on-demand translation of election information materials.	Spend across both 2020-21 and 2021-22 will fund the production of materials in accessible formats for communicating additional information to ensure the safe running of the Scottish Parliament election, including translated versions of materials.		Scottish General Election (Coronavirus) Bill: equality impact assessment (www.gov.scot)

18 Section 9 of the [Equality Act 2010](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	understanding election communications or completing English language forms is not known. Data on English language skills is available from the 2011 Census, but will be 10 years old by the time of the 2021 Scottish Parliament election. That data showed that, in 2011, 2% of adults aged 16 and over in Scotland could understand but does not speak, read or write English; 1% could speak but not read or write English; and 1% could speak and read but not write English.	See above.	See above.		See above.
	There are an estimated 237,000 EU citizens living in Scotland who are now required to secure settled or pre-settled status if they wish to remain in the UK and in Scotland.	The Migration Strategy Funding (£2.137 million) will continue to raise awareness of the impact of EU Exit and the steps needed to secure settled or pre-settled status. This is done through the provision of an advice and support service through Citizens Advice Scotland that will offer information on the EU Settlement Scheme.			
Religion or Belief	According to the United Nations, ¹⁹ an estimated 178 countries require religious groups to register. In many	The Humanitarian Emergency Fund (HEF) was established to provide immediate and effective assistance to reduce the threat to life and wellbeing. In 2017, HEF distributed £120,000 for the emergency			

19 [OHCHR | Report on safeguarding freedom of religion or belief for the successful implementation of the 2030 Agenda for Sustainable Development](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Religion or Belief	countries this information is used to restrict religious freedom that impacts minority groups disproportionately. In almost 40% of states that require registration, laws and policies are applied in a discriminatory manner against certain religious or belief groups.	response to the Rohingya refugee crisis. In 2021-22, HEF will continue to provide emergency funding.			
Sex	Around a third of Scotland's elected representatives at the Scottish and UK Parliaments are women, and less than a third of candidates for election to local government in 2017 were women.	We will continue to work with the COSLA Cross-Party Barriers to Elected Office Special Interest Group, and with the First Minister's National Advisory Council on Women and Girls to promote women's representation. We will monitor progress on increasing the diversity of elected representatives in Scotland.			
	Conflicts and disasters exacerbate gender inequality. The secondary impact of COVID-19 has led to an increase in gender-based violence and abuse against women and children. It has led to higher rates of teenage pregnancies and early marriages,	The Scottish Government has provided UNICEF with a grant of £650,000 to support women and children in Malawi, Rwanda and Zambia who are most severely impacted by the COVID-19 pandemic. This will support remote access for education or strengthening the reporting and referral mechanisms for child protection and violence, including sexual exploitation, abuse and child marriage.			

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	which results in a decline of education for young women.	See above.			
Sexual Orientation	At least 72 countries have discriminatory laws that criminalise private, consensual same-sex relationships. This exposes millions of individuals to the risk of discrimination, arbitrary arrest, prosecution and in five countries even the death penalty. ²⁰	The Scottish Government will continue to invest into a partnership between Police Scotland and the Malawian and Zambian police forces. The Rights and Equalities for Marginalised Groups Programme supports a wider range of marginalised groups, including LGBTI people in Malawi and Zambia.			

CROWN OFFICE AND PROCURATOR FISCAL SERVICE

Purpose of Portfolio Budget

The Crown Office and Procurator Fiscal Service (COPFS) is Scotland’s sole public prosecuting authority. It acts independently, in the public interest, on the authority of the Lord Advocate.

COPFS receives reports about crimes from the police and other reporting agencies and decides what action to take, including whether or not to prosecute. COPFS also investigates deaths that need further explanation and allegations of criminal conduct against police officers while on duty.

The role of COPFS is to maintain an effective system for the investigation and prosecution of crime, and the investigation of deaths, which is fundamental to a civilised society governed by the rule of law.

Summary of Impacts on Equality of Outcomes

COPFS expenditure is not discretionary, nor is it open to being re-deployed in relation to protected characteristics or socio-economic disadvantage.

COPFS must respond to the caseload coming from reporting agencies, such as Police Scotland, and each case must be dealt with. There is evidence that the motivation for committing a significant number of crimes often relates to the fact that the victim possesses one or more protected characteristics. However, protected characteristics may not always be evident (for example, sexual orientation; hearing impairment; disability; ethnicity), nor is it always possible to disaggregate characteristics if a victim possesses more than one. In the last year, there was a continued increase in reported hate crime, while sexual offences and domestic abuse remained at a high level and there is a risk of further increases during the COVID-19 pandemic.

While COPFS expenditure cannot be channelled in a discretionary manner to different types of criminal cases, COPFS is firmly committed to advancing equal and inclusive access to justice for all people and communities across Scotland and to promoting an inclusive working environment for its staff.

This is achieved by adopting prosecution policies that explicitly recognise the harm caused by such offending and the vulnerability of victims and taking prosecutorial action, which offers the court stronger sentencing options in recognition of this harm and vulnerability.

In terms of COPFS’ working environment, the COPFS Equality Networks explicitly promote inclusion for disadvantaged groups and the principle of inclusion is promoted through community engagement, such as the COPFS Schools Public Speaking Competition.

<p>Portfolio Contributions to National Outcomes</p> <p>Primary</p> <p> Communities</p> <p>Secondary</p> <p> Human Rights</p> <p> Economy</p> <p> Environment</p> <p> Fair Work & Business</p>	<p>Key Human Rights</p> <ul style="list-style-type: none"> • Right to freedom from punishment without law • Right to liberty and security of person • Right to a fair trial
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COPFS expenditure is not discretionary, it responds to the caseload coming from Police Scotland. For this reason it was not appropriate to complete a template but relevant contributions are described below.

Responding to impacts of COVID-19

The COVID-19 pandemic caused the Scottish criminal courts to close immediately in March 2020 for all casework, with the exception of dealing with those arrested by the police on suspicion of serious offending.

The courts started to re-open in the summer of 2020 but the challenges of operating jury trials with physical distancing and dealing with large numbers of the public coming to court buildings each day prevented the courts returning to full capacity by December 2020. As a result, a significant and growing backlog of cases await trial, and this will continue to grow as long as the courts operate at a trial capacity lower than that of March 2020. There are, therefore, more vulnerable victims waiting longer for their cases to reach a resolution. COPFS is engaging with other justice services to secure additional resource to allow extra trial court capacity to be deployed in 2021 to reduce the backlog but this will take a number of years.

Hate Crime

Racial crime remains the most commonly reported hate crime, followed by crimes aggravated by sexual orientation, disability and religion. COPFS continues to prioritise giving the victims of hate crime confidence to report such crime to the police or third-party reporting centres. Victims of hate crime are supported through the court process by COPFS' Victim Information and Advice service (VIA). COPFS also invests staff time and resources into campaigns and educational presentations to raise awareness of individual rights and responsibilities in relation to offensive behaviour. COPFS publicises and supports the annual Scottish Government Hate Crime Campaign and the 16 Days of Activism Campaign against gender-based violence.

COPFS recognises and promotes the work of the many charities and support groups, such as I AM ME; Epilepsy Scotland; Scottish Transgender Alliance; LGBT Youth Scotland; Interfaith Scotland; and the Scottish Council of Jewish Communities (SCoJeC) who represent and assist victims of hate crime. Staff engage directly with such groups, schools, and local communities to encourage reporting and to change attitudes towards hate crime and offensive behaviour.

Sexual Offences

COPFS is committed to dealing effectively with sexual offences, which account for just over 70% of High Court work.

The overall precognition work in progress for sexual offences increased by 42% in 2019-20 and has increased by a further 33% since April 2020, reflecting activity and allocation from an increased number of new petitions.

The Child Abuse Inquiry Team reviews COPFS and Police Scotland paperwork to service the inquiry and instruct further police investigation. They carry out the pre-petition investigation and the marking of any cases that arise from this further investigation.

Work continues to ensure full implementation and compliance of the Victim Strategy across all casework relating to sexual offences. However, the influence of these requirements post-COVID-19 cannot be underestimated and the frequency of communication has increased significantly.

There are currently 144 sexual offence cases awaiting indicting and 614 sexual offence cases indicted awaiting trial. While sexual offences can affect both men and women, 94% of crimes of rape and attempted rape reported to COPFS and approximately 89% of crimes of sexual assault had a female victim in 2019-20. The number of sexual offences reported to COPFS has risen significantly in recent years, as discussed above. This is positive in that it means that more victims are coming forward, that more cases are being prosecuted and more perpetrators are being brought to justice. COPFS is responding, and will continue to respond, to the increase in the number of sexual offence cases. It has supported the implementation of the Vulnerable Witnesses (Criminal Evidence) (Scotland) Act 2019, which will allow children to record their evidence before a trial takes place.

The Commissioner continues to capture evidence from children and vulnerable witnesses early in proceedings, removing the requirement for their physical attendance at trial.

Domestic Abuse

The robust and effective prosecution of domestic abuse continues to be a key objective for COPFS given the seriousness of the offending and the significant and enduring impact that it has on victims, of whom the majority are women and children. The number of domestic abuse charges reported to COPFS by Police Scotland remains at a high level, largely due to the prioritisation and focus on policing this type of crime. Early indications are that the number of charges reported in 2020-21 will be higher than they have been for several years. COPFS continues to monitor the impact of the Domestic Abuse (Scotland) Act 2018 and, under the leadership of the National Procurator Fiscal for Domestic Abuse, COPFS will continue to ensure that its policies are appropriate, to provide specialist training for staff in order that cases are prosecuted effectively and to provide an effective service to victims of such crime.

COVID-19 Deaths Investigation

Given the outbreak of COVID-19 and COPFS' role to ensure all deaths reported to the Procurator Fiscal are investigated appropriately and quickly, the Lord Advocate instructed that a dedicated team was established to investigate deaths within care homes and of front line workers. As of 8 January 2021, COPFS will require to investigate 3,130 deaths across 451 care homes. This number will increase over coming months. In line with the overall infection rate, the number of reported deaths has risen markedly since October 2020. In the period to 8 January 2020, there have been a further 16 deaths of front line workers and 5 deaths of prisoners held in custody reported to the Procurator Fiscal. All of these deaths will require to be investigated by COPFS.

Interpreting and Translation

COPFS provides interpreting services for all prosecution witnesses who request such support, and provides translation and transcription services to all witnesses and accused persons who require this. The provision of these services ensures that people whose first language is not English are able to fully participate in the criminal justice process. COPFS has also created a dedicated British Sign Language (BSL) area on its public website, accessible via a BSL logo on the landing page. It has also created BSL versions of introductory videos and has promoted the use of a video relay system on its public website and for staff.

Conclusions

Given the increasing backlog of cases caused by the COVID-19 pandemic, any failure to protect COPFS' budget against inflationary pressures will inevitably reduce our ability to prosecute crimes as quickly and as widely as we have been doing. The significant improvement in our understanding of, and effectiveness in prosecuting, crimes against persons with protected characteristics would be reversed. Without additional resource to provide extra trial courts in 2021, the backlog of cases will continue to grow.

ECONOMY, FAIR WORK AND CULTURE PORTFOLIO

Purpose of Portfolio Budget

Our response and recovery to COVID-19 and the resultant economic crisis, as well as to EU Exit, provides us with an opportunity to re-imagine Scotland and to begin building a greener, fairer and more equal society, and delivering a sustainable wellbeing economy.

This purpose of the Economy, Fair Work and Culture portfolio budget is to:

- Protect businesses and jobs, with a particular focus on our young people and those most at risk of redundancy; fund a strong package of employability and retraining schemes; tackle climate change; and promote fair work across the labour market in Scotland.
- Invest in those sectors and industries who have been hardest hit by the COVID-19 pandemic, and protect the communities who rely on them, including the rural economy, tourism and culture.
- Set out an ambitious programme of long-term green infrastructure spend and investment to support this, and the benefits it will have for business, job opportunities and meeting our net-zero ambitions.
- Implement Fair Work First (FWF) to drive fair work practices, by asking employers accessing public funding or contracts to adopt fair work practices.
- Develop policies that encourage and support employers to invest in a diverse workforce, to support our ambitions to reduce inequality.
- Invest in Scotland’s unique heritage and culture, as well as its capacity for creativity and major events, to ensure this enhances the quality of life for Scotland’s communities.

Summary of Impacts on Equality of Outcomes

Advancing equality and reducing inequality is at the heart of the Economy, Fair Work and Culture portfolio’s objective of delivering a sustainable wellbeing economy. For example, the key principles underpinning our Fair Work and Employability policies for 2021-22 (such as investing in the Young Person’s Guarantee; No One Left Behind; Fair Start Scotland; and Fair Work First) are aimed at reducing the barriers to work for all those with protected characteristics or experiencing socio-economic disadvantage, in particular those who have been most negatively impacted by COVID-19 and the resultant economic crisis. Furthermore, the investment to protect and support businesses across the economy, as well as across our agency bodies (both enterprise and cultural), takes steps to advance equality by protected characteristic and socio-economic disadvantage. Examples include the Scottish National Investment Bank (SNIB)’s key mission to reduce inequality, and the work of our cultural bodies in ensuring improved access and inclusion for protected and low income groups. Moreover, establishing a Centre of Expertise in Equality and Human Rights will further embed this approach in economic policymaking going forward.

Portfolio Contributions to National Outcomes**Primary**

Economy



Fair Work & Business



Culture

Secondary

Education



International



Health



Communities



Environment



Children and Young People



Poverty

Key Human Rights

- Right to an adequate standard of living, including:
 - Right to protection against poverty and social exclusion
- Right to freedom of peaceful assembly and to freedom of association, including:
 - Right to form and join trade unions
- Right to take part in cultural life

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	<p>Individuals from socio-economically disadvantaged backgrounds are generally more likely to experience barriers to participation in the labour market, a factor which is often exacerbated during times of economic crisis. This also includes challenges faced by entrepreneurs from socio-economically disadvantaged backgrounds, who may face difficulty in accessing start-up finance and in accessing working capital once their businesses are up and running.</p>	<ul style="list-style-type: none"> • The budget delivers employment support to individuals of all ages with multiple barriers to accessing the labour market, including those living in the most deprived areas. We are investing £27 million in Fair Start Scotland (FSS), for employment support for those in the 15% most deprived Scottish Index of Multiple Deprivation (SIMD) zones. • SNIB (£205 million) will hold to the principles of equality, transparency, diversity and inclusion. It takes a mission-based approach to investment. Scottish ministers have now set the Bank's long-term strategic missions, which will see it invest to tackle key societal challenges. The Bank's objective, and its mission-led approach to investment enable it to reduce long-standing inequality caused by socio-economic disadvantage through its strategic decisions and the way that it invests. For example, it has an opportunity to reduce barriers to accessing credit for socio-economically disadvantaged entrepreneurs. • £4.8 million supports the delivery of advice to citizens across Scotland by the Citizens Advice Network and includes funding to support the establishments of a new public body, 	<ul style="list-style-type: none"> • We have invested an additional £125 million, from non-recurring COVID-19 consequential from HM Treasury, in the Young Person's Guarantee, employability and skills provision which will have a significant impact on improving labour market opportunities for those who face challenges within the labour market. • £5.8 million increase in the budget for FSS, which will act to improve employability prospects of those in the most deprived areas of Scotland already most impacted by COVID-19. 		<p>Scottish National Investment Bank: Fairer Scotland Duty Assessment</p> <p>OECD Employment-Outlook</p> <p>National Manufacturing Institute Scotland: Fairer Scotland Duty impact assessment</p> <p>Shaping Scotland's Economy - inward investment plan: Fairer Scotland Duty Assessment</p> <p>A Trading Nation - a plan to grow Scotland's exports: EQIA</p> <p>A Trading Nation - a plan to grow Scotland's exports: FSDA</p> <p>Employment Support Programme: Equality Impact Assessment</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	<p>Consumer Scotland, which will to provide front line advice to people on debt, welfare and health issues which disproportionately affect those experiencing socio-economic disadvantage.</p> <ul style="list-style-type: none"> • Funding is provided to support the continued administration of European Structural Funds (ESFs). Over the current EU seven year budget cycle, 2014-20, Scotland has been allocated ESF funding of around £736 million, which provides support to people in Scotland by helping them to improve skills, find better jobs, and strengthen economic and social cohesion by correcting imbalances between regions. • Nearly £39 million has been invested in the National Manufacturing Institute (NMIS). Based in Renfrewshire, a region with some of the highest levels of deprivation. NMIS aims to provide an opportunity to impact positively on key regional socio-economic inequalities. • International Trade and Investment includes development of our forthcoming Capital Investment Plan and the values-led Trade Vision, which directly addresses potential differential impacts of trade according to different characteristics, including gender, ethnicity, skill level and age. This is supported by the detailed action plans on exports (A Trading Nation) and our Inward Investment 	See above.		Impact assessments for the Trade Vision and Capital Investment Plan are in development and will be published alongside the plans in the coming months.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	<p>Plan, which introduces a strategic focus to achieve this by targeting specific investors or projects. This is in line with an inclusive agenda and commitment to develop an appraisal, performance measurement and evaluation framework to understand and evidence the spill-over effects on socio-economic disadvantage.</p> <ul style="list-style-type: none"> We are investing £125 million in the Young Person’s Guarantee (YPG), employability and skills support. We are working with our strategic partners in local government and across the public, third and private sectors to deliver a flexible, joined up and user-designed model of employability support across Scotland. This is delivering a person-centred, flexible employability system that is responsive to a changing labour market, tackles inequality and delivers a wellbeing economy. 	See above.		See above.
	Adults with fewer qualifications, living in the most deprived areas and in households with lower incomes are much less likely than those with higher levels of qualification, living in the least deprived areas or with higher household incomes, to have attended a cultural event or place	<ul style="list-style-type: none"> By continuing our investment in Historic Environment Scotland (HES), Creative Scotland and other arts, National Collections and National Performing Companies, they are able to run a variety of programmes targeted at social mobility, which help to ensure Scotland’s culture reaches a diverse and inclusive audience. These include the National Museums’ commitment to take more of their collections to communities across Scotland. Creative Scotland’s equality outcomes include a 			Scottish Household Survey

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	of culture in the last 12 months.	<p>characteristic of socio-economic disadvantage, which helps to ensure funding and opportunities reach more deprived areas.</p> <ul style="list-style-type: none"> Continued investment in National Museums Scotland, National Galleries of Scotland and National Library of Scotland to provide free public access to the collections, therefore reducing barriers to entry. HES works across Scotland to bring people of all backgrounds the opportunity to discover, explore and understand the historic environment. Over the next year, HES will prioritise work to widen participation and reduce inequality in Scotland's historic environment, including increasing digital access and offering support to young people from schools in areas low on the SIMD. Investing £0.3 million in Creative Communities will also provide funding to a range of projects across Scotland that seek to address participation in a range of under-represented group and communities, including young people at risk of offending. Investing £16 million in our public libraries will continue to support aims of social and economic inclusion. 			See above.
Age	Young people aged 16-24 were already less likely than those in older age groups to be in employment, and	<ul style="list-style-type: none"> This budget delivers an all-age employment support service, with particular focus on young people and those experiencing inequality in the labour market. 	<ul style="list-style-type: none"> £125 million for the YPG, employability and skills provision. This funding will help to achieve the aim of 		Scotland's Labour Market: People, Places and Regions Coronavirus: Impact on Equality

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
<p>Age</p>	<p>since the COVID-19 pandemic, rises in unemployment levels and falls in employment levels have been larger for those aged 16-24 than any other age group.</p>	<ul style="list-style-type: none"> • In delivering the YPG, we are working in partnership with local authorities; the third sector; colleges and universities; Skills Development Scotland; and Developing the Young Workforce (DYW) networks to ensure all young people are able to access support helping them into work. • Advancing equality and inclusion, and working to eliminate discrimination, is a fundamental component of the YPG. We are working with delivery partners to take action that will support particular groups to access a better range of opportunities. This includes, but is not limited to, young minority ethnic people, young disabled people, young women, young LGBTI+ people, young care leavers and young people experiencing socio-economic disadvantage. This also includes working with partner organisations from across the public, private and third sectors, alongside young people, to develop an equality action plan. It will set out the specific activities we will take to ensure the YPG achieves its equality ambitions. We anticipate that the plan will be published in spring 2020. 	<p>ensuring that, within two years, every young person will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p> <ul style="list-style-type: none"> • £5.8 million increase in the budget for FSS that will act to improve employability prospects of young people, with a growing number of younger people participating in the service. 		<p>Labour Market Stats for young people: Scot & UK</p> <p>Scotland's Devolved Employment Services Statistical Summary</p>
	<p>Those aged 75 and over were much less likely to have attended a cultural event or visited a cultural place in the last 12 months.</p>	<ul style="list-style-type: none"> • Many culture programmes, including our support to Scottish Libraries and Information Council, seek to encourage engagement across all ages. Our continued support of the National Performing Companies enables several programmes to 			<p>Scottish Household Survey</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	See above.	<p>address this, as does support for Screen Scotland, whose exhibition programme supports cinemas.</p> <ul style="list-style-type: none"> • Creative Communities will fund a range of projects encouraging older people to attend cultural activities. 			See above.
Disability	<p>Disabled people are much less likely to be employed than non-disabled people. In 2019, the employment rate was 49.0% for disabled people and 81.6% for non-disabled people – representing a disability employment gap of 32.6 percentage points.</p>	<ul style="list-style-type: none"> • The Employability budget includes funding to reduce the disability employment gap by more than half by 2038. We are supporting disabled people into fair and sustainable work that can improve health outcomes, enhance independent living and support disabled people out of poverty. This includes investing in the YPG and FSS, which provides unemployed support for disabled people and those with long-term health conditions. We also work with employers to improve recruitment and retention of disabled people. • Through the YPG, DYW will fund ENABLE Scotland to ensure in-school support is offered to young people less likely to transition into a labour market destination. • Since April 2017, we have continued to offer enhanced funding for Modern Apprenticeships offered up to the age of 29 for disabled and care experienced people. • Our new Apprenticeship Employer Grant includes £5,000 for employers taking on a 16 to 24 year-old apprentice, and for disabled people, care leavers and people from minority ethnicities aged up to 29 years old. 	<ul style="list-style-type: none"> • £5.8 million increase in the budget for FSS, which will help disabled people and long-term health conditions, who are over-represented on the service. 		<p>Scotland's Labour Market: People, Places and Regions</p> <p>Apprenticeship Equality Action Plan</p> <p>Fair Start Scotland Evaluation Report 3</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	Disabled adults are less likely than non-disabled adults to have attended a cultural event or place of culture in the last 12 months.	<ul style="list-style-type: none"> • The Culture Strategy for Scotland sets out our ongoing commitment to fund National Performing Companies, ensuring they can provide a range of programmes supporting engagement for disabled adults (e.g. audio-described or signed performances). • Our continued Creative Communities funding also enables projects that support disabled adults to participate in cultural activities, including the Better Lives Partnership that provides professional-level creative practice development workshops for autistic young people. • National Collections funding enables a range of activities to encourage disabled adults to participate in culture, such as the programmes run for visually impaired people and the ‘socials’ for those living with dementia and their carers. 			Scottish Household Survey
Gender Reassignment	Existing research suggests that many trans people in the UK hide their gender identity at work or experience negative reactions to it.	<ul style="list-style-type: none"> • Fair Work is an agenda for all, and goes beyond statutory employment rights and protections. Creating more diverse and inclusive workplaces is a key theme in the Fair Work Action Plan. Through FWF, we are improving conditions for all workers by extending the criteria to grants, other funding streams, and public contracts, thus rewarding and encouraging employers who are adopting fair work practices. This includes asking employers to commit to appropriate channels for effective voice, trade union recognition, action to tackle 			National LGBT Survey: Research report LGBT in Britain: Trans Report Transgender labour market outcomes: Evidence from the United States

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Gender Reassignment	See above.	the gender pay gap and create more diverse and inclusive workplaces, and payment of the Real Living Wage.			See above.
Pregnancy and Maternity	Mothers who give up work after having a child and have not returned by the time the child is five tend to live in less advantaged circumstances than mothers who remained in or returned to work within the first five years after childbirth. Those who leave work are more likely to be younger, single mothers and to be living in the most deprived areas. They are less likely to have a degree or have been working in professional or managerial occupations.	<ul style="list-style-type: none"> • £6.9 million in Fair Work funding includes substantial support for women returners, through: <ul style="list-style-type: none"> ◦ The Parental Employment Support Programme and working with employers to ensure best practice on recruitment, retention and support for pregnant employees and working mothers. ◦ The Women Returner Programme (WRP) supports women who gave up work due to caring commitments and aims to address the ‘motherhood penalty’ that women experience following return from maternity leave. Projects provide support to women of all ages to reskill; provides peer support; support to improve networking skills; obtain up-to-date experience and access to new industries. ◦ Flexibility Works funding for workers with caring roles, who are more likely to be women. A lack of flexible working opportunities can also represent a more significant barrier to women than to men. We will continue to fund the provision of support and advice for employers on flexible working. 			Growing Up in Scotland: Patterns of Maternal Employment and Barriers to Paid Work Scotland’s Gender Equality Index: Work Domain Scotland’s Gender Equality Index: Access to Flexible Working Flexibility Works

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	<p>Adults of visible minority ethnicities are less likely than White adults to be in employment – and the difference is greater for women. In 2019, 69.0% of minority ethnic men were in employment compared to 78.5% of White men, while 51.5% of minority ethnic women were in employment compared to 73.1% of White women. In particular, research in 2017 found that for the culture workforce, half of people from an minority ethnic or mixed background stated that their ethnicity had been a barrier to career progression.</p>	<ul style="list-style-type: none"> • Fair Work funding including substantial support for minority ethnic people through: <ul style="list-style-type: none"> ◦ Working with trade unions and employers to pioneer new ways of embedding fair work practices in workplaces, tackling discrimination and unfair practices towards minority ethnic people. ◦ The Fair Work Workplace Equality Fund (FWWEF) will provide funding across 12 projects that tackle workplace barriers for certain priority groups, seeking collaborative projects between charities and private business and public bodies that address labour market barriers for certain groups, including minority ethnic people. ◦ WRP provides support to women from minority ethnic communities following their return from maternity leave. The programme aims to enable women who have had a good career and qualifications to re-join the workplace. ◦ No One Left Behind, which takes a person-centred approach, will support those facing race-based inequality in the labour market, likely to be exacerbated by the pandemic. • Several programmes funded within the culture budget will work to uncover opportunities within the creative arts and creative industries 	<ul style="list-style-type: none"> • £5.8 million increase in the budget for FSS which will act to improve employability prospects of those from minority ethnic backgrounds, already most impacted by COVID. 		<p>Scotland's Labour Market: People, Places and Regions</p> <p>Arts & Diversity: Survey Summary</p> <p>Apprenticeship Equality Action Plan</p> <p>Close the Gap: Still Not Visible report</p> <p>Race in the Workforce: State of play in coronavirus economy</p> <p>Race in the Workforce: Connections between work, ethnicity & mental health</p> <p>EHRC Response to the EEFWC on Plans for economic recovery.</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	See above.	<p>for people from an minority ethnic and mixed background, such as projects funded through the Creative Communities programme, including funding with Ignite Theatre.</p> <ul style="list-style-type: none"> As part of the YPG, DYW are funding a pilot initiative with Intercultural Youth Scotland in which IYS will engage with four schools across Glasgow and Edinburgh to support young minority ethnic people. 	See above.		See above.
	A higher share of the visible minority ethnic population in employment work in hospitality industry (32%) compared to the white population (19%) - an industry particularly hard-hit by COVID-19.	<ul style="list-style-type: none"> To improve minority ethnic access to employment, including within the hospitality sector, the FWWEF will provide funding across 12 projects that tackle workplace barriers for certain priority groups (see above row). The fund is giving particular consideration to the impact of the COVID-19 pandemic on equality groups. 			ONS, Annual Population Survey, Oct 2018 - Sept 2019
Religion or Belief	As of 2019, people aged 16-64 were much less likely to be employed if they were Muslim (47.7% employment rate) or Buddhist (63.1%) compared to if they were Hindu (72.8%), Christian (74.0%), of no religion (76.5%) or of another religion (71.2%).	<ul style="list-style-type: none"> Fair Work funding supports people with a religion or belief, by: <ul style="list-style-type: none"> Working with trade unions and employers to pioneer new ways of embedding fair work practices in all workplaces, tackling discrimination and unfair practices towards minority ethnic people who may be more likely to belong to a religion or belief which is currently under-represented in work force. FWWEF will provide funding across 12 projects that tackle workplace barriers for priority groups (see under 'Race' above). 			

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Religion or Belief	See above.	<ul style="list-style-type: none"> ◦ Our FWF policy aims to reward and encourage employers adopting fair work practice and create more diverse and inclusive workplaces. 			Scotland's Labour Market: People, Places and Regions
Sex	<p>Women continue to earn less than men, on average: in 2020, the gender pay gap for full-time employees in Scotland was 3.0% and for all employees this was 10.9%.</p>	<ul style="list-style-type: none"> • Fair Work funding takes forward and repurposes actions within our Gender Pay Gap Action Plan to reduce the pay gap in Scotland and support women in our economic recovery from the pandemic. WRP supports women who gave up work mainly due to caring or health commitments (see under Pregnancy and Maternity above). Flexibility Works funding for workers with caring roles. Workers with caring roles are more likely to be women and a lack of flexible working opportunities can represent a more significant barrier to women than to men. • SNIB's Gender Equality Strategy will set out what it is committed to doing to advance gender equality in Scotland, and in particular through its investing and staffing practices. A gender-balanced board has been appointed to the Bank, and the Bank will also sign up to the Women in Finance Charter that seeks to build a more balanced and fair finance industry. • £243 million invested in Scottish Enterprise continues to promote the benefits equality can bring to business, through schemes such as Principally Women, which support female leaders to develop their leadership and business skills. 			Annual Survey of Hours and Earnings SE Equality Mainstreaming Report Scotland's Gender Equality Index – Work Domain Scotland's Gender Equality Index – Access to Flexible Working Flexibility Works Scottish National Investment Bank: Fairer Scotland Duty Assessment

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	See above.	<ul style="list-style-type: none"> Further funding will support the establishment of a new model of support for women in business, working with partners across the public, private and third sectors to tackle barriers facing women in business. 			See above.
	Women account for less than a quarter of directors of major museums and art galleries or directors of national arts and culture bodies, according to research conducted by Engender.	<ul style="list-style-type: none"> There are a small number of these positions in Scotland and turnover of directors is low. However, the Culture Strategy for Scotland includes actions and aims to strengthen diversity in the sector. All the major cultural organisations that we provide core funding for have a duty to eliminate discrimination and advance equality of opportunity. National Collections, HES and Creative Scotland all report on the gender pay gap. 			Sex and Power 2020
Sexual Orientation	Existing research suggests that many LGB people in the UK hide their sexual orientation at work or experience negative reactions to it.	<ul style="list-style-type: none"> Investment in Fair Work and FWF will help tackle this inequality (see under Gender Reassignment above). 			National LGBT Survey: Research report

EDUCATION AND SKILLS PORTFOLIO

Purpose of Portfolio Budget

The Education and Skills portfolio has a vital role in ensuring that all children and young people, whatever their background, grow up loved, safe, and respected so that they reach their full potential. Improving the life chances of our children and young people through excellence and equity in education continues to be the principal mission of the Scottish Government. The portfolio also provides for vital education, upskilling, and reskilling of the adult population. Further to our commitments set out in the Programme for Government, we continue to prioritise funding to: raise attainment and close the attainment gap through prevention and early intervention; almost double children’s entitlement to high quality early learning and childcare to 1140 hours a year from August 2021; and ensure the role that the further and higher education sectors, and skills provision play in supporting inclusive economic growth is maximised. Given the need to respond to the economic challenges anticipated in the context of the UK’s exit from the EU and COVID-19, we continue to prioritise investment in skills and training to support an education and skills-led recovery. We also know that COVID-19 mitigation measures have had a significant impact on children and young people, and we have reprioritised and invested additional resources to respond to their needs, and the organisations that support them in their care and learning.

Summary of Impacts on Equality of Outcomes

Advancing equity and reducing inequality is at the heart of the Education and Skills portfolio’s investment. The key inequalities being tackled by the Education and Skills portfolio through targeted budget spend are characterised by differences in development and attainment levels, and consequent inequality in social and economic outcomes, for individuals with protected characteristics or experiencing socio-economic disadvantage. Continued funding to prepare for the near doubling of the statutory entitlement to funded early learning and childcare hours will maximise the opportunity to ensure that all children in Scotland get the best possible start in life. Incorporation of the UN Convention on the Rights of the Child into law will ensure children and young people’s rights are protected and their views are heard. Continued investment in the delivery of the Scottish Attainment Challenge will ensure that the progress made in embedding the principle of equity in schools will continue to maximise the life chances of children and young people from the most deprived backgrounds. The Higher Education Student Support (HESS) budget provides bursaries and access to student loans and free tuition in order to support young people and adult learners to access educational opportunities and support entry to future employment. The Skills and Training budget will ensure that our investment in skills and training supports the ambitions of the Young Person’s Guarantee.

Portfolio Contributions to National Outcomes

Primary

 Education

 Children and Young People

Secondary

 Poverty

 Economy

 Communities

 Fair Work & Business

 International

 Human Rights

 Health

Key Human Rights

- Right to education
- Right to freedom of thought, conscience and religion
- Right to an adequate standard of living, including right to protection against poverty and social exclusion

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	levels of wellbeing during the pandemic than better off families in Scotland. Children from disadvantaged backgrounds have had less access to resources for home learning as well as school services important to their wellbeing, and report less teaching and home learning time during school closures. A key risk as a result of COVID-19 is that the poverty-related attainment gap grows because direct face-to-face school-based learning and teaching has reduced.	year, including over £120 million in Pupil Equity Funding to be distributed to 97% of schools. The Scottish Government continues to invest in the national online learning environment, Glow and support for digital learning and teaching. Glow, which is freely available to all learners and teachers in Scotland, provides free access to a range of online tools and services.	provide additional support for remote learning. Over £37 million in additional funding to local authorities to support the continued provision of free school meals during the period of school closures in March to June 2020 and in school holidays. This support has continued throughout more recent schools closures also. In March 2020, we invested £25 million in devices and connectivity for school-aged learners. In addition, the further £45 million announced in January to support remote learning can be used flexibly by councils to purchase additional devices or connectivity, as well as additional staff or other measures of family support.		quiet space to study, and parental guidance – in relation to pupils from more and less disadvantaged backgrounds. ⁴ The Equity Audit was implemented to deepen our understanding of the impact on children from disadvantaged backgrounds, and set clear areas of focus for accelerating recovery. It includes a detailed analysis of the available research and a deep dive into 52 schools and communities across Scotland. ⁵

4 <https://www.suttontrust.com/wp-content/uploads/2021/01/School-Shutdown-Covid-19.pdf>; <https://ifs.org.uk/uploads/R178-Family-time-use-and-home-learning-during-the-COVID-19-lockdown-1.pdf>; <https://fas.nfer.ac.uk/schools-responses-to-covid-19-pupil-engagement-in-remote-learning/>

5 <https://www.gov.scot/resources/documents/2021/02/Equity-Audit-2021-22.pdf>; <https://www.gov.scot/resources/documents/2021/02/Equity-Audit-2021-22.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
<p>Socio-economic disadvantage</p>	<p>Young people (16-19) from more deprived backgrounds are less likely to be participating in education, employment or training than those from the least deprived backgrounds.⁶</p> <p>People from the most deprived communities (SIMD20) are also underrepresented at universities. Young people from more deprived backgrounds face a range of financial barriers to entry and attainment, and more typically require student support and bursaries. These challenges intersect with protected characteristics and with care experience status.</p>	<p>This budget continues to focus on improving the job prospects of young people facing barriers to employment and workforce development. Through Developing the Young Workforce (DYW), we are committed to improving outcomes for those who experience difficulty engaging with education and with the labour market, such as those from care-experienced backgrounds and disabled young people.</p> <p>The Flexible Workforce Development Fund (jointly funded with the Economy, Fair Work and Culture (EFWC) portfolio) provides opportunities for upskilling the existing workforce for Scotland's UK Apprenticeship levy-paying employers. In this academic year, funding increased from £10 million to £20 million.</p> <p>Funding for the Education Maintenance Allowance (£25 million) provides a £30 per week payment to 16-19 year olds from low income households to overcome financial barriers to stay in school, college, or access employability support.</p> <p>Through funding of £230 million to Skills Development Scotland (SDS), we continue to ensure apprenticeship opportunities are open to all.</p>	<p>In addition to our existing education, employability and skills support for young people, we have also provided additional funding for the Young Person's Guarantee, employability and skills. This will build on last year's investment, which provided additional college places, new pathways to apprenticeship, specialist pre-employment support to vulnerable 16-17 year olds and 300 new school co-ordinator roles to build the capacity of DYW.</p> <p>SDS's budget also includes funding to supplement commitments in the EFWC portfolio to continue the National Transition Training Fund (NTTF) into 2021-22. The NTTF was set up to support individuals who have been made unemployed or who are at risk of redundancy as a result of COVID-19 to</p>		<p>Coronavirus (COVID-19): impact on fair access to higher education - interim report - gov.scot (www.gov.scot)</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	<p>Scotland's colleges play a vital role in improving the lives of all children and young people in Scotland, as well as ensuring, whatever their background, they are able to reach their full potential. The college resource budget (over £675 million) funds a variety of activity, including college teaching and funding college bursaries, and childcare and discretionary (hardship) funds. These funds enable disadvantaged learners to participate in further education and access opportunities to upskill and gain qualifications.</p> <p>This budget continues to drive forward our widening access programme, which supports our ambition that a child born today in one of our most deprived communities will have the same chance of attending university as those from our least deprived communities.</p> <p>The HESS budget (around £1.4 billion) provides bursaries and access to student loans and free tuition for all eligible Scottish undergraduate students studying in Scotland, in order to support young people and adult learners to access educational opportunities and support entry to future employment. Free tuition benefits over 120,000 undergraduates each year studying in Scotland, contributing to the delivery of fair access. The bursary and grants budget helps to support specific groups, including providing a minimum income guarantee of £7,750 per year in bursaries and loans to support students from the lowest income</p>	<p>retrain towards jobs where there is projected to be demand.</p> <p>We have responded to student hardship during the pandemic with emergency funding of £5 million provided in April 2020, brought forward the release of £11.4 million Higher Education (HE) discretionary funds to support students over the summer months and provided a further £5 million in additional hardship support in January 2021.</p>		See above.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	households. Additional support is made available for care-experienced and disabled students, and childcare support for student parents.	See above.		See above.
Age	<p>Young people have been particularly impacted by the COVID-19 mitigation measures. Research has reported negative impacts on self-reported mental wellbeing for older children and students.</p> <p>As a result of COVID-19 restrictions, young people who are students have had their skills, learning and development disrupted, which poses challenges for attainment, career progression, and longer-term participation in education, employment or training. Economic recovery from COVID-19 is expected to be fragile and gradual, and those young people leaving</p>	<p>This budget continues to support children and young people in the most vulnerable situations in our society, who may have been significantly affected by the detrimental impact of COVID-19 on inequality.</p> <p>As above, this budget:</p> <ul style="list-style-type: none"> • provides funding for SDS to continue to ensure that apprenticeship opportunities are open to all • funds college bursaries and childcare and discretionary (hardship) funds that enable disadvantaged learners to participate in Further Education (FE) and access opportunities to upskill and gain qualifications • invests in improving outcomes for those young people who experience difficulty engaging with education and with the labour market through the Young Person's Guarantee, DYW and other employability and skills programmes <p>In delivering the Guarantee, we are working in partnership with local authorities, the third sector, colleges and universities, SDS and DYW networks to ensure all young people are able to access support, helping them into work.</p>	<p>The Scottish Government and SOLACE have jointly established a Children and Families Collective Leadership Group to consider the impacts of the pandemic on children, young people and families especially those in the most challenging circumstances, and the actions that need to be taken by local and national government in response. The Group has developed a vision and blueprint for holistic family support which underpins an initial investment of £4 million by the Scottish Government into the Promise Partnership Fund to support early intervention and prevention work.</p> <p>The additional funding into the Young Person's Guarantee, employability and skills will underpin a cross-government approach</p>		<p>To date, Scottish research has consistently found a more negative impact of COVID-19 on self-reported mental wellbeing for older children, compared with younger children.⁷</p> <p>The proportion of students who have reported poor mental health and wellbeing, and low life satisfaction, has increased since the start of the pandemic. Evidence also suggests that younger people are at greatest risk of loneliness resulting from COVID-19 restrictions than the general population.⁸</p>

7 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020](#); [Coronavirus \(COVID-19\): impact on children, young people and families - evidence summary October 2020](#)

8 <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/bulletins/coronavirusandlonelinessgreatbritain/latest#who-is-feeling-lonely>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	school or graduating from university during the pandemic are likely to be particularly affected.	<p>Advancing equality and inclusion, and working to eliminate discrimination is a fundamental component of the Guarantee. We are working with delivery partners to take action that will support young people who face barriers in being able to participate and progress within education, skills and employment to access the most appropriate support and opportunities to enable them to achieve their potential. This includes, but is not limited to minority ethnic young people, young disabled people, young women, young LGBTI+ people, young care leavers and young people from lower socio-economic backgrounds.</p> <p>This includes working with partner organisations from across the public, private and third sectors, alongside young people to develop an equality action plan. It will set out the specific activities we will take to ensure the Guarantee achieves its equality ambitions. We anticipate the plan will be published in spring 2020.</p>	<p>to support our longer-term aims of ensuring that education and skills programmes prepare our young people for jobs that contribute to our future economic priorities for Scotland and directly improve outcomes for those young people who have been disproportionately affected by the pandemic. Investment in Scotland's colleges through the Guarantee in 2020-21 provided additional places to Student Awards Agency Scotland to enable students who commence training in this current financial year to complete their studies to the end of the academic year. The further investment in the Guarantee will continue to build upon this.</p> <p>Funding for SDS also supports our response to the COVID-19 pandemic through delivery of programmes such as the NTTF and enhanced Adopt an Apprentice Scheme and the skills aspect of our transition to net zero.</p>		<p>Young people have historically been hardest hit by recessions and the longer-term consequences of these. They are typically the first to lose jobs, are less likely to be recruited into new jobs, and experience a 'scarring effect' – an acute long-term pay squeeze over a number of years following an economic shock.⁹ Young people with degree-level qualifications are not exempt from this 'scarring effect'.</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	Younger mothers are more likely than older mothers to give up work after having a child and not to have returned by the time their child is aged five. ¹⁰	<p>As described under socio-economic disadvantage, this budget:</p> <ul style="list-style-type: none"> • includes funding to support the delivery of commitment to the expansion of ELC – the ELC expansion presents further opportunity to enable more women, including young mothers, to work, train or study • invests in improving outcomes for young people who experience difficulty engaging with education and with the labour market through the Young Person’s Guarantee, DYW and other employability and skills programmes • provides funding for SDS to continue to ensure that apprenticeship opportunities are open to all • funds college bursaries and childcare and discretionary (hardship) funds. 	<p>As highlighted above, SDS also supports our response to the COVID-19 pandemic through delivery of programmes such as the NTTF.</p> <p>We remain committed to tackling pregnancy and maternity discrimination in the workplace and encourage all employers to comply with relevant employment and equalities legislation as well as the Scottish Government’s Fair Work policies. We will be continuing to promote Fair Work policies and advice, prepared by organisations represented on the Pregnancy and Maternity Discrimination Working Group, to employers, including those who are supporting the delivery of the Young Person’s Guarantee, to ensure best practice on the recruitment, retention, and support of pregnant employees and working mothers.</p>		
Disability	Differences in attendance and attainment between pupils with disabilities	Funding for Equalities, Inclusion and Additional Support for Learning includes funding to Grant Aided Special Schools and for the implementation of additional	An additional £1 million was made available for Grant Aided Special Schools due to the impact		Pupils with additional support needs have higher exclusion rates

10 [Growing Up in Scotland: Patterns of Maternal Employment and Barriers to Paid Work.](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	<p>and their peers are found for school pupils.</p> <p>The emerging evidence base around the impact of COVID-19 suggests that young people with additional support needs and disabilities are among the groups most negatively affected by the pandemic, due to school closure and the lack of access to therapeutic and other support.</p>	<p>support for learning.</p> <p>This budget continues to provide additional support to education authorities by investing an additional £15 million each year to further enhance capacity in education authorities and schools to respond effectively to the individual needs of children and young people.</p> <p>We continue to invest in the Family Fund Trust, which provides rapid response small grants to families with severely disabled children.</p> <p>Through DYW, we provide funding to ENABLE Scotland to ensure in-school support is offered to young people with learning disabilities who are less likely to transition into a positive labour market destination.</p>	<p>of COVID-19. The additional funding is to support the practical and physical adjustments they have had to make since March 2020 based on COVID-19 advice and guidance in order to continue supporting the health and wellbeing of children and young people with complex additional support needs.</p> <p>More recently, the approach to continue to open schools for vulnerable pupils and children of keyworkers will benefit children and young people with additional support needs due to continued access to support and maintenance of their relationships with school and other staff.</p>		<p>from school than other pupils.¹¹</p> <p>There is also an attainment gap between children with additional support needs and their peers.</p> <p>During the COVID-19 pandemic, research underlines that families affected by disability continue to struggle to access support services.¹²</p>
	<p>College courses (both FE and HE) and Modern Apprenticeships taken by disabled students are less likely to be successfully completed than those taken by non-disabled students.¹³</p>	<p>Alongside HESS free tuition support described above, the bursary and grants budget helps to support specific groups. The Scottish Government provides additional financial support for eligible disabled students to support access to HE.</p> <p>Delivered through their Scottish Government funding, SDS Equality</p>	<p>Recognising the challenging circumstances for employers as a result of COVID-19 and the impact on opportunities for young people, £15 million has been provided in 2020-21 for a new Apprenticeship Employer</p>		

11 [Summary statistics for schools in Scotland no. 10: 2019 edition - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/summary-statistics-for-schools-in-scotland-no-10-2019-edition/pages/10.aspx)

12 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020](#); [Coronavirus \(COVID-19\): impact on children, young people and families - evidence summary October 2020](#)

13 [Colleges in Scotland statistical report 2018](#) ; [Modern Apprenticeship Statistics](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	<p>Between 2014 and 2019, the employment rate for young disabled people has been between 15.4% and 21.4% below that of the employment rate for all young people.</p> <p>The employment rate for young disabled people appears to be more vulnerable to economic downturns and shocks, suggesting COVID-19 will have an additional impact on this group.</p>	<p>Action Plan for Apprenticeships has a focus to increase the number of disabled people, minority ethnic groups and care leavers entering Apprenticeships. Enhancements are offered for Modern Apprentices with a Disability up to age 29.</p> <p>As noted above, through the Guarantee and DYW, we are committed to improving outcomes for those who experience difficulty engaging with education and with the labour market, including disabled young people.</p>	<p>Grant that will provide £5,000 for employers taking on or upskilling a 16 to 24 year old apprentice, and for those aged up to 29 years who are disabled, care leavers and from minority ethnic groups.</p>		
Gender Reassignment	<p>Existing research suggests that transphobic bullying remains a problem in schools, although there is a lack of robust evidence in relation to discrimination against trans individuals in education.¹⁴</p>	<p>This budget supports the implementation of “Health and Wellbeing” across the curriculum including relationships and sexual health, and provides national support for a range of projects promoting positive relationships, behaviour and engagement in schools and the national anti-bullying service.</p>			<p>Research on young people’s experience of prejudice-based online comments indicated that 26% of young people responding to the survey saw prejudice-based posts, comments or attitudes online since the lockdown began which related to transphobia.</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	<p>Women continue to be more likely to be primary carers for children, which can restrict the type of work and working patterns they can take up. Typically, higher-paid jobs and career progression often come with less flexibility.¹⁵</p> <p>Evidence suggests that with school and nursery closures in response to COVID-19, housework and childcare has fallen more on women than men, which may make it harder for them to maintain or take on employment.¹⁶</p>	<p>As above, this budget includes funding to support the delivery of commitment to the expansion of ELC. The ELC expansion presents further opportunity to enable more women to work, train or study, and help to close the gender-related pay gap, while broader policies in other portfolios such as the Gender Beacon collaborative, the 'What Works' centre for gender equality and work to promote fair and inclusive workplaces all aim to shift broader gender stereotypes around work and caring.</p>			<p>There is evidence mothers have been around twice as likely to take unpaid time off work to look after children as fathers as a result of school closures during the pandemic.¹⁷</p>
Race	<p>Differences in attendance and attainment between different ethnic groups are found for school pupils.</p>	<p>As above, this budget continues to invest in the Scottish Attainment Challenge, which is intended to be inclusive. Targeting resources, through the Attainment Scotland Fund, to children and young people is expected to have a positive impact on the lives of children and young people affected by poverty, including those in the equality groups.</p>	<p>DYW are now funding a pilot initiative with Intercultural Youth Scotland in which IYS will engage with four schools across Glasgow and Edinburgh to provide support to young people of visible minority ethnicities.</p>		<p>Asian - Chinese school leavers are most likely to have one or more SCQF Level 6 or better, while White school leavers the least likely to.¹⁸ Gypsy/ Traveller pupils have lower</p>

15 [Gender Pay Gap Action Plan: Analytical Annex](#)

16 See for example: <https://www.resolutionfoundation.org/app/uploads/2019/10/Risky-business.pdf>; <https://www.ifs.org.uk/uploads/BN290-Mothers-and-fathers-balancing-work-and-life-under-lockdown.pdf>

17 [Mothers on the lowest incomes are nine times more at risk of losing their job due to school closures in the UK - Womens Budget Group \(wbg.org.uk\)](#)

18 [Attainment, Leaver Destinations and Healthy Living: Summary Statistics](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	See above.	See above.	See above.		school attendance, higher exclusion rates, and lower attainment rates than pupils of other ethnicities. ¹⁹
	<p>Some minority ethnic groups are less likely to have a degree level qualification.</p> <p>Data suggests lower than average uptake of Modern Apprenticeships amongst people from minority ethnic backgrounds.</p>	<p>Funding for student support includes the work of the Commissioner for Fair Access, the Student Support Review, Equally Safe in Colleges and Universities, mental health projects and research or legal costs relating to student support or widening access.</p> <p>Alongside HESS free tuition support described above, the bursary and grants budget helps to support specific groups.</p> <p>Delivered through their Scottish Government funding, SDS Equality Action Plan for Apprenticeships has a focus to increase the number of disabled people, minority ethnic groups and care leavers entering Apprenticeships.</p> <p>In addition to the objectives above, through the Guarantee and DYW we are also working on addressing issues around structural racism and are exploring training opportunities to develop delivery staff awareness around issues of discrimination and inequality.</p>	<p>Recognising the challenging circumstances for employers as a result of COVID-19 and the impact on opportunities for young people, £15 million has been provided in 2020-21 for a new Apprenticeship Employer Grant that will provide £5,000 for employers taking on or upskilling a 16 to 24 year old apprentice, and for those aged up to 29 years who are disabled, care leavers and minority ethnic.</p>		<p>At a UK level, there is a significant ethnicity attainment gap among first degree students, with 80% of White students receiving a first/2:1 in 2017-18 compared with 66% of students of visible minority ethnicities.²⁰</p> <p>Since 2014, the proportion of Modern Apprenticeship starts from a minority ethnic background has been consistently below the population share.</p>
Sex	Differences in levels of development and attainment between boys and girls are	As above, this budget includes funding to support the delivery of commitment to the expansion of ELC and continues to invest in the Scottish Attainment Challenge.			A gap in cognitive and behavioural development between boys and

¹⁹ [Improving Educational Outcomes for Children and Young People from Travelling Cultures](#)

²⁰ [Equality in Higher Education: Students Statistical Report 2018](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	found in the early years and continue for school pupils. Young women also continue to be more likely to enter positive destinations than young men.	Delivered through their Scottish Government funding, the SFC Gender Action Plan includes the overall ambition that by 2030 no college or university subject will have a gender imbalance of greater than 75% of one gender; and that the proportion of men studying at undergraduate level at university will be at least 47.5%.			girls is apparent before children attend school. ²¹ A higher proportion of girls than boys achieved the expected CfE levels across all organisers and all ages during the school years. ²² Females continue to outperform males at SCQF Levels 4 to 6 or better. ²³
	Gender differences in subject choice are evident throughout school, in apprenticeships, and in further and higher education. ²⁴ These are both causes and effects of wider gender stereotypes about the skills and abilities that women and men have and can best contribute to society and the economy, and produce gender segregated labour markets.	As noted above, the SFC Gender Action Plan includes the overall ambition that by 2030 no college or university subject will have a gender imbalance of greater than 75% of one gender; and that the proportion of men studying at undergraduate level at university will be at least 47.5%. Alongside HESS free tuition support, and funding on student support described above, the bursary and grants budget helps to support specific groups. Delivered through Scottish Government funding, SDS Equality Action Plan for Apprenticeships also aims to tackle apprenticeship areas where there are			Across HE and FE, men are the majority of students on courses that provide qualifications that typically lead to higher paying jobs in higher paying industries. Conversely, women are the majority of students on courses that typically lead to lower paying jobs

21 [Scottish Study of Early Learning and Childcare - ELC leavers: phase 2 report](#) ; [Scottish Study of Early Learning and Childcare - three-year-olds \(phase 3\)](#)

22 [SQA Statistics 2019](#)

23 [Attainment, Leaver Destinations and Healthy Living: Summary Statistics](#)

24 [Achievement of Curriculum for Excellence \(CfE\) Levels 2018-19](#) ; [SQA Statistics 2019](#) ; [Foundation Apprenticeships Progress report March 2020](#) ; [Modern Apprenticeship Statistics](#) ; [Equality in Higher Education: Statistical Report 2020](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	<p>These gender imbalances are shaped by wider social perceptions, for example, about caring roles and what type of work is appropriate for men and women. A gender-segregated qualifications pipeline is produced which shape the gender balance of certain sectors and workforces.</p>	<p>gender imbalances, for example, women in science, technology, engineering and maths and men in childcare-related apprenticeships.</p> <p>As noted above, through the Guarantee and DYW, we are committed to improving outcomes for those who experience difficulty engaging with education and with the labour market, such as young women undertaking qualifications and careers in STEM.</p>			<p>in lower paying industries.</p> <p>While women are the majority of students undertaking degree-level qualifications at university, the higher rate of degree-level qualifications does not translate to higher on average earnings for women when entering the labour market.</p> <p>Since 2014, the proportion of Modern Apprenticeship frameworks that have a gender imbalance of 75:25 or worse has been between 73% and 68%.</p>
Sexual Orientation	<p>Evidence suggests that LGB pupils may be particularly likely to experience bullying at school.²⁵</p>	<p>As described under Gender Reassignment, this budget includes support for implementation of 'Health and Wellbeing' across the curriculum including relationships and sexual health, and provides national support for a range</p>			<p>36% of young people who responded to an online survey indicated that they had seen</p>

25 [Is Scotland Fairer? ; National LGBT Survey: Research report](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sexual Orientation	Research has found that LGBT young people experienced higher levels of online bullying and lower levels of mental wellbeing during the pandemic compared with heterosexual young people. ²⁶	of projects promoting positive relationships, behaviour and engagement in schools and the national anti-bullying service.			prejudiced-based posts, comments or attitudes online related to homophobia. ²⁷

²⁶ [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020 ; https://www.tiecampaing.co.uk/s/TIE-ONLINE-IN-LOCKDOWN-REPORT-9s5p.pdf](https://www.tiecampaing.co.uk/s/TIE-ONLINE-IN-LOCKDOWN-REPORT-9s5p.pdf)

²⁷ <https://www.tiecampaing.co.uk/s/TIE-ONLINE-IN-LOCKDOWN-REPORT-9s5p.pdf>

ENVIRONMENT, CLIMATE CHANGE AND LAND REFORM PORTFOLIO

Purpose of Portfolio Budget

The Environment, Climate Change and Land Reform (ECCLR) portfolio is responsible for protecting and enhancing Scotland's environment; leading action to tackle the global climate change emergency; driving forward land reform; and investing in policy-relevant research. Our work will become increasingly important as we seek recovery from the COVID-19 pandemic concentrating on a green economic recovery, and supporting access to a natural environment and healthy ecosystems that can aid wellbeing.

Key strategic priorities for this portfolio:

- Tackling twin challenges of biodiversity loss and climate change.
- Transition to net zero emissions of all greenhouse gases in Scotland by 2045.
- Transition to a low carbon society, reducing waste and progressing circular economy.
- Green economic recovery from COVID-19, with emphasis on green jobs/workforce and the natural economy.
- Improving quality of air, land, seas and fresh water.
- Improving the way that land and sea is owned, used and managed.
- Ensuring a just transition (avoiding negative impacts on any group and ensuring opportunities are equally available to everyone).

Summary of Impacts on Equality of Outcomes

The ECCLR portfolio offers opportunities to contribute to further advancement of equality of outcomes. Where there is a risk of any negative impacts for disadvantaged groups due to the spending decisions identified in this budget, these have been addressed in the Equality Impact Assessment (EQIA) and Fairer Scotland Duty Assessment (FSDA) processes.

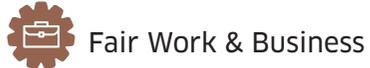
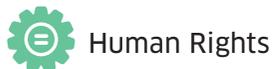
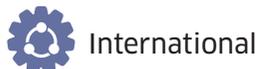
Access to green and blue space has become all the more important for communities the past year, in light of the COVID-19 pandemic. Ensuring that everyone can access good quality outdoor space, and barriers to outdoor space facing certain groups are tackled, is all the more pressing as restrictions continue into 2021. There are a number of key initiatives that seek to do this.

COVID-19 has had highly specific impacts for employment, industries and communities covered by the ECCLR portfolio (including seafood, fisheries, environment and other nature-based jobs). There is emerging evidence that COVID-19 has exacerbated some pre-existing inequality in rural/coastal areas, affecting groups experiencing socio-economic disadvantage, migrant workers and women.¹ The additional challenge of EU Exit further impacts on disadvantaged groups.

The focus on green economic recovery aims to overcome the challenges brought by COVID-19 and EU Exit in an inclusive way. This includes the implementation of the Climate Change Plan update, which includes nature-based solutions and the Blue Economy Action Plan. These are both collaborative initiatives across the Scottish Government that place nature at the heart of securing the green recovery from COVID-19 and a just transition to net zero. The Just Transition Commission was set up to advise ministers on a fair transition to a climate-neutral Scotland, and to ensure that the policy and budget directions chosen as we transition to net zero carbon emissions benefits all of Scotland's communities and does not have direct or indirect negative impacts on any particular group or community.

Investment in peatlands, flood risk management and carbon reduction have increased. This investment will help to tackle the twin challenges of biodiversity loss and climate change, benefiting disadvantaged groups at greatest risk of adverse impacts.

1 <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2020/09/the-impacts-of-covid-19-on-equality-in-scotland/documents/full-report/full-report/govscot%3Adocument/Covid%2Band%2BInequalities%2BFinal%2BReport%2BFor%2BPublication%2B-%2BPDF.pdf>
<https://www.tandfonline.com/doi/full/10.1080/08920753.2020.1766937>

Portfolio Contributions to National Outcomes**Primary****Secondary****Relevant Human Rights**

- Right to protection of property
- Right to an adequate standard of living, including:
 - Right to adequate housing
 - Right to adequate food
 - Right to protection against poverty and social exclusion
- Right to a healthy environment, including:
 - Right to benefit from healthy ecosystems that sustain human wellbeing
 - Rights of access to information, participation in decision-making and access to justice

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	<p>Low income households are more likely to be negatively impacted and least likely to be able to adapt to or recover from negative impacts of air pollution and climate change (e.g. flooding).</p> <p>This is because people from lower income groups are less likely to own their own homes, may suffer fuel poverty, are less likely to have insurance cover, and may not be in a position to move house.</p>	<p>A number of investments will contribute to helping those from low income households to adapt or recover from air pollution, climate change and flooding. Of most importance are:</p> <ol style="list-style-type: none"> 1. The Climate Change Adaptation Programme 2019-2024, which sets out the approaches we will take to ensuring that the most vulnerable to climate change in Scotland are engaged, empowered and able to adapt to climate change. The Scottish Government continues to fund the Adaptation Scotland Programme to build capacity in Scotland's communities, businesses and public sector (£330,000 per annum as part of the climate change policy budget). 2. The Air Quality Capital Grant is sustained at £1 million and will support the implementation of the new Air Quality Strategy for Scotland, which will be published later in 2021, as well as implementation of the current strategy. 3. The Flood Risk Management budget supports work with partner organisations to reduce and raise awareness of flood risk. For example, we are working with the Scottish Flood Forum and stakeholders to deliver the Living with Flooding Action Plan, which promotes property flood 			<p>Mapping flood disadvantage Scotland - 2015 main report</p> <p>Climate ready Scotland - Second Scottish Climate Change Adaptation Programme - 2019-2024</p> <p>Scottish Climate Change Adaptation Programme: progress report 2020 - gov.scot (www.gov.scot)</p>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	resilience. Making homes more resilient will be of benefit to those groups that are most often affected by repeat flooding.			See above.
	Adults living in the most deprived areas are less likely to visit the outdoors than other people, and they are also less likely to live within a 5 minute walk of green spaces (although this has increased from 55% in 2016 to 62% in 2019).	<p>Within the Natural Resources budget, the Central Scotland Green Network (CSGN) budget is being protected. Working with local communities, it aims to improve the quality of publicly-owned green spaces for recreation and community use. This will help to tackle inequality by targeting improvements in the most deprived areas. Around 87% of Scotland's most deprived areas are located within the Central Scotland Green Network (CSGN) boundary. This equates to around 700,000 residents, reflecting 19% of the CSGN area's total population. The CSGN prioritises work with these communities to improve local environments and help tackle long-standing issues, such as health inequality.</p> <p>Nature Scot is funded from this budget to run projects that target green infrastructure funding in more deprived areas. This aims to improve the quality of the urban areas as part of place-making and involving local communities in projects.</p> <p>Funding for water environment restoration projects (funded by the Water Environment Fund) will make a difference by restoring urban rivers and creating good quality, accessible green space in the heart of our communities. Priority is given to projects in more deprived areas.</p>			Scottish Household Survey 2019 Scottish biodiversity strategy post 2020 statement Scotland's Forestry Strategy 2019 - 2029 Water Environment Fund

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	Climate change is increasingly perceived as an immediate and urgent problem, especially by young people. (Increased among adults aged 16 to 24, from 38% in 2013 to 69% in 2019). ² There are likely to be mental health implications for this group.	<p>Taking active steps to address the climate emergency, including implementation of the updated Climate Change Plan (published in December 2020) is an important way of tackling the concerns of young people. This includes the mental health consequences of increased stress and concern.</p> <p>The updated Climate Change Plan shows how, working with other parts of the Scottish Government, we will meet the more ambitious targets in the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019. The plan takes a co-ordinated approach across the Scottish Government in other policy areas, such as transport and energy. Funding for new initiatives will come from these budgets.</p>	<p>The Blue Economy Action Plan aims to maximise the opportunities offered by Scotland’s rich marine resources, to ensure an innovative, green recovery that meets climate change net zero targets, and encourages the development of a wellbeing economy.</p> <p>There is an increase in the zero waste budget to further develop the circular economy, reduce emissions and tackle the causes of climate change.</p>		
	Older people are more vulnerable to climate-related health risks, such as extremely hot and cold. ³	The updated Climate Change Plan will, over time lessen the impacts of climate-related health risks.			Report - Extreme heat in older-adults
Disability	<p>Approaches to recycling and waste reduction have implications for disabled people.</p> <p>The Deposit Return Scheme (DRS) EQIA highlights key issues relating to mobility,</p>		Improving the circular economy and zero waste continue to be budget priorities. The zero waste budget has increased, which aims to improve recycling, reduce emissions and deliver the circular economy that		<p>Deposit return scheme for Scotland - partial EQIA</p> <p>A Deposit Return Scheme for Scotland - final EQIA</p>

2 <https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2020/09/scottish-household-survey-2019-key-findings/documents/scotlands-people-annual-report-key-findings-2019/scotlands-people-annual-report-key-findings-2019/govscot%3Adocument/scotlands-people-annual-report-key-findings-2019.pdf>

3 <https://www.cdc.gov/disasters/extremeheat/older-adults-heat.html>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	<p>accessibility of return points and inclusive communication.⁴</p> <p>The Single Use Plastics Directive (SUPD) partial EQIA also highlights issues for disabled people if some plastic items faced market restrictions.</p>		<p>will help to meet climate change and environmental ambitions.</p> <p>The potential issues for disabled people were identified in EQIAs for the Deposit Return Scheme (DRS) and Single-Use Plastic Directive (SUPD) and have been taken into account in the design of the schemes. For example, in the final EQIA for the DRS, we have taken full account of the importance of accessibility in designing the scheme.</p>		<p>EU single use plastics directive consultation: partial equality impact assessment - gov.scot (www.gov.scot)</p>
	<p>People with existing health conditions are more vulnerable to the impacts of poor air quality.⁵</p>	<p>The implementation of the new Air Quality Strategy for Scotland will help to positively benefit those people with existing health conditions.</p>			<p>Cleaner Air for Scotland 2: consultation - gov.scot (www.gov.scot)</p> <p>Cleaner Air for Scotland 2: equalities impact assessment - gov.scot (www.gov.scot)</p>

⁴ <https://www.gov.scot/publications/deposit-return-scheme-scotland-summary-equality-impact-assessment/>

⁵ Doherty, R.M. Heal, M.R. O'Connor, F.M. Climate change impacts on human health over Europe through its effect on air quality. Environmental Health, Vol 16 (S1):33-44 2017:33

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	See above.	See above.			Doherty, R.M. Heal, M.R. O'Connor, F.M. Climate change impacts on human health over Europe through its effect on air quality. Environmental Health, Vol 16 (S1):33-44 2017:33
Gender Reassignment	No differential impacts identified at present.				
Pregnancy and Maternity	Pregnant people are more vulnerable to the impact of poor air quality.	The air quality investment applies here, as detailed above.			
	Pregnancy and maternity could be factors that discourage women from seeking a career in sea fisheries and aquaculture; e.g. facilities on board fishing boats are not always adequate for women, fishing requires overnight stays and long hours away from home on a fishing boat which creates challenges for pregnancy, maternity and childcare.	The policy and investments in Marine Scotland through the newly launched Future Fisheries Management Strategy aim to widen opportunities and tackle barriers for everyone (including women) to access roles in the fishing industry, on an equal basis, and to break down cultural assumptions of what work is acceptable for women to do. The issues and barriers specifically facing women's access to fishing boats due to pregnancy and maternity concerns will also be discussed by Marine Scotland with stakeholders in the development of policies and solutions developed.			Future fisheries: management strategy - 2020 to 2030 - gov.scot (www.gov.scot) Future fisheries management strategy 2020-2030 EQIA

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	People from minority ethnic groups are less likely to visit the outdoors (43% of White British visited the outdoors more often than once per week compared to 25% of other ethnic groups). ⁶		<p>There is increased investment in national parks. This includes Scotland's two national parks, Loch Lomond and The Trossachs (LLTNPA), and the Cairngorms (CNPA), which play an important role in rural economic development, recreation, sustainability and the conservation of natural habitats.</p> <p>Investing in visitor infrastructure in both national parks will help to ensure that as many people as possible can have positive experiences that benefit their physical and mental health.</p> <p>The Parks for All Initiative will continue to help those who face multiple barriers to visiting the outdoors (such as people from minority ethnic groups) to do so.</p> <p>The budget will enable the new CNPA Equalities Forum to be at the heart of decision-making to ensure that a Park for All is a key deliverable.</p>		Scottish Household Survey 2019

6 <https://www.gov.scot/publications/scottish-household-survey-2019-key-findings/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
<p>Race</p>	<p>See above.</p>		<p>LLTNPA will be increasing the education and outreach staff resource to lead to more people from diverse groups connecting with nature and building their skills for future green work.</p>		<p>See above.</p>
	<p>Marine industries, particularly seafood processing,⁷ but also commercial sea fisheries,⁸ rely on workers from other countries.</p> <p>There are issues around equal pay and fair treatment of workers on fishing boats. The demographic makeup of the workforce needs to be taken into account in designing policies affecting these industries.</p>	<p>Investments and policy developments through the Future Fisheries Management Strategy and the Blue Economy Action Plan will explore workforce issues and employment opportunities, skills, and training to tackle workforce shortages and widen job opportunities, especially in the context of EU Exit and COVID-19.</p> <p>Through the Future Fisheries Management Strategy, we will continue to press the UK Government for reforms to immigration rules in relation to non-EEA fishers to ensure appropriate employment right and fair pay, and to prevent cases of exploitation.</p>			<p>Employment in Scotland's Seafood Processing Sector: UK, European Economic Area and Non-European Economic Area Nationals (www.gov.scot)</p> <p>https://www.gov.scot/publications/scottish-sea-fisheries-employment-2015/pages/4/</p>
<p>Religion or Belief</p>	<p>No differential impacts identified at present.</p>				

7 [Employment in Scotland's Seafood Processing Sector: UK, European Economic Area and Non-European Economic Area Nationals \(www.gov.scot\)](https://www.gov.scot/publications/scottish-sea-fisheries-employment-2015/pages/4/)

8 <https://www.gov.scot/publications/scottish-sea-fisheries-employment-2015/pages/4/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	Nature-based sectors (covering agriculture, forestry, marine and fisheries) employ more men than women. ⁹	<p>Investments through the Future Fisheries Management Strategy aim to broaden employment opportunities and tackle barriers to equal participation in sea fisheries employment.</p> <p>Aquaculture is a key contributor to Scotland's rural economy and a significant provider of highly-skilled jobs, particularly in some of our remote, coastal communities. The Scottish Government is keen that equality plays a key role in economic growth and we continue to support Women in Scottish Aquaculture (WiSA) to promote women's career development at all levels and encourage more women to consider a job in the sector.</p>			<p>Nature Scot 2020 - Publication</p> <p>Scottish Aquaculture - opportunities - women-in-scottish-aquaculture</p> <p>Nature Scot have conducted a baseline analysis of nature-based jobs in Scotland, a vital first step to increase our understanding of opportunities and barriers facing the sector. The report calls for strategic action by a broad alliance of partners to support the growth of a diverse, gender-balanced and highly-skilled workforce. The Scottish Government will continue to work with Nature Scot to deliver this.</p>

⁹ In a sample of 708 people employed in the catching sector in 2018 only 1% were female Seafish, UK Seafood Processing Sector Labour Report, March 2018; https://www.nature.scot/sites/default/files/2020-12/Publication%202020%20-%20NatureScot%20Research%20Report%201257%20-%20Supporting%20a%20green%20recovery_%20an%20initial%20assessment%20of%20nature-%20based%20jobs%20and%20skills.pdf

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	Women often play a key role in supporting fishing businesses as partners/spouse of fishermen but this is often unpaid and not formally recognised, meaning that women's economic contribution may not be directly accounted for. ¹⁰	As detailed above, the Future Fisheries Management Strategy will look to promote further the role played by women in the fishing industry.			
Sexual Orientation	No differential impacts identified at present.				

¹⁰ The issue has been explored in academic literature e.g. Constructing Gender and Occupational Segregation: A Study of Women and Work in Fishing Communities; Yonadis, C. 2000 in Qualitative Sociology vol 23 no 3. A more recent ESRC funded study examines the role of women in fisheries <https://women-fisheries.com/> and <https://static1.squarespace.com/static/5b1101477e3c3a82885aed01/t/5e621d8db379015277a8e14e/1583488407284/WiF+Policy+Brief.pdf>

FINANCE PORTFOLIO**Purpose of Portfolio Budget**

The Finance portfolio is responsible for key functions of government around performance; public finances; fiscal policy; taxation; procurement; and digital strategy and digital economy. It is also responsible for the funding of Revenue Scotland; Scottish Fiscal Commission; Scottish Futures Trust; Scottish Public Pensions Agency; and Registers of Scotland - bodies which are arm's length from the Scottish Government and have separate statutory duties for reporting under the Equality Act 2010. This statement therefore covers core Scottish Government expenditure only.

The Finance portfolio co-ordinates an outcomes-focused approach across the Scottish Government and Scotland more widely, including through delivery of statutory responsibilities for the National Performance Framework (NPF) that support the focus set out in the NPF on 'creating a more successful country, with opportunities for all of Scotland to flourish, through increased wellbeing, and sustainable and inclusive economic growth'. The NPF has promoting equality at its heart and a National Outcome to respect, protect and fulfil human rights.

Summary of Impacts on Equality of Outcomes

Through alignment with Scotland's Economic Strategy and the NPF, the Finance portfolio will continue to promote and adhere to our ambitions for an equal and fairer Scotland.

Portfolio Contributions to National Outcomes

Primary

 Economy

 Fair Work & Business

 Poverty

Secondary

 Communities

 Environment

 International

 Education

Key Human Rights

- Right to an adequate standard of living, including:
 - Right to protection against poverty and social exclusion

Many of the functions within the Finance portfolio enable and co-ordinate action across the whole of the Scottish Government. The contribution to equality objectives is therefore delivered through our approach to policies and processes more than through direct interventions. The template structure was not appropriate for this portfolio but details have been provided below.

The Finance portfolio operating cost expenditure and staffing resources will continue to align closely with Scotland's Economic Strategy and the NPF, enabling and co-ordinating action across the Scottish Government. In 2021-22, there will be a focus on investment to respond to the impact of the COVID-19 pandemic and how it has exacerbated existing inequality. Spending will support positive interventions for people in disadvantaged groups across Scotland and assist in reducing existing inequality.

[Scotland's Wellbeing: The Impact of COVID-19](#)

Scottish Exchequer

The Scottish Exchequer enables and co-ordinates action across the whole of the Scottish Government to steward the NPF, develop tax and pay policy, and support development of the annual Programme for Government (PfG) and annual Scottish Budget. The contribution to equality objectives is therefore delivered through our approach to these policies and processes rather than through direct interventions.

We have worked to strengthen both the presentation and content of proposals in relation to equality and human rights within the [PfG](#). In addition to building a clear narrative around equality and human rights across the PfG, we also included a specific chapter on 'Outcomes, Equality and Human Rights'. We will work to identify lessons learnt and consider how we can further strengthen and advance equality and human rights in future PfGs.

The PfG process ensures that policy teams across the Scottish Government recognise how our required impact assessments (e.g. Equality Impact Assessment (EQIA), Strategic Environmental Assessment, Business and Regulatory Impact Assessment, Child Rights and Wellbeing Impact Assessment, Data Protection Impact Assessment, Fairer Scotland Impact Assessment, Island Communities Impact Assessment, and Human Rights Analysis) can best shape and improve our policies.

The Scottish Government's tax and spending plans seek to tackle inequality through the delivery of first-class public services and providing support for those who need it most. The Scottish Government is committed to delivering a successful economy that works for all of Scotland to create sustainable and inclusive growth, alongside reduced levels of inequality and poverty, with a commitment to progressive taxation.

Budgets have the potential to reduce barriers that people face and to promote equality. The Scottish Budget process assesses evidence of budget impacts in terms of equality (equality budgeting and gender budgeting); child poverty and socio-economic disadvantage (Fairer Scotland Duty Assessments); and human rights (human rights budgeting). This work is supported by the Equality Budget Advisory Group (EBAG), a non-statutory advisory group convened by the Scottish Government to help shape the Scottish Government's equality and human rights approach to the Scottish Budget by supporting a process of equality analysis. This ensures the equality and human rights implications of the Scottish Government's policy process are informing budgetary decisions, and that equality information presented in the Scottish Budget documents is clear. EBAG also seeks to support the mapping of the pathway between evidence, policy and spend and connections between the Scottish Budget, the NPF and the economic strategy.

An EQIA of the Public Sector Pay policy is undertaken annually. For 2021-22, this demonstrates that the restorative and progressive measures proposed in the policy can be seen to positively benefit lower paid staff. From the available data, there is a higher proportion of women, disabled people, individuals from minority ethnic groups, younger employees, or a combination of one or more of these protected characteristics, as well as part-time workers among lower paid employees. Therefore, the measures proposed in the Public Sector Pay policy protect these employees from pay restraint and, in many cases, provide a positive benefit – underpinning ministerial objectives for a wealthier and fairer Scotland.

In December 2020, the Scottish Government, along with our local government colleagues, published an analytical report on Scotland’s wellbeing, drawing together the impacts of COVID-19 on the National Outcomes. It shines a light on the unequal impacts that the COVID-19 pandemic is having across individuals and communities in Scotland, with existing inequality exacerbated by the virus itself and the related economic and social consequences of the actions taken to suppress the virus. The report is intended to support and inform decision-makers across all sectors in Scotland faced with having to make decisions in order to reset progress towards the National Outcomes in light of COVID-19.

[Programme for Government 2020-21](#)

[Scotland’s Wellbeing: The Impact of COVID-19 | National Performance Framework](#)

Tax

The Scottish approach to taxation is founded on the four principles of: efficiency; convenience; certainty; and proportionality to the ability to pay. These principles have been applied in developing and implementing tax policy. For example, the Scottish Government has taken a progressive approach to the Land and Buildings Transaction Tax (LBTT), protecting those purchasing their first home and supporting people as they progress through the property market.

The Scottish Government will continue to use the additional powers over Income Tax set out in the Scotland Act 2016 in a progressive manner, aiming to protect taxpayers on low incomes and raise revenue to fund high-quality public services for all. Analysis of Income Tax policy for the 2021-22 Scottish Budget found that almost 45% of adults in Scotland – 2 million individuals – will not pay Income Tax in 2021-22 as they will earn less than the Personal Allowance and they are therefore not directly affected by our Income Tax policy decisions. The analysis also shows that, taken together with changes in the UK-wide Personal Allowance, the Scottish Government’s Income Tax policy choices over the course of this Parliament (2016-17 to 2021-22) have been highly redistributive and protected low income earners. As average incomes are lower among people with some protected characteristics and those experiencing socio-economic disadvantage, this approach has a potential positive impact on equality.

Digital

The Digital Data and Technology (DDaT) Professions team have delivered a range of interventions, recruitment, and developing career pathways targeted at addressing equality issues focusing on the promotion of equality and diversity projects: developing a schools outreach programme aiming to encourage children from disadvantaged backgrounds into digital career pathways; a partnership with neurodiversity charity, Auticon, who conducted a review of DDaT’s processes and developed an improvement and training plan to ensure that each stage of the recruitment process was as accessible as possible for neurodiverse individuals. For example, this has included: supporting initiatives such as the Ada Lovelace Festival 2020 – an initiative focussed on encouraging more women and girls to pursue careers in computer science by hosting a DDaT workshop; and the Scottish Government and the Scottish Digital Academy, alongside ScotlandIS, will be launching an important cross-industry leadership development programme in spring 2021, aimed at aspirational women leaders in digital transformation roles. This unique programme, delivered by Empowering-You, will provide an opportunity for senior management in all sectors to invest in their emerging women leaders.

[Digital Inclusive recruitment for digital roles – a different way of thinking – Digital \(blogs.gov.scot\)](#)

[Empowering Women to Lead Digital Transformation – Scottish Digital Academy](#)

[Ada Lovelace Festival Scottish Government Workshop – ada.scot](#)

Procurement

Public procurement legislation is fundamentally non-discriminatory and requires public bodies to treat all bidders equally and without discrimination. Our policy is inclusive of all protected characteristics and gives buyers flexibility to consider specifics relevant to individual procurement projects. Our approach will continue to develop the sustainable procurement tools and guidance to help Scottish public sector buyers identify and pursue equality outcomes in relevant procurements. We will also contribute to the Scottish Government's approach to equality through public procurement, including race, disability and the gender pay gap to demonstrate the inclusive nature of our public procurement policy and activity.

The Sustainable Procurement Duty is an important element of the Procurement Reform (Scotland) Act 2014. It requires that before a contracting authority buys anything, it must think about how it can improve the social, environmental and economic wellbeing of the area in which it operates, with a particular focus on reducing inequality. We use this duty as a means of identifying opportunities to promote equality through public procurement. The duty is underpinned by the Sustainable Procurement Tools and supporting guidance, and aligns with Scotland's NPF and our purpose. We launched refreshed tools in June 2020 to help Scottish public sector buyers optimise the economic social, and environmental outcomes of their procurement activity.

[Sustainable procurement duty](#)

[Sustainable Procurement Tools](#)

[Supporting guidance](#)

Financial Management

Financial Management supports sound decision-making about the allocation of resources and manages associated specialist support for the organisation. Its work is focused on key statutory responsibilities, including the annual accounts; essential banking and payments services; and corporate reporting and governance. This includes oversight of the Scottish Budget, enabling resources to be used effectively across the whole of the Scottish Government to deliver policies and initiatives in line with the NPF.

In doing so, the directorate supports portfolios to fully assess spend and investment decisions to consider a wide range of outcomes and take account of value for money. This ensures that the financial planning, management and delivery of programmes improves outcomes, tackles inequality, and promotes good governance in accordance with the Scottish Public Finance Manual.

Digital Economy

We're continuing to invest in the digital economy, including funding of the Digital Inclusion and Skills Investment Plan and supporting those on low incomes to retrain into well-paid jobs in digital industries.

HEALTH AND SPORT PORTFOLIO

<p>Purpose of Portfolio Budget</p> <p>The overarching aims of the Health and Sport portfolio are to improve population health and tackle health inequalities. In the year ahead, the focus of the budget will be to lock in the positive developments that have arisen from the response of our health and social care sector to the COVID-19 pandemic, reforming services, and tackling underlying health and wellbeing inequalities.</p> <p>We will continue to prioritise funding to deliver a world-class public health system; strengthen our investment in primary and community health care services; continue to support the social care sector; improve population health through addressing drug, alcohol and substance abuse issues; and improve the mental health and wellbeing of the population.</p>	<p>Summary of Impacts on Equality of Outcomes</p> <p>The Health and Sport portfolio budget has the potential for significant positive impacts for people with protected characteristics and/or those experiencing socio-economic disadvantage. The budget also has the potential to mitigate existing inequalities. Spend on mental health; tackling alcohol, drugs, and substance misuse; and workforce; has all increased. All of these budget lines are likely to have a demonstrable impact in tackling inequalities and improving the population’s health.</p>
<p>Portfolio Contributions to National Outcomes</p> <p>Primary</p> <ul style="list-style-type: none">  Health  Human Rights  Children and Young People <p>Secondary</p> <ul style="list-style-type: none">  Communities  Economy  Poverty  Fair Work & Business  Education 	<p>Key Human Rights</p> <ul style="list-style-type: none"> • Right to the enjoyment of the highest attainable standard of physical and mental health • Right to an adequate standard of living, including housing, food, protection against poverty and social exclusion • Right to a healthy environment, including: <ul style="list-style-type: none"> ◦ Right to benefit from healthy ecosystems that sustain human wellbeing ◦ Right to access to information ◦ Right to participation in decision-making ◦ Right of access to justice

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	There is a big gap in life expectancy between the most and least deprived areas. The gap is roughly 13 years for males and around 10 years for females. This gap is bigger for healthy life expectancy: around 24 years for females and 23 years for males. ¹	<p>This budget continues to invest in areas that have a significant impact on healthy life expectancy. These include obesity, physical activity, smoking, drinking, and use of drugs. Although these key risk factors are found throughout the population, prevalence tends to be higher in more deprived areas so activity is targeted towards those areas.</p> <p>Specifically, the budget:</p> <ul style="list-style-type: none"> • Supports spend on alcohol and drug services (equivalent to £145.3 million in 2021-22). • Invests £1.5 million per annum to tackle tobacco-related issues. • Invests £5 million to help meet our challenging ambition to halve childhood obesity by 2030. The impacts of poor diet and being overweight are profound. They can affect not only health, but also our ability to lead happy, fulfilling lives. • Funds our Active Scotland Delivery Plan, which aims to reduce rates of physical inactivity among adults. 	Drugs and alcohol funding will be increased by £50 million compared to 2020-21.	Cutting the gap in life expectancy through addressing smoking would require significant increases in budgets, which is currently unaffordable. Mitigations have included working with service providers to ensure the maximum output can be achieved within existing budgets.	<p>Quarterly HAI statistics, last published on 6 October 2020</p> <p>SONAAR report, published on 17 November 2020</p> <p>What explains the spatial variation in COVID-19 mortality across Scotland? Public Health Scotland, published 30 September 2020</p> <p>NHS inform - Scottish health information you can trust NHS inform</p> <p>Scottish Health Survey - gov.scot (www.gov.scot)</p> <p>Drug Related Deaths in Scotland National Records of Scotland (nrscotland.gov.uk)</p> <p>Alcohol deaths National Records of Scotland (nrscotland.gov.uk)</p>

¹ <https://www.nrscotland.gov.uk/files//statistics/life-expectancy-areas-in-scotland/16-18/life-expectancy-16-18-publication.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	The gap between the most and least deprived areas for drug-related hospital admissions has increased in each of the last five years and it has almost tripled since the start of the time series in 1996-97. ²	While it is not possible to disaggregate total spend on alcohol and drug services, committed spend on alcohol and drug services totals £145.3 million in 2021-22. The alcohol and drugs funding is intended to target all groups but those who are disproportionately affected by drugs harm are likely to benefit most.	On 20 January 2021, the First Minister announced a major new commitment to tackling Scotland's drug death crisis. This includes significant new funding of £50 million per year for the next five years, together with new commitments around treatment and access to residential rehabilitation. A further £5 million is being allocated in this financial year to ensure work starts immediately.		Quarterly HAI statistics, last published on 6 October 2020 SONAAR report, published on 17 November 2020 Drug-related hospital statistics - Data & intelligence from Public Health Scotland (isdscotland.org)
	Between March and November 2020, after adjusting for age, people living in the most deprived areas were 2.2 times as likely to die with COVID-19 as those in the least deprived areas. ³	<p>In designing the policy and delivery model for testing as part of Test and Protect, we have considered the needs of different groups with protected characteristics and those from lower income households. For example, for those who may not have access to a car, a number of different testing routes are available: Regional Testing Sites; Mobile Testing Units; Walk-through Test Sites; and Home Test Kits.</p> <p>To support self-isolation, we provide practical and financial support to those who require it via the National Assistance Helpline and through outbound calls from local authorities to reach those who would otherwise fall through the net. This includes the funding of the delivery of</p>	The health budget includes £869 million of non-recurring COVID-19 consequential from HM Treasury in response to the ongoing costs of the pandemic - this covers Personal Protective Equipment; Test and Protect; reducing waiting times backlogs; and medicines and therapeutics.		Quarterly HAI statistics, last published on 6 October 2020 SONAAR report, published on 17 November 2020 What explains the spatial variation in COVID-19 mortality across Scotland? Public Health Scotland, published 30 September 2020

² <https://www.gov.scot/publications/long-term-monitoring-health-inequalities-january-2020-report/>

³ <https://www.nrscotland.gov.uk/files//statistics/covid19/covid-deaths-report-week-45.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.	free grocery boxes to people at highest clinical risk who are struggling to access or afford groceries.	See above.		COVID-19 Shielding Impact and Experience survey (Scotland) - COVID-19 data and intelligence - COVID-19 - Our areas of work - Public Health Scotland Upcoming Public Health Scotland evaluation of shielding in Scotland.
Age	In 2018, WEMWBS mean scores (measuring mental wellbeing ⁴) varied significantly by age, with scores decreasing between the youngest and the middle-age groups, and then increasing again in older-age groups. As in previous years, those aged 65-74 had the highest WEMWBS mean score (51.6) and those aged 35-44 had the lowest mean score (48.4). ⁵	The Mental Health Transition and Recovery Plan outlines the Scottish Government's response to the mental health impacts of COVID-19. It addresses the challenges that the pandemic has had, and will continue to have, on the population's mental health. The plan sets out actions to offset inequality in specific populations who may be disproportionately affected, as well as improving mental health outcomes at a population level.	The mental health budget has increased by £22 million in 2021-22. Further funding for the Transition and Recovery Plan will be provided from the £869 million COVID-19 funding outlined in the Scottish Budget.		

⁴ Higher WEMWBS scores mean better reported mental wellbeing.

⁵ <https://www.gov.scot/publications/scottish-health-survey-2018-volume-1-main-report/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	The risk of serious disease and death from COVID-19 increases with age and is also increased in those with a number of underlying health conditions. Between 16 March and 13 September 2020 there were 2,018 (23%) more deaths in the 85+ age group than on average per corresponding week over the previous five years. For this age group, 17% (1,834) of deaths involved COVID-19. ⁶	An age-based COVID-19 vaccination programme started in 2020. This will prioritise those with clinical risk factors as the risk of death from COVID-19 is very strongly linked with age, more so than any other factor.	COVID-19 vaccinations are being provided by the UK Government.		Quarterly HAI statistics, last published on 6 October 2020 SONAAR report, published on 17 November 2020
Disability	Glasgow Disability Alliance reported in their 'Supercharge' ⁷ report that 90% of disabled people were worried about their physical or mental health during the COVID-19 pandemic. These inequalities were pre-existing but have likely been exacerbated by the pandemic. For example, in 2018, a higher percentage of disabled adults in Scotland (39%) said that	The quality and improvement budget (over £32 million in 2021-22) includes funding for the provision of a National Residential Pain Management Programme in Scotland. This supports adults with complex pain needs. It also supports the implementation of the Neurological Care and Support Framework in Scotland 2020-2025, which aims to improve access to care and support for people with neurological conditions to enable them to live their lives well on their own terms.	<p>In 2021-22, we increased our package of investment in social care and health and social integration by a further £72.6 million, taking the total to £883 million. This includes an additional £28.5 million for the implementation of the Carers (Scotland) Act 2016.</p> <p>Additional COVID-19 funding has been provided to support the increase in volume of calls throughout the pandemic via ContactScotland-BSL.</p>		Neurological care and support: framework for action 2020-2025 - gov.scot (www.gov.scot) SNRPMP - Scottish National Residential Pain Management programme Quarterly HAI statistics, last published on 6 October 2020

6 <https://www.nrscotland.gov.uk/files//statistics/covid19/covid-deaths-report-week-37.pdf>

7 <https://gda.scot/wp-content/uploads/2020/09/GDA%E2%80%93Supercharged-Covid-19Report.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	they felt lonely some, most or all of the time in the preceding week compared with non-disabled adults (16%). Additionally, in 2018, those with a long-term limiting condition in Scotland were less likely to have participated in any physical activity or sport in the last four weeks (39% compared to 87% of those with no condition).	The budget also provides funding to: <ul style="list-style-type: none"> • Support improvements in adult social care • Ensure adults at risk of harm are supported and protected • Deliver the See Hear strategy, ensuring children and adults with a sensory loss are supported • Deliver the contactScotland Service – supporting British Sign Language (BSL) users to access healthcare services, and stay connected with family and friends. 	See above.		SONAAR report, published on 17 November 2020
	Of those who died with COVID-19 between March and August, 92% had at least one pre-existing condition. Many of these people will have considered themselves disabled. ⁸	See above reference to actions being taken to support those most vulnerable to COVID-19.	See above reference to £869 million of non-recurring COVID-19 consequential from HM Treasury.		Deaths involving coronavirus (COVID-19) in Scotland
Gender Reassignment	Results from a survey conducted with 402 LGBT young people aged 11-19 in 2016-17 (Stonewall Scotland, 2017) found that 96% of transgender young people had deliberately harmed themselves at some point, and 43% had at some point attempted to take their own life.	See above reference to the Mental Health Transition and Recovery Plan.	See above reference to the increased mental health budget.		Coronavirus (COVID-19): mental health – transition and recovery plan – gov.scot (www.gov.scot)

⁸ <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/articles/coronaviruscovid19relateddeathsbydisabilitystatusenglandandwales/2marchto14july2020>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	More than 1 in 10 women develop a mental illness while pregnant or within one year of giving birth. ⁹	Recruitment to mental health nursing has been highlighted as priority post-COVID-19 – increased spend will be captured as part of the increased Nursing and Midwifery bursary as well funding to Scottish Funding Council to cover higher education tuition and teaching. It will include additional places to train pre-registration mental health nurses which will support these patients over the longer-term.			Rapid review of the impact of COVID-19 on mental health – Publications – Public Health Scotland Births in Scottish Hospitals 24 November 2020 – Data & intelligence from PHS (isdscotland.org)
	In the UK the death rate for Black women in childbirth is five times higher than for White women. ¹⁰	<p>Funding from this Scottish Budget has allowed key initiatives, including implementing the Best Start Programme, and increasing the number of midwifery students. These initiatives have, in turn, improved outcomes for all women, especially women with additional needs in pregnancy.</p> <p>One of the key pillars of the Best Start Programme is the introduction of continuity of midwifery and obstetric care for pregnant women, which will lead to significantly improved outcomes for both mother and baby. The next phase of The Best Start implementation will focus specifically on rolling this out for women with multiple complex social needs, and minority ethnic women. Funding will be focused on supporting that work in 2021-22.</p>	<p>The Scottish Budget for 2021-22 is seeking additional funding to promote specific work in NHS Boards to strengthen services for women from minority ethnic groups and women experiencing socio-economic disadvantage.</p> <p>£9 million will be spent on the implementation of the Best Start Programme.</p>		Saving lives, improving mothers' care report. MBBRACE-UK. Characteristics and outcomes of pregnant women admitted to hospital with confirmed SARS-CoV-2 infection in UK: national population based cohort study The BMJ

9 <https://maternalmentalhealthalliance.org/about/the-issue/>

10 https://publications.parliament.uk/pa/jt5801/jtselect/jtrights/559/55906.htm#_idTextAnchor018

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	See above.	Further to this, implementation of the upcoming Midwifery Workforce Review will enhance the midwifery workforce to support provision of best maternity care possible for Scotland.	See above.		Clinical manifestations, risk factors, and maternal and perinatal outcomes of coronavirus disease 2019 in pregnancy: living systematic review and meta-analysis - September 2020 MBRRACE-UK Perinatal Confidential Enquiry: Stillbirths and Neonatal Deaths in Twin Pregnancies
Race	Prevalence of some health conditions is known to be higher in certain ethnic groups, for example Type 2 diabetes is six times more likely in people of South Asian descent and type 2 diabetes is three times more likely in African and Afro-Caribbean people. ¹¹	<p>The weight management budget invests £5 million in improving, expanding and increasing access to weight management services for people with, or at risk of, type 2 diabetes, or with prediabetes. It also extends access to weight management services to everyone living with obesity.</p> <p>COVID-19 has been disproportionately harmful to people living with diabetes or with excess weight. This investment presents opportunities to focus on people at risk of severe COVID-19, including as a result of their ethnicity, and to work with minority ethnic groups to develop culturally-competent interventions.</p>	Funding for weight management in 2021-22 has been maintained at the 2020-21 level.	<p>Deprivation is closely linked to the risk of excess weight and type 2 diabetes.</p> <p>No reductions are planned but there is a significant risk that any reductions would increase existing inequality.</p>	Quarterly HAI statistics, last published on 6 October 2020 SONAAR report, published on 17 November 2020

11 <https://www.diabetes.co.uk/references.html#1>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	In Scotland, deaths from 12 March - 14 June 2020 amongst people in the South Asian ethnic group were almost twice as likely to involve COVID-19 as deaths in the White ethnic group, after accounting for age group, sex, area-level deprivation and urban rural classification. ¹²	<p>The creation of the expert reference group is one of the five key actions being taken forward by the Scottish Government in response to the impact of COVID-19 on minority ethnic communities. The other four actions are:</p> <ul style="list-style-type: none"> • an ongoing programme of work to understand the data in relation to any disproportionate risks and impacts on minority ethnic groups; • the publication of workplace assessments to ensure that minority ethnic staff working in health and social care settings receive the support they need; • a targeted marketing campaign ran throughout May 2020, to ensure minority ethnic communities received core public health messages in accessible formats; and • direct engagement with minority ethnic communities and representatives, to listen to and address concerns, and outline Scottish Government work. 			What explains the spatial variation in COVID-19 mortality across Scotland? 30 September 2020
Religion or Belief	In 2012, Muslims (29%) and members of the Church of Scotland (37%) had significantly lower proportions meeting the physical activity recommendations than the national average.	We are taking action to reduce inequality in the opportunities to participate in physical activity and seek to allocate resources towards the actions needed to engage the least active and those who face the greatest barriers to participation. This focus has been reinforced by evidence of the impact of the COVID-19 pandemic on inequality.	Funding for SportScotland has increased by £1 million in 2021-22, representing a real terms increase.	We will work in partnership across sectors to mitigate the impact of any reductions budgets.	

12 <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/vital-events/deaths/deaths-background-information/ethnicity-of-the-deceased-person#covid>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Religion or Belief	In terms of sport participation, Muslims were also the least likely to participate in sport (39% did so in the previous four weeks). Roman Catholics also had significantly lower sport participation than the average (46% compared to 49%). ¹³	See above.	See above.	See above.	
Sex	In 2018, the proportion of men drinking at hazardous or harmful levels was twice that of women. ¹⁴	The total alcohol and drugs budget for 2021-22 is £145.3 million. In tackling alcohol-related harm, we take a whole population approach with a focus on health inequalities and children and young people, as well as men.			
	Approximately 80% of the health and social care workforce is female, with significant segregation by gender. The percentage of women ranges from 44.4% in Ambulance Services to 89.2% in Nursing and Midwifery. ¹⁵	The Scottish Government is actively encouraging universities to engage and encourage more men into nursing and midwifery. Funding for 2021-22 will continue to support our work to improve fair work in social care, to achieve better terms and conditions and more rewarding roles for the social care workforce, which is currently predominantly female.			Quarterly HAI statistics, last published on 6 October 2020 SONAAR report, published on 17 November 2020 Nursing 2030 vision – gov.scot (www.gov.scot)

13 <https://www.gov.scot/publications/scottish-government-equality-outcomes-religion-belief-evidence-review/pages/12/>

14 <https://www.gov.scot/publications/scottish-health-survey-2018-volume-1-main-report/>

15 <https://turasdata.nes.nhs.scot/media/2prjxbg4/2020-06-02-workforce-report.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sexual Orientation	Lesbian, gay, bisexual and people of other sexual orientations were more likely to report poor mental and physical health than heterosexual people including higher levels of smoking. ¹⁶	Spend discussed elsewhere in this table is relevant here. For example: <ul style="list-style-type: none"> • The Mental Health Recovery and Transition Plan. • The Active Scotland Delivery Plan. • Drugs and alcohol services. • Tackling tobacco-related issues. • Extending access to weight management services. 		No reductions in spend risk increasing this inequality but the risk of not increasing spend on smoking is discussed above.	

16 <https://www.gov.scot/publications/sexual-orientation-scotland-2017-summary-evidence-base/pages/4/>

JUSTICE PORTFOLIO

Purpose of Portfolio Budget

The purpose of the Justice portfolio is to keep our communities safe and secure, and to administer justice in its various forms: civil, criminal and administrative. The portfolio both tackles inequalities and ensures an environment where sustainable economic activity can prosper, enabling our communities to be safe and resilient, reducing crime and offending, supporting victims and witnesses, and improving wellbeing and life chances. We remain focused on addressing inequality, including tackling all forms of gender inequality such as violence against women and girls.

The Justice portfolio has responsibility for the civil, criminal and administrative justice systems, which include Scotland's prisons, courts, tribunals, the legal aid system and criminal justice social work services. It supports the police, and fire and rescue services. The portfolio supports safe, secure and more resilient communities. It works to build Scotland's resilience by improving preparedness against a range of hazards and threats, including cyber-attacks and terrorism, through multi-agency planning, strengthening national work on risk and prevention, and working with partners to build and deliver capacity. It helps to create an inclusive and respectful society in which all people and communities live in safety and security; where individual and collective rights are supported; where disputes are resolved fairly and swiftly; and where our responses are proportionate, effective and promote recovery.

Summary of Impacts on Equality of Outcomes

The Justice portfolio remains committed to advancing equality and providing a forum to address the causes of inequality. Underpinning the approach to the portfolio's Recover, Renew and Transform (RRT) programme is our ongoing commitment to a fair justice system that takes account of the health, safety and wider interests of all those who work within and rely on that system. An independent advisory group to the RRT programme are considering and advising on equality impacts of the programme's initiatives as one of its main areas of focus. Through our funding of justice partners, we are investing in a range of system-wide measures to prevent crime, offending, reduce re-offending and ensuring an effective system of civil law.¹ This helps to protect and support various equality groups - including women, children, the LGBT community and older people - from the detrimental effects of crime and accidental harm. These investments, reforms and our RRT COVID-19 response measures, continue to provide an opportunity to maintain and develop an accessible and effective justice system that can meet our wider ambitions to tackle inequality.

81% (£2.4 billion) of the Justice portfolio budget is allocated to the main justice partners which include, the Scottish Police Authority (SPA), the Scottish Prison Service (SPS), Community Justice Scotland (CJS), the Scottish Courts and Tribunal Service (SCTS), the Scottish Fire and Rescue Service (SFRS) and the Scottish Legal Aid Board (SLAB). The Public Sector Equality Duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities, and the Fairer Scotland Duty requires them to have due regard to (in)equality of outcomes associated with socio-economic disadvantage when taking strategic decisions. It is therefore incumbent on the justice partners to ensure they allocate their budgets across their priorities taking account of these statutory requirements.

¹ There are significant interdependencies within the Justice portfolio budget, with equality analysis of one budget line in isolation often not possible without reference to others.

<p>See above.</p>	<p>As with other justice administrations, significant backlogs have arisen across both criminal and community justice, as the need to minimise physical hearings and to protect staff, partners, and service users took priority. The challenges are unprecedented in Scotland’s criminal justice system and addressing the backlogs will take time and require concentrated effort, innovation, and well-targeted resourcing. Through the RRT programme of work and the Victim’s Taskforce, we are working with justice partners, the legal profession, victim’s organisations and others to look at how we can continue to tackle the backlog and provide confidence to victims, witness and others affected by delays.</p>
<p>Portfolio Contributions to National Outcomes</p> <p>Primary</p> <ul style="list-style-type: none">  Communities  Human Rights <p>Secondary</p> <ul style="list-style-type: none">  Children and Young People  Economy  Environment  Health  Fair Work & Business  International 	<p>Key Human Rights</p> <ul style="list-style-type: none"> • Right to liberty and security of person • Right to a fair trial • Right to freedom from punishment without law

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	<p>Individuals from the 10% most deprived areas are over-represented in prison arrivals by a factor of three.²</p> <p>Those living in the 15% most deprived areas are more likely (13.7%) than the rest of Scotland (10.4%) to experience property crime, with fewer resources to cover the cost; they are less confident in the ability of police to prevent crime (46% cf. 51%).³</p>	<p>To support priorities for justice reform, the Justice portfolio will continue to invest in a range of measures to prevent crime, offending and re-offending. This can be the direct result of inequality and risk factors, including deprivation, adverse childhood experiences and health problems. This investment includes £1.3 billion to the SPA.</p> <p>We are funding the work of Prison Visitor Centres (PVCs) and are investing in the modernisation of the prison estate, which will ensure it is fit for the future.</p> <p>We also continue to work with Health and Social Care Partnerships to improve the provision of integrated social care and support services in prisons.</p>	<p>The SPA budget has been increased by 5%. This will allow Police Scotland to maintain officer numbers and ensure they can maintain community policing across Scotland. The proportion of those in the 15% most deprived areas experiencing crime has fallen from 26.0% in 2008-09 to 16.0% in 2018-19, compared to a fall from 19.4% to 11.8% for those living elsewhere in Scotland. Adults living in the 15% most deprived areas were more likely (48%) than those in the rest of Scotland (36%) to report being aware of their area being patrolled regularly.</p>		<p>Scottish Prison Statistics</p> <p>Crime and Justice Survey</p> <p>PVCs operate to support prisoner's families with the many and varied issues they encounter as a result of the imprisonment of their family member. This includes maintaining family contact, housing, finance, mental and physical wellbeing, concern for children and domestic abuse.</p>
Age	<p>Research into crimes of fraud recorded by the police in 2018-19 suggests that victims of phishing type fraud tended to be older than other types of fraud (with an average age of 60 years old). Almost all phishing crimes</p>	<p>The Justice portfolio plays a key role in tackling all forms of criminal behaviour, including fraud, through our funding of criminal and civil justice.</p>	<p>The SPA budget has been increased by 5%. This will allow Police Scotland to maintain officer numbers and deliver on its new cyber strategy.</p>		<p>Recorded Crime</p> <p>Police Scotland have established a centre of excellence for cyber crimes, which will help mitigate cyber fraud among other cyber offences.</p>

² <https://www.gov.scot/publications/scottish-prison-population-statistics-2019-20/>

³ <http://www.gov.scot/publications/scottish-crime-justice-survey-2018-19-main-findings/pages/8/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	were cyber enabled and the average amount defrauded was higher than other methods of fraud. ⁴	See above.	See above.		See above.
	The proportion of people imprisoned aged 55 or over has more than doubled in the last decade, from 3% to 7%. ⁵	We are aware of the changing demographics of the prison population and the need to ensure that the estate is fit for its needs going forward. Key priorities include continued investment in the new female custodial estate and progressing the work to replace HMP Barlinnie (including upgrades to healthcare facilities) and HMP Inverness.	The SPS capital budget has increased by 7.4%. This will allow it to continue to support the specific needs of the imprisoned population.		Scottish Prison Statistics
Disability	Although there is currently a lack of robust evidence in Scotland on how remote hearings may impact on vulnerable groups, changes to court and tribunal operations, including the increased use of remote hearings since April to reduce the backlog of cases, ⁶ may present specific challenges for disabled people, and people with cognitive and neurodiversity conditions. ⁷ Audio-visual technology	<p>We continue work to strengthen communication and engagement with victims and families throughout the justice process. We are working with justice agencies and third sector support providers to explore further use of non-court buildings for the pre-recording and giving of evidence (remote Vulnerable Witness Sites).</p> <p>In terms of criminal jury trials, each remote jury centre that the SCTS is leasing, for the purposes of hosting jurors for Solemn Trials, has facilities that enable access for disabled people.</p> <p>Within the centres the SCTS are using, in all but one screen in one jury centre, there is provision for those that may require a wheelchair for mobility and therefore the ability for disabled people to participate</p>			In respect of the evaluation of remote jury centres, which is being considered by the High Court work group and the RRT Advisory Group, there are questions proposed that will gather equalities information for jurors. Witnesses, accused or indeed court practitioners are all still attending court premises as they did pre-COVID-19.

4 <https://www.gov.scot/publications/recorded-crime-scotland-2018-19/>

5 <https://www.gov.scot/publications/scottish-prison-population-statistics-2019-20/>

6 Scottish Government (2020) [Coronavirus Acts: second report to Scottish Parliament](#)

7 Equality and Human Rights Commission (2020), [Inclusive Justice: a system design for all: 2020](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	risks impeding understanding and ability to communicate for people with learning disabilities, autism spectrum disorders and mental health conditions. ⁸ Digital poverty has also been identified as a barrier to participation. ⁹	as part of a jury. Furthermore, there are induction loop systems available for use where required.	We are acutely aware of the impact that trial delays have upon victims, witnesses, and the accused, as well as on professionals working in the justice system. We have provided £15 million to establish the UK's first remote High Court and Sheriff Jury Centres as well as strengthening court technology.		See above.
	The prevalence of civil legal problems is higher for disabled people at 30% as opposed to 19% in the general population. ¹⁰ In 2019-20, disability related hate crime (387 charges) increased by 29%. ¹¹	The Justice portfolio plays a role beyond criminal justice, with civil courts and tribunals playing an important role in society - including in the protection of children and vulnerable adults, as well as in addressing discrimination and hate crime.	The SCTS budget has been increased by 5.5% and the SLAB budget has been increased by 0.4%.		Crime and Justice Survey Hate Crime Public Order Bill COPFS Hate Crime Statistics
Gender Reassignment	There were 59 hate crimes recorded by the police with a transgender identity aggravator in 2017-18. ¹²	The Justice portfolio invests in a range of measures to prevent crime, including hate crime. An essential element of our wider approach to tackling hate crime is the Hate Crime and Public Order (Scotland) Bill, which we are currently taking through Parliament.	The SPA budget has been increased by 5%. This will allow Police Scotland to tackle hate crime and bring those responsible for it to justice.		Hate Crime Public Order Bill COPFS Hate Crime Statistics

8 <https://www.equalityhumanrights.com/en/publication-download/how-coronavirus-has-affected-equality-and-human-rights>

9 Perhaps more fundamentally, successive research raises concerns that the use of remote hearings, particularly partly-video hearings, makes it more difficult for the court and legal representatives to even identify when a party is vulnerable and put in place reasonable adjustments to secure their effective participation - [nfjo remote hearings vulnerable groups rapid review_20200506.pdf](#) (nuffieldfjo.org.uk)

10 <https://scotland.shinyapps.io/sg-equality-evidence-finder/>

11 [COPFS 'Hate Crime in Scotland' statistics 2019-20](#)

12 [Hate Crime: Availability of Information Recorded by the Police in Scotland](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Gender Reassignment	There were 41 charges reported in 2019-20 with an aggravation of transgender identity, compared to 40 in 2018-19. ¹³	See above.	See above.		See above.
Pregnancy and Maternity	In the period from 2013-2017 there were 104 pregnant women held in prison in Scotland and 31 babies born. ¹⁴	Through our continued funding, the SPS and other agencies will continue to take forward our progressive plans to transform the female custodial estate to address the specific needs of women, including pregnant women. Our plans for the new female estate are transformative and world-leading. They will deliver, by the end of 2022, a new national prison and two Community Custody Units in Dundee and Glasgow tailored to the specific support needs of women.	Overall the SPS capital budget has increased by 7.4%. This will allow it to continue to support the specific needs of the imprisoned population.		The Rose Project: Best for Babies qualitative research project that explored the issue of babies in prison and, in particular, how they are supported to stay with their imprisoned mothers where this is in their best interests. ¹⁵
	Every aspect of a child's life is disrupted when a mother goes to prison; it has been estimated that only one in 20 children whose mother is sent to prison each year is able to stay in the family home – they may be placed with	The SPS has invested in new methods for maintaining family contact that has been vital in order to mitigate the impact of social harms such as parental imprisonment and social isolation. We continue to fund prison visitor centres to provide advice and support to families impacted by imprisonment.	The SPS capital budget has been increased by 7.4%. This will allow it to maintain its investment in measures to support affected families.		

13 <https://www.copfs.gov.uk/images/Documents/Statistics/Hate%20Crime%20in%20Scotland%202019-20/Hate%20Crime%20in%20Scotland%202019-20.pdf>

14 <http://www.prisonreformtrust.org.uk/Portals/0/Why%20Women%20Scotland.pdf>

15 Among a number of key findings, the research suggested that a system of shared care – whereby a baby will live part-time in the prison and part-time in the community – was considered good practice with potential benefits for the baby, mother and alternative carer. Participants would like shared care arrangements to be more frequently considered.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	a number of different carers during their mother's sentence. ^{16,17}	See above.	See above.		See above.
Race	<p>In 2018, minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (17%) compared to White adults (8%).</p> <p>Minority ethnic adults were also more likely to have experienced harassment (11%) than adults from 'White' ethnic groups (6%).¹⁸</p> <p>In 2019-20 racial crime remained the most commonly reported hate crime, up 4%.¹⁹ The majority (67%) of hate crimes recorded by police are aggravated by race.²⁰</p>	As for gender reassignment above.	As for gender reassignment above.		Scottish Household Survey Hate Crime Public Order Bill COPFS Hate Crime Statistics

16 Many children face financial hardship and encounter significant disruption to their lives such as moving school and being separated from brothers and sisters; children experience a wide range of emotions as a result of their mother going to prison, including grief, trauma, and shame - <https://www.togetherscotland.org.uk/news-and-events/news/2018/08/new-report-highlights-impact-of-maternal-imprisonment-on-children/>

17 The knock-on effects of stigmatisation may also lead to social isolation and discrimination. Children feel especially stigmatised as a result of their mother's imprisonment - <http://www.prisonreformtrust.org.uk/portals/0/documents/what%20about%20me.pdf>

18 <https://www.gov.scot/publications/scotlands-people-annual-report-results-2018-scottish-household-survey/pages/4/>

19 [COPFS 'Hate Crime in Scotland' statistics 2019-20](#)

20 [Hate Crime: Availability of Information Recorded by the Police in Scotland](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	The imprisonment rate for people who identify as African, Caribbean or Black, or from 'Other' ethnic groups, is significantly higher than for people who identify as White. ²¹	The Justice portfolio will continue to play a key role in promoting equality by tackling the causes of crime, which are often rooted in inequality, through an increased emphasis on prevention and rehabilitation. The portfolio will continue to work with health and social care partnerships to improve the provision of integrated social care and support services in prisons.	The SPS budget has increased by 4.1% and CJS budget by 5.1%, which allows for the provision of rehabilitation and integrated social care and support services in prisons and through CJS.		Scottish Prison Statistics
Religion or Belief	There were 660 religiously aggravated charges reported in 2019-20, an increase of 24% compared to 2018-19. ²² There were 504 hate crimes recorded by the police with a religious aggravator in 2017-18. ²³	The Justice portfolio invests in a range of measures to prevent crime, including religiously aggravated crime. An essential element of our wider approach to tackling hate crime is the Hate Crime and Public Order (Scotland) Bill, which we are currently taking through Parliament.	As for gender reassignment above.		Hate Crime Public Order Bill COPFS Hate Crime Statistics
Sex	Domestic abuse affects women disproportionately and there has been an increase in reports to police during the COVID-19 pandemic. ²⁴ Backlogs in courts arising from the COVID-19 pandemic are likely to contribute to an increase in victim/survivor withdrawal from the criminal	The Justice portfolio's continuing investment to tackle violence against women and girls (VAWG) will have an ongoing and positive impact on women and young people experiencing domestic abuse. In 2021-22, we will maintain core levels of funding to support victims through a range of front line specialist services, including specialist court advocacy services.	Women and children experiencing, or at risk of, violence and domestic abuse will have increased access to support, with £4.25 million of additional funding for charities and projects across Scotland. The additional investment will help respond to an increase in demand from victims of abuse for support services during the COVID-19 pandemic.		

21 <https://www.gov.scot/publications/scottish-prison-population-statistics-2019-20/>

22 <https://www.copfs.gov.uk/images/Documents/Statistics/Hate%20Crime%20in%20Scotland%202019-20/Hate%20Crime%20in%20Scotland%202019-20.pdf>

23 [Hate Crime: Availability of Information Recorded by the Police in Scotland](#)

24 <https://www.gov.scot/publications/coronavirus-covid-19-justice-analytical-services-data-report-november-2020/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	<p>justice system for domestic abuse and sexual violence cases.</p> <p>The impact of lockdown upon children being exposed to increased levels of abuse from domestic perpetrators has been reported by services.²⁵</p>	See above.	<p>More staff, increased hours for centres and helplines, improvements to IT, and new digital resources and training will allow more people to quickly and easily access help.²⁶</p> <p>Spend from the Communities and Local Government portfolio also contributes to this outcome through for example the Promoting Equality and Human Rights budget (over £18 million), the Delivering Equally Safe Fund (£13 million) and Ending Homelessness Together Fund (£50 million), which support victims of sexual and domestic abuse.</p>		<p>Evidence on impact of COVID-19 on domestic abuse and VAWG</p>
	<p>Specialist minority ethnic domestic abuse support organisations during phase three of lockdown highlighted a marked decrease in contact from women experiencing honour-based violence, enforced servitude</p>	<p>The portfolio's spend to tackle violence against women and girls (VAWG) will have an ongoing and positive impact on all women and young people including those of minority ethnic backgrounds. In 2021-22, we will maintain core levels of funding to support victims through a range of front line specialist services, including specialist court advocacy services.</p>	Will benefit from above funds.		<p>Evidence on impact of COVID-19 on domestic abuse and VAWG</p> <p>The Scottish Government has also worked with the UK Government to inform the</p>

25 They highlight the impact of: prolonged contact when children were not returned to the non-abusive parent after contact; perpetrators' drug and alcohol abuse in the presence of children; and the impact of the perpetrator's psychological abuse and monitoring behaviours on the non-abusive parent and their parenting capacity. Services for children and young people reported this has had a significant impact on children's mental health and wellbeing - <https://www.gov.scot/publications/coronavirus-covid-19-domestic-abuse-forms-violence-against-women-girls-during-phases-1-2-3-scotlands-route-map-22-11-august-2020/pages/14/>

26 This is in addition to the £1.5 million announced at the end of March. In addition, we have confirmed grant funding of over £5 million for this financial year for Victim Support Scotland and other victims' organisations.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	from their extended family, female genital mutilation or forced marriage. ²⁷	See above.			development of schemes such as Ask for ANI and available in certain Safe Spaces pharmacies in Scotland to ensure those experiencing domestic abuse are signposted to appropriate support in Scotland.
Sexual Orientation	More than two-thirds of Scottish LGBT survey respondents (68%) had faced verbal abuse and 16% had been physically assaulted for being LGBT. ²⁸ The number of charges of sexual orientation aggravated reported crime increased by 24% in 2019-20 to 1,486. ²⁹ Rates of these crimes have increased by 16.7% in the year to date compared with the previous year. ³⁰	As for gender reassignment above.	As for gender reassignment above.		Hate Crime Public Order Bill – The Bill provides for new, stirring up of hatred, offences for a number of protected characteristics including sexual orientation. Currently there are only offences of stirring up racial hatred. COPFS Hate Crime Statistics

27 Service managers believed women were unable to make contact due to stricter controls on their freedoms from more family members being at home rather than at work, and believed lockdown left increased opportunities for perpetrators to remain undetected.

<https://www.gov.scot/publications/coronavirus-covid-19-domestic-abuse-forms-violence-against-women-girls-during-phases-1-2-3-scotlands-route-map-22-11-august-2020/pages/14/>

28 <https://www.equality-network.org/resources/publications/policy/the-scottish-lgbt-equality-report/>

29 <https://www.copfs.gov.uk/images/Documents/Statistics/Hate%20Crime%20in%20Scotland%202019-20/Hate%20Crime%20in%20Scotland%202019-20.pdf>

30 <https://www.spa.police.uk/spa-media/uxwdicyn/item-2-1-q2-policing-performance-report.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sexual Orientation	There were 1,085 hate crimes recorded by the police with a sexual orientation aggravation in 2017-18. ³¹	See above.	See above.		See above.
	In 2017/18 the most common reason for leaving the force for Police Officers who identified as LGB was 'Resignation'. 'Retiral' was the most common reason for leaving for those identifying as heterosexual.	The Justice portfolio provides funding of £30,246 per annum to the Scottish LGBTI Staff Association. This supports the LGBTI Staff Association in its role to advance LGBTI equality, inclusion, and support throughout policing in Scotland and within the communities they serve.	The overall SPA budget has increased by 5%. It is for the SPA to prioritise this budget with due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out its activities.		

³¹ [Hate Crime: Availability of Information Recorded by the Police in Scotland](#)

RURAL ECONOMY AND TOURISM PORTFOLIO

Purpose of Portfolio Budget

The priority of the Rural Economy and Tourism (RET) portfolio is to ensure a sustainable, inclusive and prosperous rural Scotland. We work to ensure that our economic strategy applies equally to all communities of Scotland. Work is structured around two agendas: support for our agriculture, forestry and fishing sectors; and wider support for rural and island communities.

The RET budget seeks to support rural communities in Scotland. The largest budget line is agricultural and agri-environment payments. Secondly, there is support for Highland and Islands Enterprise (HIE) and the South of Scotland Enterprise (SOSE). This budget allocates fisheries funds to support coastal businesses, infrastructure and communities, which were formally EU direct funds.

The RET budget provides funding for Forestry and Land Scotland (FLS) and Scottish Forestry to support woodland creation and maintenance. It also allocates support for food processing and manufacturing, and invests in food- and drink-related activity.

Previously, funds which made up the bulk of this budget came from EU-supported Rural Development and Agriculture funds. In the next year, some of the EU money is being replaced by monies as a core part of the Scottish Budget. Recognising the long-term nature of the agricultural industry it supports, the Scottish Government has proposed a budget emphasising stability, continuity and simplicity. There is one significant change - the reduction of EU funding for the LEADER scheme, which will fall from £22 million to £10 million, and the UK Government's decision to retain those funds to deliver a UK Shared Prosperity Fund instead of devolving the monies.

The RET budget seeks to support the specific challenges associated with living in remote, rural, coastal and island communities, and to support the needs of particular groups, as well as key rural sectors. Research in 2019 showed rural communities were, on average, at a much higher risk from negative consequences of EU Exit. This reflects a number of factors, including their distance from economic centres, a greater concentration of industries considered particularly vulnerable and the comparatively high levels of funding that such locations receive from EU schemes. EU Exit risks reinforcing existing inequality caused by rurality and population sparsity.

Summary of Impacts on Equality of Outcomes

Rural communities face a range of unique challenges around access to services and markets, and higher rates of fuel poverty. Many rural communities also face challenges relating to an ageing and declining population, which can severely threaten local economies and the viability of service provision. The economic development agencies funded from the RET budget, HIE and SOSE, aim to address these issues in rural and coastal communities.

Overall the RET budget is rising, but there is one reduction. When compared with 2020-21, the EU-funded LEADER programme falls from £22 million to £10 million, running to December 2021 with continuance funding declining as a consequence of the EU Exit withdrawal agreement. This fund supports a wide range of community cohesion projects in rural Scotland. The UK Government is not providing the Scottish Government with funding to compensate for the loss of LEADER funding. Some or all of the LEADER funding may be replaced by the UK Government's Shared Prosperity Fund. However, details on this are scarce and, as a UK Government fund, it will move out of the scope of this equalities analysis in future years. Any future rural support scheme will want to carefully consider how to address current inequality in Scotland's rural economy and how funding might better be targeted at those who need it most.

The RET portfolio addresses issues around rural disadvantage through supporting traditional rural industries, including agriculture, forestry and fishing, and through direct funding to community groups to support rural development across Scotland. Direct financial support for farmers also reduces the costs that farmers need to cover, which may help in keeping food prices affordable for low income households. The evidence for any effects on food prices for low income households is very limited and some may be capitalised instead into inflated land values and rent. More broadly, there is little evidence on the direct and indirect impacts of the RET budget on groups experiencing disadvantage and, aside from age and gender, there is little available data.

Payments to farmers are split into two parts:

Pillar One direct payments support farm incomes and entail some responsibilities for environmental management (greening). For Pillar One funding, this year the story is about continuity. A further amount was

<p>In particular, there are long-standing concerns about depopulation, and the damage that depopulation does to communities and life opportunities in rural communities. Research showed that EU Exit was likely to worsen the depopulation pressures in these communities.¹</p>	<p>received on Pillar One funding and has been allocated, leading to stability in this sector.</p> <p>Pillar Two schemes are those in which recipients must apply for and meet certain criteria, such as age for Young Farmers grants, or poor land quality for Less Favoured Area Support Scheme grants (LFASS). As in Pillar One funding, Pillar Two funding is about stability and simplicity. Nothing in theory will change until 2025. The most direct consequence of these payments is to supplement a sector that would otherwise make significant losses. Overall average farm income is £35,400 and, without direct payments subsidies, these farms would make an average loss of £7,400 (as the subsidy from direct payments is on average £42,000). This income, by being tied to land, ensures farmers remain on the land and that the land remains in use. This helps to support rural communities and ensures a productive landscape.</p>
<p>Portfolio Contributions to National Outcomes</p> <p>Primary</p> <ul style="list-style-type: none">  Environment  Economy  Culture <p>Secondary</p> <ul style="list-style-type: none">  Communities  Fair Work & Business  International  Education  Health 	<p>Key Human Rights</p> <ul style="list-style-type: none"> • Right to protection of property • Right to an adequate standard of living, including: <ul style="list-style-type: none"> ◦ Right to adequate housing ◦ Right to adequate food ◦ Right to protection against poverty and social exclusion • Right to take part in cultural life • Right to a healthy environment, including: <ul style="list-style-type: none"> ◦ Right to benefit from healthy ecosystems that sustain human wellbeing ◦ Rights of access to information, participation in decision-making and access to justice

1 <https://www.hutton.ac.uk/research/projects/demographic-change-remote-areas>

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	In 2016, a minimum acceptable standard of living in remote rural Scotland typically required between a tenth and a third more household spending than in urban parts of the UK. ²	Spending in rural communities is often through other portfolio budgets, such as Education and Skills or Health and Sport. Rural-specific spending can help some people in disadvantaged groups, for example low income hill farmers who are supported by LFASS. Overall, it is unlikely that this portfolio budget significantly reduces socio-economic disadvantage given the funding recipient profile.	Additional spending through SOSE should reduce socio-economic inequality, as this is a core duty of the new agency ³ in its programme supporting the green recovery. In addition, as isolation and poor mental health often link to poor societal outcomes, there has been an expansion of support for rural benevolent societies (e.g. the Royal Scottish Agricultural Benevolent Institution) to tackle these issues.	It is not possible to know whether the UK Government's decision to replace the EU-funded LEADER scheme with the UK Government's Shared Prosperity Fund will have an impact on socio-economic inequality in Scotland because it is a new UK Government fund and we do not have any details on it. This new fund will move out of the scope of Scottish Government equalities analysis in future years, as it will no longer be controlled or influenced in any way by the Scottish Government.	The LEADER scheme was highly heterogeneous, and, because of the small-scale nature of the projects supported, it is difficult to separate out the impacts on inequality. However, research published in 2020 ⁴ showed that a strength of the LEADER scheme was the significant capacity and resource to support groups in putting together and delivering projects. This helps to reduce inequality as it ensures that communities with lower social capital can be supported to address local issues.

2 <https://www.hie.co.uk/media/6441/aplusminimumplusincomeplusstandardplusforplusremotepusruralplusscotlandplus-plusapolicyplusupdateplus2016.pdf>
3 https://www.southofscotlandenterprise.com/media/1134/sose_operatingplan20_interactive.pdf
4 [The Role of the LEADER Approach post-Brexit - SRUC](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	The tourism industry has a high incidence of low pay. ⁵ 58% of adult tourism workers earn less than the living wage (an hourly rate set at £8.75 in 2018), compared to 19% overall in Scotland. The proportion earning below the living wage is highest for young workers (82%).	The tourism budget within the RET portfolio supports the tourism industry and, in doing so, increases the productivity of this low paying sector. This is particularly important as tourism is recognised as one of the sectors most badly hit by COVID-19.	Significant support is being made available through the business support budgets from other portfolios to support the tourism sector, given its recognised economic exposure to COVID-19.		
Age	The tourism sector has a disproportionately young workforce compared to other sectors. 37% of the accommodation and food services sector workforce is aged 16-24, compared to 12% overall for Scotland. ⁶	The tourism budget within the RET portfolio supports the tourism industry and, in doing so, helps youth employment. This is particularly important as tourism is recognised as one of the sectors most badly hit by COVID-19.	As for socio-economic disadvantage above.		
	Rural areas tend to have an older population when compared to the rest of Scotland. Specifically, rural areas have a lower proportion of the population in the age range 16 to 34 but a higher proportion	Agricultural workers are disproportionately above the average age of the Scottish population, and many are significantly over 65. Spending on agricultural support does tend to go to older men. Unfortunately, it is also the case that supporting this group tends to inflate land prices significantly, meaning that younger people struggle to get into the agricultural industry. There are wider			

⁵ Data has been extracted from the [Annual Population Survey 2019](#) and the [Annual Survey of Hours and Earnings 2018](#)

⁶ <https://www.gov.scot/publications/scotlands-labour-market-people-places-and-regions-background-tables/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	of people aged 45 and over. This is particularly true for the age range of 65 and over in remote rural areas. ⁷	knock-on consequences of inflated land prices that also disproportionately affect younger people who rent land or homes, and whose incomes therefore supplement older wealthier people.			
Disability	Less than half of people living in rural areas of Scotland live within a 15 minute drive time to a GP by public transport, with only around two thirds of people in rural Scotland within a 15 minute drive time by public transport to a post office. ⁸ There is broadly the same level of people with disabilities in rural and urban areas, though lower levels of public transport provision can have a greater impact on them.	HIE have supported, and will continue to support, a range of social enterprises that have a disability focus. ⁹	HIE's budget is growing this year, so its opportunities to support disabled people's organisations will grow commensurately.		
Gender Reassignment	No differential impacts identified at present.				
Pregnancy and Maternity	No differential impacts identified at present.				

7 <https://www.gov.scot/publications/rural-scotland-key-facts-2018/pages/2/>

8 [Rural Scotland: key facts 2018 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/rural-scotland-key-facts-2018/pages/2/)

9 [Case Studies | Highlands and Islands Enterprise | HIE](https://www.gov.scot/publications/rural-scotland-key-facts-2018/pages/2/)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	Past research has shown that migrant workers in rural Scotland experience isolation and face barriers in accessing affordable accommodation and English language provision. ¹⁰	There is little evidence of RET portfolio spend in this area. Spending in other portfolio areas may impact on this inequality. However, much of the damage and negative experience is likely to be linked to migration policy which is reserved to the UK Government.			
Religion or Belief	No differential impacts identified at present.				
Sex	Primary industries are much more common in rural areas and these traditional rural industries tend to employ more men. For example, only 38% of farmers are women.	There is a small budget line to support the activities of the Women in Agriculture Programme. However, the overall effect of the RET portfolio budget is to support current land and business owners, of which the majority are men.			
	There is a significant gender pay gap for women in remote rural areas (median gross annual pay for women full time employees £24,394 compared to £29,299 for men ¹¹).	Support for HIE and SOSE tends to improve economic activity overall. These agencies have specific duties to reduce inequality so some impact on women's pay is possible.	SOSE and HIE both have increasing budgets, which should positively impact on this inequality.		

10 <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2015/02/review-equality-evidence-rural-scotland/documents/review-equality-evidence-rural-scotland/review-equality-evidence-rural-scotland/govscot%3Adocument/00469898.pdf>

11 <https://www.gov.scot/publications/rural-scotland-key-facts-2018/pages/4/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sexual Orientation	Research indicates that many LGB+ people living in rural areas find it very difficult to be 'out' there (more so than in urban areas) and experience isolation and prejudice. ¹²	There is little evidence on the impact of this portfolio budget on sexual orientation.			

12 <https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2015/02/review-equality-evidence-rural-scotland/documents/review-equality-evidence-rural-scotland/review-equality-evidence-rural-scotland/govscot%3Adocument/00469898.pdf>

SOCIAL SECURITY AND OLDER PEOPLE PORTFOLIO

Purpose of Portfolio Budget

The overarching aims of the Social Security and Older People (SSOP) portfolio are to create a fairer Scotland; to build a social security system based on fairness, dignity and respect; to tackle poverty and inequality; to reduce child poverty; and to promote equality and human rights.

We will continue funding to support the development, design, and implementation of our social security powers and the delivery of benefits through Social Security Scotland, improving on the current system wherever we can. Notably, the SSOP portfolio budget will support Social Security Scotland's delivery of the new Child Disability Payment in 2021-22 for the families of children with disabilities and long-term health conditions.

Further to our commitments set out in the Programme for Government, we continue to prioritise funding to ensure that every child has the best start in life; to improve the lives of those in need; to provide financial assistance to carers who support those with disabilities and long-term conditions; to support a wide range of work to improve equality and human rights outcomes for people and communities across Scotland; to continue to promote equality and human rights through investment in organisations working to achieve equality for women and girls (including preventing gender-based violence); to removing barriers to positive aging; and to enable us to give focus and support on issues such as discrimination and structural inequality.

Portfolio Contributions to National Outcomes

Primary



Poverty



Human Rights

Secondary



Children and Young People

Summary of Impacts on Equality of Outcomes

The SSOP portfolio budget has the potential for significant positive impacts for groups experiencing disadvantage, as well as to mitigate existing inequality and the additional impact of COVID-19. Social security assistance spend has been increased to improve the outcomes for the people of Scotland who are entitled to these vital payments. A key budget increase is identified to support the roll-out of the Scottish Child Payment for eligible children under six, which will be instrumental in tackling child poverty.

The promoting equality and human rights budget within the SSOP portfolio supports an ambitious shift in approach to embedding equality and human rights across the Scottish Government and wider public sector. We will deliver new funding streams, aligned more closely with the National Performance Framework (NPF) to support strategic and front line projects to address inequality and discrimination across the protected characteristics, and address violence against women and girls. The budget supports the development of proposals for legislation, which will drive long-term, systemic change in relation to human rights and the National Taskforce for Human Rights Leadership.

Key Human Rights

- Right to social security and social protection
- Right to an adequate standard of living, including:
 - Right to adequate housing
 - Right to adequate food
 - Right to protection against poverty and social exclusion
- Right to non-discrimination

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	It is estimated that 19% of Scotland's population (1.02 million people each year) were living in relative poverty after housing costs in 2016-19. ¹	<p>This budget invests £467 million to fund the continued implementation of Scotland's social security system and operation of the executive agency, Social Security Scotland.</p> <p>Scottish social security primarily provides financial support to low income households, along with households with a disabled adult or child and unpaid carers (both of whom may be disproportionately affected by low income).²</p> <p>It invests a total of £110 million in low income benefits³ and the Scottish Welfare Fund budget (£41 million, including administration), owned and managed by local authorities, provides a safety net for low income residents in crisis situations.</p>			<p>Social Security Scotland Annual Report and Accounts 2019-20</p> <p>Social Security Scotland - Our Charter</p> <p>Social Security Scotland: Statistics</p>
	The number of adults and children living in poverty is predicted to increase as a result of the COVID-19 pandemic. ⁴		<p>This budget includes £68 million for the first full year of Scottish Child Payment.</p> <p>It is being introduced almost two years early to families with children under the age of six – recognising that, of all children in poverty, almost 60% live in a household where the youngest child is aged under six, and the</p>		<p>Scottish Child Payment: Equality Impact Assessment - September 2020</p> <p>Scottish Child Payment: Fairer Scotland Duty Impact Assessment - September 2020</p>

1 [Poverty and Income Inequality in Scotland: 2016-2019](#)

2 [Poverty and income inequality in Scotland: 2015-2018; Monthly Spotlight: Carers](#)

3 Benefits include the Best Start Grant, Best Start Foods (initially in Health and Sport portfolio), Funeral Support Payment, and the Scottish Child Payment

4 [How Coronavirus Has Affected Equality and Human Rights](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	See above.		early years are key to improving long-term outcomes. This is ahead of the payment being rolled out to children under 16.		Scottish Child Payment: maximising take-up - Policy position paper - October 2020
Age	Working-age adults are more likely than pensioners to be in relative poverty after housing costs (19% compared to 15% in 2016-19) ⁵ and young people have borne the brunt of early unemployment impacts from the COVID-19 pandemic. ⁶	The low income benefits currently delivered are most likely to be paid to working-age people. ⁷ This budget includes £2 million for the Job Start Payment, which helps young people aged 16-24 ⁸ cover the costs of starting a new job after having been unemployed. The Young Carer Grant budget (£1 million) provides financial support annually to eligible young carers aged 16, 17 and 18.	The initial roll-out of the Scottish Child Payment is also likely to benefit younger parents who are more likely to have children under the age of six. ⁹		Job Start Payment: Equality Impact Assessment - August 2020 Job Start Payment: Fairer Scotland Duty summary - August 2020 Young Carer Grant: Equality Impact Assessment - June 2019 Funeral Support Payment: Equality Impact Assessment - January 2019 Carer's Allowance Supplement: Equality Impact Assessment - October 2020

5 [Poverty and Income Inequality in Scotland: 2016-19](#)

6 [Scotland's Wellbeing: The Impact of COVID-19](#)

7 [Social Security Scotland client diversity and equalities analysis to May 2020](#). 93% of current clients are under 45 years old (taking into account applications for Best Start Grant, Best Start Foods, Funeral Support Payment and Young Carer Grant only).

8 Care leavers can claim until they are 25

9 [Scottish Child Payment: Equality Impact Assessment](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Age	Older people are disproportionately more likely to have been impacted by social isolation during the COVID-19 pandemic as they are less likely to use online communications and make up a large percentage of those who live alone ¹⁰ .	<p>This budget supports delivery of the A Fairer Scotland for Older People Framework, challenging the inequality people face as they age. It will continue to provide support to mitigate the impacts of the COVID-19 pandemic on older and socially-isolated people.</p> <p>We will continue work to address social isolation and loneliness through the delivery phase of our Connected Scotland Strategy.</p>	We will launch a new funding stream to support the mainstreaming and embedding of equality and human rights across Scotland, with outcomes aligned closely with the NPF.		
Disability	Poverty rates after housing costs are higher for households in which somebody is disabled compared to those where no-one is disabled (23% compared to 17% in 2016-19). ¹¹	<p>Expenditure on disability benefits in 2021-22 is forecast to be £3 billion,¹² with delivery expected to have a positive impact both on disabled people and families with disabled children.</p> <p>This includes the Child Disability Payment which will launch nationally in autumn 2021.</p>	This budget includes £3 million for the entirely new Child Winter Heating Assistance, which provides an annual payment of £202 to families with severely disabled children to support them with the additional costs of winter fuel bills.		<p>Disability benefits overview - October 2020</p> <p>Disability benefits - how decisions are made - October 2020</p> <p>Child Disability Payment - Position Paper - February 2020</p>
	Disabled people are likely to experience a range of health and social impacts resulting from the COVID-19 pandemic, including difficulties accessing food and other essential supplies due	<p>We will take forward work in partnership with disabled people to determine ongoing priority actions.</p> <p>We will continue to provide support to mitigate the impacts of the COVID-19 pandemic on disabled people.</p>	We will launch a new funding stream to support the mainstreaming and embedding of equality and human rights across Scotland, with outcomes aligned closely with the NPF.		

10 [Coronavirus \(COVID-19\): health and social impact assessment](#)

11 [Poverty and Income Inequality in Scotland: 2016-19](#)

12 The Scottish Government has taken executive competence for disability benefits, but for now they are being provided by the Department of Work and Pensions under an agency agreement.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	to shortages of food in shops; difficulties affording food; inability to get online shopping slots; and social isolation. ¹³	See above.	See above.		
Gender Reassignment	There is evidence that transgender people may suffer poorer outcomes in relation to the wider population, including in relation to homelessness, health and employment.	Organisations wishing to access funding through our Delivering Equally Safe funding stream will be required to submit an LGBTI inclusion plan to improve approaches to trans inclusion. Budget allocated to the operation of the executive agency, Social Security Scotland will also be used to collect and analyse equality data on applicants and clients in order to assess social security outcomes for transgender people compared to other groups as the caseload increases.	We will launch a new funding stream to support the mainstreaming and embedding of equality and human rights across Scotland, with outcomes aligned closely with the NPF.		
Pregnancy and Maternity	A higher proportion of single women with children are in relative poverty after housing costs (39%) compared to the total working-age adult population (19%), single women without children (28%) and single men (with or without children - 34%). ¹⁴	The Best Start Grant (£19 million) consists of three payments that provide financial support to lower income families during a child's early years (from birth to school-age). ¹⁵ Around 90% of applicants identified themselves as women. ¹⁶ £12 million is also allocated to Best Start Foods (in Health and Sport portfolio), which is a four week pre-paid card payment available to low income pregnant women and families who have children aged up to three.	Our Scottish Child Payment (together with Best Start Grant and Best Start Foods) will provide over £5,200 of financial support for eligible families by the time their first child turns six. For second and subsequent children, this will provide over £4,900.		Best Start Grant: Equality Impact Assessment - August 2018 Best Start Grant: Fairer Scotland Duty summary - January 2019 Best Start Foods: Equality Impact Assessment - May 2019 Best Start Grant: interim evaluation

13 [Coronavirus \(COVID-19\): health and social impact assessment](#)

14 [Poverty and Income Inequality in Scotland: 2016-19](#)

15 The payments include Pregnancy and Baby Payment, Early Learning Payment and School-Age Payment.

16 [Social Security Scotland client diversity and equalities analysis to May 2020](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Race	Lack of adequate data on ethnicity across a number of areas is a well-known problem in Scotland. There is a need to improve the existing structures which will meet data collection and auditing needs in relation to race equality. ¹⁷	<p>This budget invests £271 million in the operation of the executive agency, Social Security Scotland.</p> <p>Though social security benefits are demand-led and available to all eligible people regardless of ethnicity.</p> <p>All applicants are asked to complete an Equality Monitoring and Feedback Form for each benefit delivered by Social Security Scotland.</p> <p>The data collected is used to identify who is using the service and assess how Social Security Scotland processes work for different groups. Collection of this data will allow for comparative analysis of social security outcomes by ethnicity as the caseload increases.</p>	We will launch a new funding stream to support the mainstreaming and embedding of equality and human rights across Scotland, with outcomes aligned closely with the NPF.		<p>Social Security Scotland client diversity and equalities analysis to May 2020</p> <p>Social Security Scotland: Statistics</p>
	COVID-19 has exposed and highlighted the deep-rooted health and socio-economic inequalities that minority ethnic communities face. ¹⁸	We will develop and deliver the actions identified in our response to the Expert Reference Group on COVID-19 and Ethnicity reports.	We will launch a new funding stream to support the embedding of equality and human rights across Scotland, with outcomes aligned closely with the NPF.		
Religion or Belief	Muslim adults are more likely to be in relative poverty than adults overall, after housing costs were taken into account (49% compared to 18% in 2014-19). ¹⁹	<p>Adults in poverty are more likely to be in receipt of a qualifying benefit and eligible for low income benefits.</p> <p>This budget allocates £11 million to the Funeral Support Payment. Processing applications within 10 working days</p>	Larger families will benefit from the fact there is no cap on the number of children eligible for Scottish Child Payment. There is evidence that some minority ethnic		<p>Funeral Expense Assistance: EQIA</p> <p>Social Security Scotland: Statistics</p>

17 [A fairer Scotland for all: race equality action plan and highlight report 2017-2021](#). The Race Equality Action Plan was developed as part of the overall Race Equality Framework, the Scottish Government's overall strategy for promoting race equality and tackling racism and inequality between 2016 and 2030.

18 [Expert Reference Group on COVID-19 and ethnicity: initial advice and recommendations on systematic issues](#)

19 [Poverty and Income Inequality in Scotland: 2016-19](#). Poverty levels for Muslim adults (49%) compares to Church of Scotland (15%); Roman Catholic (19%); Other Christian (19%); Other Religion (18%); and No Religion (19%).

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Religion or Belief	See above.	is expected to have a positive impact for faith groups, such as Muslims, who require funerals to take place within certain timescales as they will receive the payment quickly, reducing the time between the funeral and when payment is received. ²⁰	families, which will include some Muslim families, are more likely to have larger families compared to White British families. ²¹		See above.
Sex	In the UK women receive a greater proportion of their income from social security payments than men on average, due to both their lower average incomes and being more likely to receive payments for people they care for ²² .	<p>Although this indicator illustrates the disproportionate dependence of women on benefits, paying benefits and ensuring their adequacy is the legitimate response to improve women's outcomes in the short and medium term. This budget includes £306 million for Carer's Allowance and £42 million for Carer's Allowance Supplement (a top up to Carer's Allowance for those living in Scotland). As women comprise 69% of Carer's Allowance recipients it is expected that the Carer's Allowance Supplement will disproportionately benefit women by increasing their income from social security payments.²³</p> <p>We will continue to deliver a number of substantial recommendations from the First Minister's Advisory Council on Women and Girls and to deliver our ambitions for realising gender equality from this budget line, including a Gender Beacon Collaborative and gender-focused What Works? Institute.</p> <p>We will prioritise actions that will ensure that gender equality continues to be central to policy development across Scotland.</p>	The new Scottish Child Payment is also expected to increase social security income for women with children and in receipt of reserved benefits.		<p>Social Security Scotland client diversity and equalities analysis to May 2020</p> <p>Social Security Scotland: Statistics</p> <p>Carer's Allowance Supplement: evaluation</p>

²⁰ [Funeral Expense Assistance: EQIA](#)

²¹ [Intersecting inequalities: the impact of austerity on black and minority ethnic women in the UK](#). At the UK level, 51% of Black African, 65% of Pakistani and 64% of Bangladeshi children live in large families (three or more children), compared to 30% of those in White British families.

²² [Social Security and Women](#)

²³ [Benefits for carers and disability assistance at May 2020: summary statistics](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	Over the period of lockdown and phases 1 to 3 many violence against women and girls organisations observed significant increases in crisis work with victims of domestic abuse, with many people experiencing suicidal ideation; depression and anxiety; increasing substance misuse as a coping mechanism; and/or increased levels of fear, both of the perpetrator and the virus. ²⁴	We will continue to support delivery of the Equally Safe Plan, including support for a wide range of work to tackle violence against women and girls (VAWG) through our £13 million Delivering Equally Safe Fund.	The Delivering Equally Safe Fund will replace the VAWG Fund, Rape Crisis Specific Fund and the VAWG National and Intermediary funding, simplifying the approach to funding this sector.		
Sexual Orientation	Due to the collapse of employment opportunities and closure of colleges and universities, some LGBT people have been forced to return home to self-isolate with family opposed to their sexuality. ²⁵	We will continue to support LGBTI organisations throughout the pandemic and through our new Equality and Human Rights funding streams.	We will launch a new funding stream to support the mainstreaming and embedding of equality and human rights across Scotland, with outcomes aligned closely with the NPF.		

24 [COVID-19: domestic abuse and other forms of violence against women and girls](#)

25 <https://www.bbc.co.uk/news/uk-52039832>

TRANSPORT INFRASTRUCTURE AND CONNECTIVITY PORTFOLIO

Purpose of Portfolio Budget

- Supporting operators through the COVID-19 pandemic to ensure public transport services remain available and accessible.
- Supporting the National Transport Strategy Delivery Plan. This includes a range of measures aimed at reducing inequality.
- Supporting delivery of lifeline services for rural and island communities.
- Continued investment in sustainable transport provision to reduce transport emissions and help to achieve climate change targets.
- Maintaining support for the Programme for Government (PfG) commitments to active travel for the next five years and the Bus Partnership Fund. This will improve access to sustainable, low cost transport options for all across Scotland.

Maintaining support for transport services in 2021-22 will contribute to a range of National Performance Framework (NPF) Outcomes.

Summary of Impacts on Equality of Outcomes

Public transport services are important for, and used more frequently by, people with protected characteristics and those experiencing socio-economic disadvantage. For example, women, older people, younger people and those on lower incomes are more likely to use bus services and do so more frequently. The provision of public transport services has been challenging as a result of the COVID-19 pandemic, which has exacerbated the issues faced by those on low incomes. By continuing to invest in public transport and offering significant additional support to transport operators through the COVID-19 pandemic, we will ensure that those reliant on public transport can continue to access key services, employment and education. Lifeline air and ferry services are also essential for addressing the impacts of remoteness and rurality for island communities.

Our commitment to active and sustainable travel will increase provision of low cost, sustainable transport options and contribute to lowering transport emissions, a key aspect of helping to deliver our climate commitments and meeting the environmental outcomes within the NPF. Adverse impacts of climate change are more likely to impact people on low incomes.

Portfolio Contributions to National Outcomes

Primary



Environment



Economy

Secondary



Fair Work & Business



Communities



Health



Human Rights



International



Poverty

Key Human Rights

- Right to an adequate standard of living, including:
 - Right to protection against poverty
 - Right to prevention of social exclusion
- Right to a healthy environment, including:
 - Right to benefit from healthy ecosystems which sustain human wellbeing
 - Right to access to information
 - Right to participation in decision-making
 - Right to access to justice
- Right to the enjoyment of the highest attainable standard of physical and mental health

Characteristic	What is known about key existing inequality of outcomes ?	How do continuing budgets impact this inequality?	How does newly allocated spend reduce this inequality?	How might any reductions in spend impact this inequality?	Where can the reader get further evidence on these issues?
Socio-economic disadvantage	While pedestrian casualties among adults and children have been reducing over time, significantly higher casualty rates were reported in more deprived areas; in 2015 the pedestrian casualty rate for adults was 2.4 times higher in the most deprived quintile compared with the least deprived, and 3.2 times higher for children. ¹ Disadvantaged road users are at higher risk of injury and death. ²	The Road Safety Policy budget is used for the implementation of Road Safety Framework initiatives and their evaluation. Road authorities also have a statutory duty to promote road safety and take steps to both reduce and prevent accidents on their networks.			A Fairer Scotland Duty Impact Assessment for Scotland's Road Safety Framework will be published on the Transport Scotland website alongside the new framework.
	People with lower household incomes are more likely to use public transport and to do so more frequently. ³ Access and affordability of public transport are key issues for those on lower incomes. This is	The Scottish Government Emergency Measures Agreements (EMAs) ⁴ for rail franchises are intended to continue in 2021-22 for as long as required to deliver a range of fare offers to customers on all routes, including reduced fares for job seekers and the newly employed. We will continue to work with the rail industry and the UK Government during the coming months to understand and	Introducing the used Electric Vehicles Interest Free Loan in September 2020 has helped lower income families to be able to switch to Ultra Low Emission Vehicles (ULEVs). Alongside this, we have also introduced Plugged in Communities (PiC), an		Transport Scotland website (Rail EMAs and Bus COVID-19 Support Grant) Electric Vehicles loan information is accessible on the Energy Saving Trust website .

1 https://www.gcph.co.uk/assets/0000/5206/Pedestrian_and_cyclist_casualties_analysis_FINAL.pdf

2 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784685/future_of_mobility_access.pdf

3 <https://www.transport.gov.scot/media/48317/sct09201490081.pdf>

4 The Scottish Government has entered into Emergency Measures Agreements (EMAs) for the Scotrail and Caledonian Sleeper rail franchises to provide additional support for lost revenue to minimise disruption to passengers caused by the COVID-19 pandemic and ensure the continued operation of rail services to 31 March 2021. The EMAs provide staff and suppliers of Abellio ScotRail and Serco Caledonian Sleeper with reassurance during this period.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Socio-economic disadvantage	a particular issue for rural and Island communities. Given increased reliance on public transport, the COVID-19 pandemic has had a disproportional impact on lower income households due to reduced service and capacity, and perceived increased risk of transmission.	<p>address the ongoing impact of COVID-19 and the contractual arrangements required after March 2021.</p> <p>With the introduction of a UK Veterans Railcard, we funded the card at a discounted price for an introductory launch period for veterans in Scotland.</p> <p>The 2021-22 Scottish Budget will continue the value of Bus Service Operator Grant⁵ and concessionary travel. Additional COVID-19 Support Grant Restart (CSGR) will be confirmed depending on the course of the COVID-19 pandemic and taking account of any physical distancing restrictions on public transport.</p>	initiative designed to improve access to electric vehicles (EVs) using housing associations and car clubs.		See above.
Age	A survey of young people aged 16-26 by Scottish Rural Action found that almost half of respondents said that transport costs had prevented them from accessing suitable employment, and a fifth of respondents said they had missed out on education opportunities. ⁶	See above for socio-economic disadvantage.	<p>See above.</p> <p>We will introduce free bus travel for 5-18 year olds, helping to reduce age-based inequalities.</p>		

5 Funding for bus services was supplemented by COVID Support Grant (CSG) and COVID Support Grant Restart (CSGR) during 2020-21. CSG made payments to operators to the combined amounts of Bus Service Operators Grant and concessionary travel reimbursement they would have previously expected. CSGR was an additional payment to operators on a non-profit basis to run a contracted level of service to meet conditions regarding prioritisation of essential travel. Without CSG and CSGR, services would have been significantly reduced due to the fall in passenger revenue, adversely affecting those most reliant on bus services.

6 <https://www.sra.scot/sites/default/files/document-library/2020-09/FareEnough-Report-2018.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Disability	A survey in May by Disability Equality Scotland of its members found that pavements were widely seen as not wide enough nor equipped to deal with disabled peoples' needs, even without the need for physical distancing. ⁷	Funding is provided to Disability Equality Scotland who have monitored and reported on public realm accessibility during the course of the COVID-19 pandemic. The Active Travel budget (£100.5 million) includes £50 million annually for Sustrans, Places for Everyone Programme that supports cycling, wheeling and walking with new and improved paths and corresponding changes to the public realm.	See above.	No spend impacts but disabled people have been disproportionately adversely affected by COVID-19 and recovery may take some time. The Active Travel budget has been assured for the next five years in the PfG.	
	Adults who are permanently sick or disabled are more likely to use a local bus service but less likely to use a train service than those with no disability or long-term illness. ⁸ Data from a survey of disabled people undertaken by Disability Equality Scotland shows that 99% of respondents	See above. Maintaining spend for public transport reduces risk and prevents widening inequalities.			

7 Specific concerns related to narrow pavements, uneven surfaces and a lack of dropped kerbs, making it difficult for wheelchair users to get on and off pavements. Disabled people also found it challenging to maintain two metres when queuing at pedestrian crossings <https://yoursayondisability.scot/wp-content/uploads/2019/10/COVID-19-Physical-Distancing-DES-Summary-2.pdf>

8 <https://www.transport.gov.scot/publication/scottish-transport-statistics-no-37-2018-edition/>. In 2018, 56% of sick or disabled adults had used a bus service in the previous month compared to 42% of all adults. Adults with a disability or long-term illness were less likely to use the train. 12% of permanently sick or disabled adults had used a train service in the previous month compared to 31% of all adults.

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
	had concerns over physical distancing. ⁹ The need for physical distancing on board public transport is making it more difficult for disabled people to travel on public transport due to fewer seats and spaces for wheelchairs.	See above.			
Gender Reassignment	69% of trans women and 59% of trans men responding to the National LGBT survey said they avoided being open about their gender identity on public transport for fear of a negative reaction from others. ¹⁰	Funding is continuing in 2021-22 for Disability Equality Scotland to take forward a Hate Crime Charter. The purpose of the Charter is to ensure that disabled people, and those with other protected characteristics, feel comfortable and safe using public transport - this includes being free from hate crime, bullying and harassment when travelling.			Safety and security on board rail services is reserved to the UK Government. ScotRail have a Police Service Agreement with British Transport Police under this reserved power. Bus safety on board and at bus stops is a matter for operators, police and local authorities.

⁹ <https://yoursayondisability.scot/weekly-poll-results-covid-19-physical-distancing-week-beginning-25-may/>

¹⁰ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721704/LGBT-survey-research-report.pdf

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Pregnancy and Maternity	Engagement by Engender suggests that, while women and part-time workers are the majority of bus users, they see services as premised on full-time working, not reflecting the needs of women caring for children. Connections between communities and health, leisure or education services remain poor in many areas, and lack of integration in rural areas was criticised. ¹¹	As for socio-economic disadvantage above.			
Race	People of minority ethnicities are more likely to work in occupations with a higher risk of COVID-19 exposure and are more likely to use public transport to travel to their essential work. ¹²	As for socio-economic disadvantage above.			In the UK, people from minority ethnic backgrounds were more than twice as likely as White people to have 'used public transport at least once a week since the COVID-19 crisis began' (26% of minority ethnic people compared to 10% of White people). ¹³

11 <https://www.engender.org.uk/content/publications/Engender-response-to-the-Scottish-Government-consultation-on-Scotlands-National-Transport-Strategy.pdf>, p14

12 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf

13 <https://www.runnymedetrust.org/uploads/Runnymede%20Covid19%20Survey%20report%20v2.pdf>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
	<p>We already know from developing the National Transport Strategy that public transport can provide a space in which perpetrators can target violence or the threat of violence at certain groups of society. As we ease lockdown we should be mindful of the increase in discrimination resulting from a variety of recent international events, and for mask wearing to make perpetrators harder to identify (EQFSIA).</p>	<p>As for gender reassignment above.</p>			<p>As for gender reassignment above.</p>
<p>Religion or Belief</p>	<p>Safety on Public Transport:</p> <p>Findings from the public inquiry into islamophobia in Scotland reported that 83% of 448 respondents had experienced islamophobia, 9% of which was on public transport.¹⁴</p>	<p>As for gender reassignment above.</p>			<p>As for gender reassignment above.</p>

14 Many respondents described avoiding public transport for fear of physical assault. Respondents to the enquiry also described avoiding air travel in particular for fear of abuse or harassment [Public-inquiry-into-Islamophobia-initial-findings.pdf \(myftpupload.com\)](#)

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sex	Men are more likely to cycle to work than women. In 2018, 4% of men cycled to work compared to 1% of women. ¹⁵	The PfG commitment to assure the active travel budget of £100.5 million per annum for the next five years supports transformational change. This includes infrastructure projects that comprise protected cycle lanes, safe, well maintained paths for walking and wheeling, and changes to the public realm.	<p>In recognition of the scale of transformation needed and the amount of investment required, the active travel budget was doubled to £80 million in 2018-2019 and increased again to £100.5 million for 2020-21, including funding for Sustrans' managed Places for Everyone Programme for infrastructure projects and direct funding to local authorities.</p> <p>In 2020-21, £39 million of the Places for Everyone funding was repurposed to support temporary infrastructure to help people walk, wheel and cycle while physically distanced and keeping them safe from traffic. To enable some of these schemes to become permanent, local authorities will be able to access Places for Everyone funding or use their own direct funding.</p>	No cuts planned other than real terms cuts implied by flat cash.	

15 <https://www.transport.gov.scot/publication/scottish-transport-statistics-no-37-2018-edition/>

Characteristic	Key inequalities	Continuing budgets	New spend	Reduced spend	Further evidence
Sexual Orientation	Among respondents to the National LGBT survey, 65% of cisgender respondents said they had avoided being open about their sexual orientation on public transport. ¹⁶	As for gender reassignment above.			As for gender reassignment above.

16 <https://www.gov.uk/government/publications/national-lgbt-survey-summary-report>