

Annex A:
**Portfolio Assessment and
Update to the Key Risks**

Introduction

The Equality and Fairer Scotland Budget Statement (EFSBS) assesses how the Scottish Budget for 2022-23 impacts on the people of Scotland and particularly those in protected characteristic groups or experiencing socio-economic disadvantage. This Annex supports the [main document](#) which is available on the Scottish Government website.

Strategic Context

The [main Scottish Budget document](#), which comes at a crucial time for Scotland, sets out the strategic context for this year's Scottish Budget. As we rebuild in the midst of the COVID-19 pandemic, the Scottish Budget sets a path to secure a fairer, greener future delivering on the [Programme for Government, Shared Policy Programme](#) with the Scottish Green Party and the [Covid Recovery Strategy](#).^{1,2,3} This path aims to drive forwards the national mission to eradicate child poverty; it prioritises tackling the global climate emergency; seeks to transform the economy to improve people's standard of living by grasping the opportunities of a green recovery; and supports the recovery of public services.

These priorities signal transformative change, which will take time and a collaborative approach to deliver. To provide stability through a period of transformation the Scottish Budget will be followed by a Resource Spending Review – providing funding allocations across the remainder of the parliamentary term. In line with both our commitments to a fairer Scotland and our legal duties under the Public Sector Equality Duty and Fairer Scotland Duty, equality and fairer Scotland considerations will be an integral part of the Resource Spending Review.

Structural inequality is complex and deeply entrenched. The Resource Spending Review and subsequent budget analysis will provide scope to consider the longer-term trajectory for change. Key to this will be our commitment to improving data and understanding around inequality in barriers, opportunities and outcomes, as well as continually improving our knowledge of what works in delivering sustainable, impactful change. Ongoing work with the [Equality Data Improvement Programme](#) seeks to develop evidence to support this journey, but evidence needs to sit alongside improved mainstreaming processes to ensure that services and outcomes shift.⁴ The current review of the Public Sector Equality Duty will be instrumental in driving forward change in shaping and tailoring policy to tackle inequality.

Scottish Budget Analysis

The approach for the 2022-23 EFSBS is the same as last year;⁵ presenting a detailed analysis of the impact of each portfolio's budget on equality and socio-economic disadvantage.⁶ Like last year, portfolios were restricted to a maximum of two inequalities per protected characteristic or socio-economic disadvantage and were asked to concentrate on key policies and areas of spend. As a result not every issue or spend line will be contained within the portfolios but overall we aim to provide a fair account of how policies and spend will contribute to tackling inequality in the 2022-23 financial year.

This process is helpful in articulating the impact of the Scottish Budget, but we are aware that it is not perfect and there are a number of calls for improved, intersectional budget analysis processes. The Equality Budget Advisory Group has been considering ways to improve budget assessment processes. Their [recommendations](#), published in July 2021, ask for improvements in processes, organisation and culture, and knowledge and understanding.⁷ Given the broad range of recommendations, the Scottish Government is taking time to consider them alongside other improvements to budget processing and reporting and to the range of budget analysis undertaken (equality, human rights and Fairer Scotland but also other aspects of budget analysis such as carbon and fiscal sustainability). We will respond to the recommendations in detail in spring 2022, aiming to build learning into future EFSBS products.

Annex Structure

This Annex provides detailed analysis to support the budget. It is structured in two parts. The first section reports analysis of each portfolio's spend against protected characteristics and socio-economic disadvantage. The second part provides an update to the key risks identified in the 2021-22 EFSBS document, explaining how spend in the 2021-22 budget has sought to mitigate risk.

- 1 [Programme for Government - gov.scot \(www.gov.scot\)](#)
- 2 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 3 [Covid Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 4 Equality Data Improvement Programme (EDIP) project board - gov.scot (www.gov.scot)
- 5 For more details on the approach to budget analysis please see Annex B in last year's EFSBS. [Scottish Budget 2021-2022: Equality and Fairer Scotland Budget statement - gov.scot \(www.gov.scot\)](#)
- 6 Crown Office and Procurator Fiscal Service has not produced a template this year. The nature of their spend is dictated by the cases brought forward through the Justice system. COPFS produce a range of [equality reports](#) showing how they respond to Public Sector Equality duties.
- 7 [Equality Budget Advisory Group: recommendations for equality and human rights budgeting - 2021-2026 parliamentary session - gov.scot \(www.gov.scot\)](#)

Constitution, External Affairs and Culture Portfolio

Purpose of Portfolio Budget

The Constitution, External Affairs and Culture (CEAC) portfolio engages at home and internationally to enhance Scotland's reputation, increase prosperity and wellbeing, and promote Scotland as a great place to live, visit, work, study and do business.

Our Culture Strategy for Scotland sets out a vision of how we support culture in Scotland centred on three ambitions: Strengthening culture; transforming through culture; and empowering through culture. Everyone – regardless of their socio-economic background, ethnicity or where they live in Scotland – should have an equal opportunity to experience the transformative power of culture. Our vision is for the nation to take pride in being a vibrant and creative country. We see our culture and heritage as essential to who we are and to our appeal as a place to live and visit. We recognise that the arts and culture bring us pleasure as well as social and economic benefits. We cherish and protect our history, traditional and rural cultures, and embrace those from elsewhere. Our Events Strategy¹ works to establish Scotland as the perfect stage for events. It supports a strong and dynamic events industry producing a portfolio of events and festivals that deliver sustainable impact and international profile for Scotland.

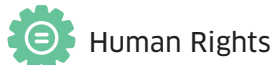
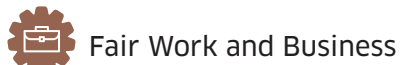
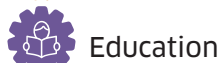
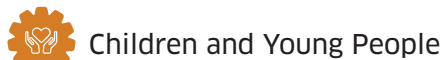
We want to ensure that Scotland is open and welcoming for people and their families to live and work in, and to make a positive contribution to our country. We place great importance on Scotland being a good global citizen. This means playing our part in tackling global challenges including poverty, injustice and inequality. At the forefront of our efforts is our International Development Fund (IDF), the main aim of which is to support and empower our partner countries: Malawi, Rwanda, Zambia, and Pakistan.

Summary of Spend on Equality of Outcomes

Reducing inequality and ensuring all groups are able to participate in, enjoy and access careers in our diverse culture, heritage and events sectors is at the heart of the CEAC portfolio. Our culture and heritage investment aims to protect and support our public bodies and organisations across Scotland. The portfolio budget enables funded organisations to deliver an active programme of cultural activity and events that take into account the preferences and circumstances of groups who experience structural disadvantage and those from lower income groups. Examples include the work of our national performing companies in ensuring improved access and inclusion for disadvantaged and low income groups.

From next year Scottish, the Government will increase the IDF budget from £10 million to £11.5 million. Through the new Women and Girls Empowerment Fund within the new Equalities Programme, we will refocus the £500,000 budget currently allocated under the IDF to our former Small Grants pilot programme towards promoting equality of women and girls and supporting their rights, including seeking to provide more funding directly in-country to smaller local civil society organisations.

£980,000 is allocated to the Migration Strategy Fund and £1 million to the Humanitarian Emergency Fund.

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

- Right to take part in cultural life
- 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 does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>In 2019, levels of cultural attendance were higher among the least deprived areas of the Scottish Index of Multiple Deprivation (SIMD) and lowest among the most deprived areas. There was a 20 percentage point difference in cultural attendance between those living in the 20% most and 20% least deprived areas (71% compared with 91%).</p> <p>The same is also true for cultural participation where there was a large difference (22 percentage points) in cultural participation between those living in the 20% most deprived and the 20% least deprived areas.²</p>	<p>We will continue to invest in our internationally renowned culture organisations, through direct funding of the National Performing Companies, through Creative Scotland's funding of Regularly Funded Organisations, and funding of museums and galleries, ensuring provision of culture throughout Scotland. Scottish Government support the National Museums Scotland, National Galleries of Scotland and National Library of Scotland to provide free public access to the collections. This will help to ensure that access to these collections is not determined by ability to pay.</p> <p>The Scottish Government will continue to invest in Sistema Scotland, which is viewed as a model for social inclusion and improving the lives of children living in poverty. Independent evaluation highlights that their Big Noise Programmes help children and young people from deprived areas access creative resources, provide opportunities for them to learn new skills and boost their confidence to express themselves in a fun and safe environment. The evaluation evidence to date also suggests that Sistema Scotland can make a positive difference, benefitting families and wider communities.</p>	<p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Big Noise - Sistema Scotland :: Education Scotland - 2017 (makeabignoise.org.uk)</p> <p>Evaluation of Sistema Scotland Glasgow Centre for Population Health (gcph.co.uk)</p> <p>Big Noise Evaluation Report Final 23-11-21.pdf (makeabignoise.org.uk)</p>
	<p>The World Food Programme estimates that up to 811 million people are chronically hungry, with 283 million acutely food insecure.³ According to the United Nations, conflict is the main driver of hunger in most of the world's food crises.</p>	<p>The Scottish Government's vision remains that through embedding the UN Global Goals, Scotland will contribute to sustainable development and the fight against poverty, injustice and inequality internationally. All projects funded through the IDF, which has increased by £1.5 million to £11.5 million in 2022-23, have poverty reduction as an underpinning aim.</p> <p>In addition to that, the Humanitarian Emergency Fund with a budget of £1 million per annum provides immediate and effective assistance to reduce the threat to life and wellbeing including hunger, disease or death, for a large number of a population caused by disasters, disease or conflict.</p>	<p>WFP - saving lives, preventing famine World Food Programme</p> <p>2020 - Global Report on Food Crises World Food Programme (wfp.org)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	In 2019, older age groups were noticeably less likely to have attended a cultural event or visited places of culture in the last 12 months than younger age groups. Fifty-five per cent of those aged 75 and over had attended or visited a cultural event or place compared to 92% of 16 to 24 year olds.	<p>Enabling physical access to historic sites can be challenging. Historic Environment Scotland are balancing the need to protect and preserve our historic sites with the need to enable visitors to access them. Uneven stairs, cobbled walkways and narrow passages can be challenging for older visitors. Digital delivery methods can allow visitors to access these spaces in new ways, either from the sites themselves, or from home.</p> <p>For example, in consultation with Euan's Guide, at Melrose Abbey the interpretation team developed an Access Tablet, providing 360° views of the abbey, and telling the stories of the site. This enables a visitor with limited mobility to explore the whole site from a stationary position, or to view individual spaces that were not accessible to them.</p> <p>Historic Environment Scotland aim to create a consistent offer across multiple sites. Development has begun on tablets for Skara Brae and St Andrews Castle and Cathedral.</p>	<p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Mainstreaming and 2021-25 Equality Outcomes Report Hist Env Scotland (historicenvironment.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
<p>Age</p>	<p>Before the COVID-19 crisis, projections showed that globally the proportion of children and youth not in school was improving, but that more than 200 million children were still out of school, and only 60% of young people would be completing upper secondary education in 2030. The problem was greatest in sub-Saharan Africa and for disabled children in low and middle-income countries.</p> <p>More than half of children who have not enrolled in school live in sub-Saharan Africa, and more than 85% of children in sub-Saharan Africa are not learning the minimum proficiency levels in reading by the time they are of age to complete primary education.</p> <p>Six hundred and seventeen million youth worldwide lack basic mathematics and literacy skills.</p> <p>Some 750 million adults – two thirds of them women – remained illiterate in 2016. Half of the global illiterate population lives in South Asia, and a quarter lives in sub-Saharan Africa.</p> <p>In 10 low- and middle-income countries, disabled children were 19% less likely to achieve minimum proficiency in reading than those without disabilities.</p>	<p>Through the IDF, the Scottish Government contributes £1.24 million to the project Promoting equal access to education in Malawi North with Sense Scotland between 2018-2023. The project will work in Northern Malawi with children, young people, families, schools, communities and all traditional and governmental authorities to address negative attitudes towards disability, improve access to quality and relevant education and to enable all children regardless of disability to reach their full potential.</p> <p>The Scottish Government is committed to improving access to education and is funding a range of partner organisations, for example by funding scholarships in Pakistan for girls from disadvantaged backgrounds, disabled children and from minority ethnic backgrounds. Last year, 2,731 scholarships were funded with an overall spend of £200,000, as part of the wider £400,000 per annum Scotland–Pakistan Scholarships for Young Women and Girls programme. The scholarship programme will be ongoing until 2024.</p>	<p>Education – United Nations Sustainable Development</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>In 2019, disabled adults in Scotland were less likely than non-disabled adults to have attended a cultural event or place of culture in the last 12 months.</p> <p>Globally, there are one billion disabled people. Of those, 80% live in developing countries, and only 1% of significantly disabled persons in developing countries have access to disability benefits, compared to 28% worldwide.</p> <p>According to the United Nations, one in ten children are disabled.</p>	<p>This portfolio budget supports the National Collections and National Performing Companies to continue to develop and deliver an active programme of events including events for Deaf/British Sign Language (BSL) children and their families, descriptive tours for the visually impaired, programmes and events for people with dementia and parkinson's and tailored autism-friendly sessions.</p> <p>The IDF funds initiatives in Malawi and Rwanda aimed at enhancing the economic sustainability and participation in development processes of disabled men and women. These initiatives include: supporting a community ear and hearing care and rehabilitation of disabling hearing loss in Zambia; disability mainstream and training through a range of other projects in our partner countries.</p> <p>We grant £706,407 to the Global Concerns Trust for its Tools and Training for Livelihood in Malawi Project. The project will contribute to the reduction of poverty, the enhancement of economic sustainability and participation in development processes of disabled men and women in Malawi, while promoting skills development, wellbeing and engagement in international development of disabled people in the UK.</p> <p>As part of our Scotland Pakistan Scholarship Scheme for Young Women and Girls (2019-24), 187 disabled children received a scholarship in 2020-21. The implementing partner of the Deaf Reach program is the Family Educational Services Foundation (FESF), which is pioneering efforts to empower the deaf community of Pakistan through education, skills training and career development. The overall spend was £16,000. Whilst it is not yet known how many scholarships will be awarded in 2022-23, this scholarship programme is ongoing until 2024.</p>	<p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Reduce inequality within and among countries - United Nations Sustainable Development</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Gender Reassignment	Existing research suggests that many trans people in the UK hide their gender identity at work or experience negative reactions to it.	The National Records for Scotland (NRS), who produce Scotland's Census, which is funded through the CEAC budget, helps collect, preserve and produce information about Scotland's people and history and make it available to inform current and future generations. Scotland's Census 2022 will ask a mandatory binary sex question. For the first time, this will be followed by a voluntary question on trans status or history asked of those over 16. This will provide the first official estimate of the trans population in Scotland, the characteristics of the population and their outcomes across a range of policy areas. This will build the evidence on the characteristics and outcomes for this group, addressing the current recognised gaps in evidence from existing data sources. These new questions, in combination with the existing questions on equality characteristics, and the new question about those who have previously served in the Armed Forces, are designed to provide valuable evidence to support equality monitoring, policy development and service provision at a local and national level across Scotland.	Scotland's Census 2022: sex question guidance Scotland's Census (scotlandscensus.gov.uk) National LGBT Survey: Research report – GOV.UK (www.gov.uk) lgbt in britain - trans report final.pdf (stonewall.org.uk) Transgender labour market outcomes: Evidence from the United States – Cipriakis – 2020 – Gender, Work & Organization – Wiley Online Library
Pregnancy and Maternity	Malawi has experienced a noticeable drop of maternal mortality rates and neonatal mortality rates in recent years. Between 2010 and 2015-16, the maternal mortality ratio fell from 675 to 439 per 100,000 live births. However, more needs to be done to improve maternal and newborn health.	Through the IDF, the Scottish Government funds a range of projects aiming to improve maternal, newborn and child health. For example, the Community Action and Service Access for Maternal, Newborn and Child Health project with St John's Scotland in Malawi is receiving £457,591 during 2017-23 (plus £13,800 for Personal Protective Equipment (PPE) and £7,830 for 136 bicycles) in total. It aims to improve maternal, newborn and child health by increasing health behaviours and the use of critical health services, and by removing barriers to the provision of Malawi's Essential Health Package (EHP).	WHO Malawi UNFPA Malawi Maternal Health

Characteristic	Key inequality	Impact of spend	Further evidence
Race	<p>By the end of June 2021, more than 294,000 EU Settled Status applications had been made from Scotland. Of these, the Home Office had concluded about 270,000. About 153,000 were granted settled status and 108,000 granted pre-settled status. The remainder of applications were refused, withdrawn, invalid or void. Concerns remain that EU citizens may not have full information about their rights, as well as increased risks of exploitation for those with insecure immigration status.</p>	<p>EU citizens living in Scotland were required to apply to the UK Government's EU Settlement Scheme by 30 June 2021 to secure settled or pre-settled status if they wished to remain in the UK and in Scotland.</p> <p>The Migration Strategy Funding (£980,000) will continue to provide support to EU citizens to help safeguard their rights, especially for individuals yet to secure their permanent status in Scotland, as well as supporting work on wider migration policy issues.</p>	<p>What Now? The EU Settlement Scheme after the Deadline - Migration Observatory - The Migration Observatory (ox.ac.uk)</p>
	<p>In 2019, Cultural participation was highest for people from the 'White other' ethnic groups (84%), and lowest for people from the 'Asian, Asian Scottish or Asian British' ethnic group (61%). For those in the 'White Scottish' ethnic group, the participation rate was 73% and 'Other ethnic' was 77%.</p>	<p>Several programmes funded within the culture budget will work to uncover opportunities within the creative arts and creative industries for people from a minority ethnic backgrounds, such as projects funded by the Creative Communities Programme which helps empower communities from all backgrounds to develop cultural activities.</p> <p>The Scottish Government will continue to support a range of initiatives, under the broad banner of Scotland's Winter Festivals⁴ (SWF) in 2022-23. These run from Scotland's National Day - St Andrew's Day on 30 November each year - across Hogmanay and culminate in Burns celebrations on 25 January. They reflect the enduring appeal of the celebration of St Andrew's Day, Hogmanay and Burns Night amongst diverse communities right across Scotland and also in countries across the globe. Key components of the SWF event programme include the multi-cultural celebration of SWF - led by BEMIS Scotland. (BEMIS is the national minority ethnic led umbrella body supporting the development of the Ethnic Minorities Voluntary Sector in Scotland and the communities that this sector represents). This SWF initiative aims to boost Scottish Government's Race Equality Framework⁵ and SWF by inviting Scotland's minority ethnic communities to celebrate St Andrew's Day and Burns Night in their own way, reflecting their own traditions and culture and also what Scotland means for them as their home.</p>	<p>Equality Evidence Finder</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Religion or Belief	Discrimination against and hostilities involving religion and beliefs are on the rise globally. Based on Freedom House research, ⁶ the global average score of religious freedom has declined by 5.6% over the last 15 years. This decline is driven by state repression of religious minorities and attacks by non-state actors. According to the United Nations, people most likely to be left behind by development are often those who endure discrimination and exclusion on the grounds of identity, including religious or belief identity.	The Scottish Government is committed to supporting minorities, including religious minorities, in its partner countries. As mentioned above, in 2020-21 alone, £200,000 was allocated towards the Pakistan scholarships which supported disabled girls, children from disadvantaged and minority backgrounds. Together with the National Catholic Education Commission Pakistan, 550 girls from minorities, including religious minorities, were supported with an overall £48,000. These scholarships will be continued until 2024, as part of the wider Scotland-Pakistan Scholarships for Young Women and Girls 2019-24 Programme.	OHCHR Annual reports

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	<p>Within the Scottish creative industries workforce, in 2019 men comprise two-thirds of the workforce, and women occupy a larger portion of part-time positions. Despite similar levels of qualifications between men and women in the sector, men occupy a greater proportion of senior and professional positions within the sector and a greater proportion of self-employed positions.</p>	<p>The Culture Strategy for Scotland⁷ includes actions and aims to strengthen diversity in the sector, and is now supporting the cultural workforce through several recent initiatives including the Culture Collective and Arts Alive programmes and stepping up its advocacy for fair work practices. It will continue work to help make the culture and heritage sector part of Scotland as a Fair Work Nation by 2025, looking at the potential impact of Fair Work criteria being part of relevant grant schemes. Working in partnership with stakeholders, the aim is to help increase diversity in the sector, ensuring that skills development and board membership have diversity at their core, including helping recruitment diversity by introducing appropriate remuneration for board members of national culture and heritage public bodies.</p> <p>All the major cultural organisations that we provide core funding for have a duty to eliminate discrimination and advance equality of opportunity. National Collections, Historic Environment Scotland and Creative Scotland all report on the gender pay gap.</p> <p>The FM's National Advisory Council on Women and Girls recently published a spotlight piece⁸ exploring the existing activity undertaken by Scottish Government on gender equality within the creative industries and arts. This paper provides an overview of Scottish Government's vision and priorities for the creative industries in Scotland, work already underway to create a fairer landscape for women and girls, and discusses where there might be opportunity to do more. The Scottish Government has a Programme for Government commitment to review our Creative Industries Policy Statement and equality and diversity considerations will be a key part of the discussions feeding into this.</p>	<p>Arts and Creative Industries – What we already know – One Scotland</p> <p>Creative Industries and Arts – Scottish Government – One Scotland</p> <p>Scottish household survey 2019: culture and heritage – report – gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
<p>Sex</p>	<p>Gender-based violence and discrimination is widespread globally. The UN estimate that one in five women, including 19% of women and girls aged 15 to 49, have experienced physical and/or sexual violence by an intimate partner within the last 12 months.</p> <p>Only 52% of women married or in a union freely make their own decisions about sexual relations, contraceptive use and health care.⁹</p>	<p>Following an independent review of the Scottish Government international development Small Grants Pilot, that budget is being reallocated to support a new Fund within an overarching Equalities Programme. We will support a new £500,000 International Development Women and Girls Empowerment Fund, funding local organisations in partner countries to ensure women and girls are safe, equal and respected.</p> <p>Ahead of this new fund, we have already extended additional funding to our collaboration with Comic Relief on our joint Levelling the Field II Programme to fund additional projects. The focus of the funding in Levelling the Field II (2021-24) is using Sport for Change approaches to fund civil society organisations direct in-country to: ensure women and girls are safe, equal and respected; and promote women and girls' decision-making power and inclusion. The programme has been highly successful attracting large numbers of high quality applications by locally led organisations in our partner countries for new funding from April 2021.</p> <p>In Rwanda we are supporting victims of sexual and gender-based violence through an Oxfam Rwanda led project on Claiming Sexual and Reproductive Health Rights in Rwanda.</p> <p>In Zambia we are continuing to provide Master of Business Administration (MBA) scholarships through Heriot Watt University to help women get into business. Future graduates of this programme will use the skills and knowledge gained to create employment and support local communities in Zambia. In Malawi we also provide secondary and tertiary education scholarships for girls - the Colin and Alison Cameron Scholarships for Girls - through the Mamie Martin Fund.</p> <p>The Scottish Government will continue to support the women peace and security agenda through investment in fellowships for women in conflict to empower them with the skills to build peace. This year we have created new fellowships to also focus on the nexus between conflict and climate.</p>	<p>Gender equality and women's empowerment - United Nations Sustainable Development</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sexual Orientation	A quarter of respondents to Creative Scotland's Arts and Diversity survey identifying as LGBT stated their sexual orientation was a barrier to career progression in the Scottish arts sector in 2016.	Scotland's Census will also ask, for the first time, a voluntary question on sexual orientation for those aged over 16. This will build the evidence on the characteristics and outcomes for this group, addressing the current recognised gaps in evidence from existing data sources. This will help provide valuable evidence to support equality monitoring, policy development and service provision at a local and national level across Scotland.	Arts-and-Diversity-Survey-Summary.pdf (creativescotland.com) National LGBT Survey: Summary report (publishing.service.gov.uk)
	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. And even though under international human rights law, all people have the right to be protected from violence and discrimination, bisexual people especially are discriminated against on the basis of their sexual orientation. Abuse includes violence and stigma including in health, education, employment and access to social services.	Following our investment in a successful Police Scotland Programme partnered with the Malawian and Zambian police forces focused on gender-based violence and child protection, that programme has more recently developed to support leadership to tackle local issues and give support to a wider range of marginalised groups such as women, children, disabled people, LGBTI and albinos in Malawi and Zambia. Under the new Rights and Equalities for Marginalised Groups Programme this ongoing partnership between Police Scotland and the national police forces in Malawi and Zambia continues. Through this partnership with African police forces, Police Scotland are also learning and improving policing for the communities of Scotland.	UNFE FactSheet Bisexual EN.pdf (ohchr.org)

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

The 2022-23 CEAC budget is focused on maintaining and protecting spend that tackles inequality. The CEAC budget has avoided reductions in these areas, but has phased the implementation of some increases, for example the £5 million increase to the International Development Fund will be brought in across the term of the Parliament. The first phase will see the International Development Fund increase by £1.5 million in 2022-23.

- 1 [Scotland: The Perfect Stage - EventScotland | VisitScotland.org](#)
- 2 [Scottish household survey 2019: culture and heritage - report - gov.scot \(www.gov.scot\)](#)
- 3 [WFP - saving lives, preventing famine | World Food Programme](#)
- 4 [Winter Festivals | Scotland.org](#)
- 5 [Race equality framework for Scotland 2016 to 2030 - gov.scot \(www.gov.scot\)](#)
- 6 [Leveraging Targeted Sanctions in Defense of Religious Freedom | Freedom House](#)
- 7 [A Culture Strategy for Scotland - gov.scot \(www.gov.scot\)](#)
- 8 [Creative Industries and Arts - Scottish Government - One Scotland](#)
- 9 [Gender equality and women's empowerment - United Nations Sustainable Development](#)

Deputy First Minister and COVID Recovery Portfolio

Purpose of Portfolio Budget

The portfolio supports the delivery of the COVID Recovery Strategy¹ and contributes to strategic oversight and co-ordination of COVID-19 recovery activity across the Scottish Government. It provides the analysis underpinning the strategic response to COVID-19, and includes work to establish and support the Scottish public inquiry into the handling of COVID-19.

The portfolio also co-ordinates policy on elections, freedom of information, inter-governmental relations, Cabinet business and the Scottish Government's legislative programme.

The portfolio supports work to build Scotland's resilience by improving understanding and preparedness against a range of hazards and threats, through multi-agency planning, strengthening national work on risk and prevention and working with partners to build and deliver capacity.

The portfolio also has responsibility for assessing, sharing and supporting the 'big picture' story of public service reform and applying reform learning to support transformational change across public services with the intention of achieving national outcomes with a particular emphasis on tackling inequality. It takes the lead on the Scottish Leaders Forum and Collective Leadership for Scotland. It also places an emphasis on people's participation in all aspects of life in Scotland (for example, community asset transfer, participatory budgeting, the local governance review and open government policy).

Summary of Spend on Equality of Outcomes

A key area of spend in 2022-23 in this portfolio is the £3.15 million allocated to the 2022 local government elections. This spend includes work to progress equality of participation in democracy through close work with electoral partners to increase voter registration and active participation in elections by under-represented groups, including young people and non-UK citizens. This spend will also be used to continue field trials of a potential digital solution to enable people with sight loss to vote independently and in secret, and to fund new data collection on the diversity of election candidates to address gaps in the evidence base.

Provision has been made for the COVID-19 Scottish Public Inquiry. How the inquiry undertakes its task will be up to the independent chair of the inquiry. Scottish ministers have, however, set out their expectation that the inquiry will take a person-centred, human rights-based approach.

The portfolio's contribution to progressing equality of outcomes in 2022-23 will also be derived from the continuing cross-government work of the units working on COVID-19 analysis and COVID-19 recovery, who bring evidence, monitoring and co-ordination to underpin work on COVID-19 response and recovery across the Scottish Government with a strong equality focus.

Portfolio Contributions to National Outcomes**Primary**

Communities

Secondary

Economy



Human Rights

Most Relevant to these Human Rights

- Right to free elections
- Right to freedom of thought, conscience and religion
- Right to freedom of expression
- Right to an adequate standard of living, including housing, food, protection against poverty and social exclusion
- Right to non-discrimination in the exercise of all of these rights

Characteristic	What is known about key existing inequality of outcomes ?	How does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Evidence suggests that the direct and immediate economic effects of the pandemic fell disproportionately on those on low pay with little savings as a buffer. Conversely, household budgets were often strengthened during lockdown for those with higher incomes: 50% of UK adults in the top income quintile saw falling outgoings compared to 30% in the bottom quintile.²</p>	<p>This portfolio contributes to strategic oversight and co-ordination of COVID-19 recovery activity across the Scottish Government. Our approach is set out in COVID Recovery Strategy: for a fairer future,³ which commits us to a strong equality-led approach to everything we do to tackle low income.</p> <p>Financial security for low income households is one of the three key outcomes for the COVID Recovery Strategy, which sets out the actions that will be taken towards achieving this outcome over the next 18 months. These actions advance a number of recommendations from the Social Renewal Advisory Board as well as those from the National Advisory Council on Women and Girls (NACWG) and the Citizens' Assembly of Scotland.</p> <p>Each action will be taken forward by the relevant portfolio, while spend in this portfolio will focus on evidence-based monitoring of progress to allow us to ensure that the strategy delivers financial security for those hardest hit by the economic impacts of COVID-19.</p>	<p>The Impact of COVID-19 on Equality in Scotland Report 2020 (www.gov.scot)</p> <p>Scotland's Wellbeing: The Impact of COVID-19 – Chapter 4: Communities, Poverty, Human Rights National Performance Framework</p> <p>Covid Recovery Strategy: for a fairer future</p> <p>Covid recovery strategy – for a fairer future: fairer Scotland duty assessment – summary</p> <p>COVID-19 in Scotland (data.gov.scot)</p>
	<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.⁴</p> <p>Those on lower incomes are less likely to say that the Scottish Government is good at listening to people's views before taking decisions, and less likely to trust the Scottish Government to make fair decisions, than those on higher incomes.⁵</p>	<p>This portfolio budget supports work to deliver a range of commitments on participative democracy, including: designing a COVID-19 recovery that is person-centred; implementation of the cross-government participation framework to reduce barriers to participation in government policy-making; and, continuing 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 participation, so that those in our communities who are experiencing poverty have an equal opportunity to be heard.</p> <p>Consideration of the governance of future citizens' assemblies will ensure these meet their core aims, to bring a representative group of people together to generate new ideas, adding fairness and equality to the policy-making process, and improving trust between government and the people it serves.</p>	<p>Scottish Social Attitudes 2019: attitudes to government and political engagement – (www.gov.scot)</p> <p>Scottish Household Survey 2019: annual report – gov.scot (www.gov.scot)</p> <p>Open Government Action Plan 2018-2020 – gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>The gap between the political engagement of younger and older people in Scotland has narrowed over the last 15 years, according to Scottish Social Attitudes survey data. The proportion of those in the youngest age group who thought it important to vote in Scottish Parliament elections increased by 28 percentage points from 64% in 2004 to 92% in 2019, compared with an increase of 8 percentage points from 86% to 94% for the oldest age group in the same period.⁶</p> <p>Electoral Commission survey data from the 2021 Scottish Parliament elections suggests the gap is not yet closed, however, with younger people less likely to be registered to vote, and to say that they have voted.⁷</p> <p>Children and young people (as well as their parents) reported a decline in their mental wellbeing over the course of the pandemic.¹⁰ The pandemic also had an impact on physical activity levels and on increased purchases of food higher in fat, salt and sugar, which are likely to have exacerbated health inequalities, including among children and young people.¹¹</p> <p>Research also highlights that young people who have recently left education and who have recently entered (or are about to enter) the labour market are more susceptible to long-term unemployment and pay scarring as a result of the pandemic.¹²</p>	<p>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.</p> <p>Our Programme for Government 2021-22⁸ and Shared Policy Programme with the Scottish Green Party⁹ include a commitment to work to increase voter registration and active participation in elections by under-represented groups, including young people. We will continue to take an evidence-based approach to this work, including exploring attitudes to voting and civic participation in the Scottish Government funded Growing Up in Scotland longitudinal survey during 2022.</p> <p>As stated above, this portfolio contributes to strategic oversight and co-ordination of COVID-19 recovery activity across the Scottish Government, as set out in our published COVID Recovery Strategy.</p> <p>Wellbeing of children and young people is one of the three key outcomes for the COVID Recovery Strategy, which sets out the actions that will be taken towards achieving this outcome over the next 18 months. Each action will be taken forward by the relevant portfolio, while spend in this portfolio will focus on evidence-based monitoring of progress, and co-ordination of the Strategy to ensure it achieves its vision and outcomes.</p>	<p>Scottish Social Attitudes 2019: attitudes to government and political engagement</p> <p>Report on the Scottish Parliament election on 6 May 2021 Electoral Commission</p> <p>A Fairer, Greener Scotland: Programme for Government 2021-22</p> <p>Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot (www.gov.scot)</p> <p>COVID Recovery Strategy: for a fairer future</p> <p>Coronavirus (COVID-19) - experiences of vulnerable children, young people, and parents: research - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>All voters have a right to vote independently and in secret. Research by the Royal National Institute of Blind People (RNIB) indicates, however, that large proportions of blind and of partially sighted voters who voted in the May 2021 elections across the UK, said they could not vote independently and in secret under the current voting system.¹³</p> <p>The Electoral Commission's public opinion survey to inform their report on the Scottish Parliament election on 6 May 2021 found that 93% of disabled respondents said they were satisfied with the process of voting in the 6 May election, while 96% of non-disabled respondents said this. Disabled respondents were 10 percentage points less likely than non-disabled respondents to say that they were 'very satisfied' with the process.¹⁴</p> <p>Data suggests that disabled people have experienced higher death rates from COVID-19 compared to non-disabled people. Delays in, or avoidance of, accessing healthcare during the pandemic is also likely to have long-term impacts for many disabled people, who are more likely to be in poor health. Higher proportions of disabled than non-disabled people have said that their access to healthcare and treatment for non-COVID-19-related issues has been affected by COVID-19, and that they have had new or worsening health problems.¹⁵</p>	<p>In 2022-23 spend on the local government elections line in this portfolio will be used to continue field trials of the electronic ballot paper delivery prototype as a potential digital solution to enable people with sight loss to vote independently and in secret. We know from research and our own stakeholder engagement that people with sight loss often face the biggest barriers to voting and, therefore, as well as the digital prototype, we will utilise spend in 2022-23 to trial or pilot other measures to support that group; potentially audio devices that RNIB Scotland have been trialling, subject to their report and recommendations. Also, accessibility of elections will form a central part of the public consultation for the Representation and Reform Bill to be launched in 2022, with a view to informing improvements (and associated spending commitments) for future elections.</p> <p>As also set out in the Programme for Government, we will also continue investment in our Access to Elected Office Fund, administered by Inclusion Scotland, providing financial support for disabled people seeking selection, to pay for the additional impairment-related costs that disabled people can face when running for elected office.</p> <p>Provision has been made for the public inquiry to investigate the handling of the COVID-19 pandemic in Scotland.</p> <p>Once established by the Scottish ministers, a public inquiry is independent of them. How the inquiry undertakes its task will be up to the independent Chair of the Inquiry. Scottish ministers have, however, set out their expectation that the inquiry will take a person-centred, human rights-based approach.</p>	<p>Turned Out 2021 (rnib.org.uk)</p> <p>Report on the Scottish Parliament election on 6 May 2021 Electoral Commission</p> <p>A Fairer, Greener Scotland: Programme for Government 2021-22</p> <p>COVID and Inequalities (www.gov.scot)</p> <p>Equality analysis (data.gov.scot)</p> <p>COVID-19 Inquiry - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Gender Reassignment	<p>Trans people are likely to have experienced a number of specific health and social impacts resulting from the COVID-19 pandemic, including:</p> <ul style="list-style-type: none"> • Lack of access to gender-affirming health care potentially deemed non-essential. • Hormone prescriptions, some of which require administration by a practice nurse, may not have been readily available. • Abuse from unsupportive families or partners who some trans people may have been required to spend time with due to the 'lockdown'. • Increased levels of mental health problems including depression, anxiety and self-harm, which are already prevalent amongst the trans community.¹⁶ 	<p>This portfolio budget funds the COVID-19 Analysis Unit, which considers the societal impacts of the pandemic, including looking at different groups where there is variation. Information is communicated to ministers, teams and officials who are working on the immediate COVID-19 response and longer-term recovery. The information is also disseminated externally through publications (for example on public attitudes¹⁷), seminars, and the Four Harms of COVID-19¹⁸ dashboard of data and evidence, including equality analysis¹⁹ across the protected characteristics.</p> <p>The COVID-19 Analytical Plan collects information about changes in wellbeing measures at a national level, and this is being developed, in 2022-23, to capture more information from places and subgroups of the population. The protected characteristics are a key theme within this work, and the unit will continue to gather and communicate evidence to underpin work on COVID-19 response and recovery across the Scottish Government during 2022-23.</p>	<p>Coronavirus (COVID-19): health and social impact assessment – gov.scot (www.gov.scot)</p> <p>COVID-19 in Scotland – data and evidence on what we refer to as the Four Harms of COVID-19 (data.gov.scot)</p> <p>Coronavirus (COVID-19): Scotland's route map – gov.scot (www.gov.scot)</p>
	<p>There is no available evidence on inequality of outcomes for people with this protected characteristic related to their likelihood of standing for elected office.²⁰</p>	<p>The portfolio budget is supporting a new data collection on the diversity of candidates at the May 2022 local government elections. The data collection will cover all protected characteristics and socio-economic disadvantage, and the Scottish Government will work with stakeholders to identify and respond to inequality of outcomes identified in this work.</p>	<p>Diversity of candidates and elected officials in Great Britain Equality and Human Rights Commission (equalityhumanrights.com)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Pregnancy and Maternity	<p>Pregnant women are at higher risk of infections generally but are outside the shielded group, meaning they have been at increased risk of illness from COVID-19.</p> <p>Redistribution of key medical staff and suspension of treatments for non-COVID-19-related health issues particularly impacts on pregnant women. For procedures that require in-person medical attention, the strain on resources may lead to impaired health outcomes.²¹</p>	<p>As stated above, this portfolio budget funds the COVID-19 Analysis Unit, which considers the societal impacts of the pandemic, including looking at different groups where there is variation.</p> <p>The COVID-19 Analytical Plan is being developed, in 2022-23, to capture more information from places and subgroups of the population. The protected characteristics are a key theme within this work, and the unit will continue to gather and communicate evidence to underpin work on COVID-19 response and longer-term recovery across the Scottish Government during 2022-23.</p>	<p>Equality analysis (data.gov.scot)</p> <p>Coronavirus (COVID-19): Scotland's route map - gov.scot (www.gov.scot)</p> <p>Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Race	<p>The protected characteristic of race includes nationality. The Scottish Elections (Franchise and Representation) Act 2020 extended the right to vote at Scottish Parliament and local government elections to all foreign nationals who are legally resident in Scotland. The proportion of minority ethnic people and foreign nationals who may have difficulty 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 over 10 years old by the time of the 2022 local government elections. That data showed that, in 2011: 2% of adults aged 16 and over in Scotland could understand but 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.</p>	<p>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. 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.</p> <p>Our Programme for Government²² and Shared Policy Programme with the Scottish Green Party²³ include a commitment to work to increase voter registration and active participation in elections by under-represented groups, including non-UK citizens.</p>	<p>Scottish General Election (Coronavirus) Bill: equality impact assessment (www.gov.scot)</p> <p>A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot (www.gov.scot)</p> <p>Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot (www.gov.scot)</p>
	<p>People from a South Asian ethnic background have experienced disproportionately high numbers of COVID-19 deaths and are more likely to live in a multi-generational household, for example with older relatives, increasing the risk of infection.</p> <p>People from a minority ethnic background are more likely to work as a 'key worker' in a role that carries greater infection risk. They are also more likely to: earn less than the Living Wage, to live in relative poverty, and to be on an insecure contract, and more susceptible to reductions in hours or pay, or to redundancy.²⁴</p>	<p>As stated above, this portfolio budget funds the COVID-19 Analysis Unit, which considers the societal impacts of the pandemic, including looking at different groups where there is variation.</p> <p>The COVID-19 Analytical plan is being developed, in 2022-23, to capture more information from places and subgroups of the population. The protected characteristics are a key theme within this work, and the unit will continue to gather and communicate evidence to underpin work on COVID response and longer-term recovery across the Scottish Government during 2022-23.</p>	<p>Equality analysis (data.gov.scot)</p> <p>Coronavirus (COVID-19): Scotland's route map - gov.scot (www.gov.scot)</p> <p>Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	<p>The proportion of female Members of the Scottish Parliament (MSPs) did not exceed 40% until 2021, when 45% of MSPs elected were women. Around a third of Scotland's elected representatives at the UK Parliament are women, and less than a third of candidates for election to local government in 2017 were women.</p>	<p>We will continue to work with the COSLA cross-party Barriers to Elected Office Special Interest Group, and with the NACWG to promote women's representation.</p> <p>The portfolio budget is supporting a new data collection on the diversity of candidates at the May 2022 local government elections. The data collection will facilitate intersectional analysis of the potential combined effects of gender and other characteristics in terms of likelihood of standing for election to local government in 2022.</p>	<p>See above.</p>
	<p>Women have been relatively more exposed to the negative economic impacts of the COVID-19 crisis because they are over-represented in shutdown sectors, because they earn less than men and because they have been more likely to bear the burden of additional caring responsibilities during the pandemic which can limit their employment options.²⁷</p>	<p>As stated above, this portfolio contributes to strategic oversight and co-ordination of COVID-19 recovery activity across the Scottish Government, as set out in our published COVID Recovery Strategy.</p> <p>The strategy sets out a number of areas of disproportionate impact on women during the pandemic. Good, green jobs and fair work is one of the three key outcomes for the Strategy, which sets out the actions that will be taken towards achieving this outcome over the next 18 months, including implementing recommendations from the NACWG. Each action will be taken forward by the relevant portfolio, while spend in this portfolio will focus on evidence-based monitoring of progress, and co-ordination of the strategy to ensure it achieves its vision and outcomes.</p>	<p>Scotland's Wellbeing: The Impact of COVID-19 - Chapter 7: Unequal Impacts across the National Outcomes National Performance Framework</p> <p>COVID Recovery Strategy: for a fairer future</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sexual Orientation	Members of the LGBT community are more likely to have poorer mental health, ²⁸ and some experienced additional challenges during the pandemic due to issues including lockdown experiences with families that did not support their sexuality, a lack of access to LGBT-specific spaces and a reduction in people's ability to socialise with other LGBT people for support, understanding and friendship. ²⁹	As stated above, this portfolio budget funds the COVID-19 Analysis Unit, which considers the societal impacts of the pandemic, including looking at different groups where there is variation. The COVID-19 Analytical Plan is being developed, in 2022-23, to capture more information from places and subgroups of the population. The protected characteristics are a key theme within this work, and the unit will continue to gather and communicate evidence to underpin work on COVID-19 response and longer-term recovery across the Scottish Government during 2022-23.	Equality analysis (data.gov.scot)
	Available evidence on inequalities of outcome for people with this protected characteristic related to their likelihood of standing for elected office is patchy and incomplete. ³⁰	The portfolio budget is supporting a new data collection on the diversity of candidates at the May 2022 local government elections. The data collection will cover all protected characteristics and socio-economic status, and the Scottish Government will work with stakeholders to identify and respond to inequalities of outcome identified in this work.	Diversity of candidates and elected officials in Great Britain Equality and Human Rights Commission (equalityhumanrights.com)
<p>Summary of Impact of Budget Reductions or Savings on Tackling Inequality Not applicable as this is a new portfolio.</p>			

- 1 [Covid Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 2 [Scotland's Wellbeing: The Impact of COVID-19 - Chapter 4: Communities, Poverty, Human Rights | National Performance Framework](#)
- 3 [COVID Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 4 [Scottish Household Survey 2019: annual report - gov.scot \(www.gov.scot\)](#)
- 5 [Scottish Social Attitudes 2019: attitudes to government and political engagement - gov.scot \(www.gov.scot\)](#)
- 6 [Scottish Social Attitudes 2019: attitudes to government and political engagement - gov.scot \(www.gov.scot\)](#)
- 7 [Report on the Scottish Parliament election on 6 May 2021 | Electoral Commission](#)
- 8 [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](#)
- 9 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 10 [Coronavirus \(COVID-19\) - experiences of vulnerable children, young people, and parents: research - gov.scot \(www.gov.scot\)](#)
- 11 [COVID Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 12 [COVID Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 13 [Turned Out 2021 \(rnib.org.uk\)](#)
- 14 [Report on the Scottish Parliament election on 6 May 2021 | Electoral Commission](#)
- 15 [COVID and Inequalities \(www.gov.scot\)](#)
- 16 [Coronavirus \(COVID-19\): health and social impact assessment - gov.scot \(www.gov.scot\)](#)
- 17 [Public attitudes to coronavirus - gov.scot \(www.gov.scot\)](#)
- 18 [COVID-19 in Scotland \(data.gov.scot\)](#)
- 19 [Equality analysis \(data.gov.scot\)](#)
- 20 [Diversity of candidates and elected officials in Great Britain | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)
- 21 [Equality analysis \(data.gov.scot\)](#)
- 22 [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](#)
- 23 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 24 [Equality analysis \(data.gov.scot\)](#)
- 25 [Coronavirus \(COVID-19\): health and social impact assessment - gov.scot \(www.gov.scot\)](#)
- 26 [Diversity of candidates and elected officials in Great Britain | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)
- 27 [Scotland's Wellbeing: The Impact of COVID-19 - Chapter 7: Unequal Impacts across the National Outcomes | National Performance Framework](#)
- 28 [Equality analysis \(data.gov.scot\)](#)
- 29 [LGBT Foundation: Hidden Figures - The Impact of the Covid-19 Pandemic on LGBT Communities](#)
- 30 [Diversity of candidates and elected officials in Great Britain | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)

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.

We continue to provide funding to: raise attainment and to close the attainment gap through prevention and early intervention; provide the expanded statutory entitlement to 1,140 hours per year of high quality early learning and childcare; and help support the role that the further and higher education sectors, and skills provision play in supporting inclusive economic growth. Given the continued need to respond to economic challenges in the context of the UK's exit from the EU and the COVID-19 recovery, we continue to invest in skills and training to support an education and skills-led recovery.

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 children and young people with protected characteristics or those experiencing socio-economic disadvantage.

Continued funding to deliver the expanded 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. 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 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.

Contributes to National Outcomes	Most Relevant to these Human Rights
<p>Primary</p> <ul style="list-style-type: none"><li data-bbox="125 312 331 376"> Education<li data-bbox="125 392 555 456"> Children and Young People <p>Secondary</p> <ul style="list-style-type: none"><li data-bbox="125 560 322 624"> Economy<li data-bbox="125 639 309 703"> Poverty<li data-bbox="125 719 376 783"> Communities<li data-bbox="125 799 389 863"> Human Rights<li data-bbox="125 879 510 943"> Fair Work and Business<li data-bbox="125 959 376 1023"> International<li data-bbox="125 1038 300 1102"> Culture	<p>Most Relevant to these Human Rights</p> <ul style="list-style-type: none"><li data-bbox="1160 236 1429 268">• Right to education<li data-bbox="1160 276 1877 308">• Right to freedom of thought, conscience and religion<li data-bbox="1160 316 2085 379">• Right to an adequate standard of living, including right to protection against poverty and social exclusion<li data-bbox="1160 387 2033 491">• SDG 4: Quality Education<ul style="list-style-type: none"><li data-bbox="1189 427 2033 491">◦ Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Characteristic	What is known about key existing inequality of outcomes ?	How does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
<p>Socio-economic disadvantage</p>	<p>Socio-economic disadvantage is a key driver of poorer child health, development and educational attainment from the early years throughout school education. A socio-economic gap in cognitive development is apparent before children attend school.¹ Data continues to show gaps in attendance and exclusion rates, and attainment between primary and secondary pupils in least and most deprived areas.²</p> <p>Further, the evidence suggests that the COVID-19 pandemic affected children from low income families and those in the most vulnerable situations especially severely.³ A key risk is that the poverty-related attainment gap grows as a result of COVID-19.</p>	<p>This portfolio budget continues to invest in early intervention and prevention including through the continuation of the Children, Young People and Families Early Intervention and Adult Learning and Empowering Communities Fund, which is supporting over 100 third sector organisations to reach those disadvantaged children, young people, families and communities who need it most.</p> <p>The portfolio budget includes revenue funding for local authorities to deliver the statutory entitlement to funded early learning and childcare, which increased from 600 hours to 1,140 hours in August 2021, saving parents up to £4,900 per year for each eligible child. This will support children’s development and family wellbeing, as well as supporting parents’ and carers’ ability to train, study and move into sustainable employment and out of poverty. It also supports our ambition to provide funded early learning to all one and two year olds, starting in the course of this Parliament with children from low income households.</p> <p>The Scottish Government has committed £1 billion to tackling the poverty-related attainment gap and support educational recovery. Supported by that £1 billion investment, the Scottish Attainment Challenge will be refreshed in 2022-23 to take account of the impact of the pandemic and poverty on children and young people in every local authority area in Scotland. This includes investment of up to £200 million in 2022-23 to support recovery and accelerate progress in tackling the poverty-related attainment gap. The refreshed approach has been informed by a range of published evidence and extensive stakeholder engagement and partnership working with local government.</p>	<p>Children, Young People and Families Early Intervention and Adult Learning and Empowering Communities Fund evaluation: final report - gov.scot⁴</p> <p>Education recovery: key actions and next steps - gov.scot⁵</p> <p>Scottish Study of Early Learning and Childcare: Three-year-olds (Phase 3) Report - gov.scot⁶</p> <p>Closing the poverty-related attainment gap: progress report 2016 to 2021 - gov.scot⁷</p> <p>Impact of school building closures - equity audit - gov.scot⁸</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	See above.	<p>This is in addition to over £42 million of continued funding support for the expansion of free school meals, and £12 million of continued funding support to maintain the increased level of clothing grants, as part of a phased approach to help families to overcome the additional costs of learning. The portfolio budget also contains funding allocations of £12 million and £8 million respectively to support the removal of fees for instrumental music tuition and to remove costs associated with taking core curriculum lessons such as art or home economics. These commitments are about removing cost as a factor for young people when they and their families and carers are making decisions about their school education, helping to ensure that no child or young person is excluded from an area of education because of their financial circumstances.</p> <p>The poverty-related attainment gap is exacerbated by intersecting protected characteristics. For example, the COVID-19 Expert Group on Ethnicity recognised that people of minority ethnicities, including children and young people are disproportionately impacted by the pandemic, both in and out of school settings and made a number of recommendations to Scottish ministers, including on education. In 2021-22, £300,000 supported the establishment of the new Race Equality and Anti-Racism in Education Programme. In 2022-23 this programme continues to support Black and minority ethnic children and young people.</p> <p>This portfolio budget also supports our commitment to building a system of school age childcare to support children and families, particularly those on the lowest incomes. The system will offer care before and after school and in the holidays, helping families to lift themselves out of poverty by supporting parents and carers to have secure and sustainable employment. This offer will also reduce inequalities in access to a range of activities round about the school day, particularly for those children who may benefit most.</p>	<p>School age childcare: progress report – gov.scot⁹</p> <p>Out of school care in Scotland – draft framework: consultation – gov.scot¹⁰</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	<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.¹¹</p> <p>People from the most deprived communities 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.¹²</p>	<p>Funding for the Education Maintenance Allowance provides a £30 per week payment to 16-19 year olds from low income households to overcome financial barriers to stay in school or college, or to access employability support.</p> <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 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>The ongoing Widening Access Programme was developed in response to the long-standing underrepresentation of people from the most deprived communities (SIMD20) at universities.</p> <p>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 households. Additional support is made available for care-experienced and disabled students, and childcare support for student parents.</p> <p>The Higher Education Student Support budget 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.</p>	<p>See above.</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>While the pandemic has adversely affected many people across Scotland, evidence suggests that it has and will continue to have a particularly significant effect on young people's outcomes.</p> <p>For instance, employees under 25 were about two and a half times more likely to work in sectors experiencing shutdowns as part of responses to the pandemic.¹³ Research has reported negative impacts on self-reported mental wellbeing for older children and students.¹⁴ Research also highlights that young people who have recently left education and who have recently entered the labour market are more susceptible to long-term unemployment and pay scarring as a result of the pandemic.¹⁵</p>	<p>This portfolio 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. We are working across over 40 areas of policy, towards the priorities identified in The Promise Scotland Plan 2021-24 and Change Programme ONE, in the initial phases of implementing the conclusions of the Independent Care Review in their entirety by 2030.¹⁶ We will take forward significant and sustained investment, alongside new ways of working, and ensure that children, young people and families benefit from wide-ranging support to recover from the pandemic – helping them to flourish, and play their full part in building a wellbeing economy.</p> <p>A significant part of delivering on The Promise is our commitment to transforming family support services across Scotland to ensure children, young people and families get access to the support they need, when they need it and for as long as they need it. Through the Whole Family Wellbeing Fund we will enable the building of universal and holistic family support services across communities in Scotland.</p> <p>The development of a Student Mental Health Action Plan is aimed at addressing waiting times for students to access mental health support services, ensuring equity of access to counsellors and embedding mental health and wellbeing into the curriculum. This will build on the ongoing commitment to the creation of 80 additional counsellors in colleges and universities.</p> <p>The Scottish Funding Council budget continues to invest in learners through colleges and universities. It also funds college bursaries and childcare and discretionary (hardship) funds that enable disadvantaged learners to participate in further education and access opportunities to upskill and gain qualifications.</p>	

Characteristic	Key inequality	Impact of 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 5. ¹⁷	<p>As above, this portfolio budget includes funding to deliver the expanded statutory entitlement to funded early learning and childcare and supports our ambition to provide funded early learning to all one and two year olds, starting in the course of this Parliament with children from low income household. Expanded early learning and childcare will support children's development and family wellbeing, as well as supporting parents' and carers', including young mothers', ability to train, study and move into sustainable employment and out of poverty.</p> <p>It also makes available additional student financial support for care-experienced and disabled students, and childcare support for student parents.</p>	
Disability	<p>Differences in attendance and attainment between disabled pupils and their peers are found for school pupils.¹⁸</p> <p>The evidence base around the impact of COVID-19 suggests that young people with additional support needs and disabilities were among the groups of young people most negatively affected by the pandemic.¹⁹</p>	<p>To further enhance capacity to respond effectively to the individual needs of children and young people with additional support needs, including disabled children and young people, this portfolio budget continues to provide additional support to local authorities by investing £15 million this year. This investment will increase the number of pupil support assistants already working in Scotland's classrooms contributing to the improvement of outcomes for this group.</p> <p>We continue to provide £2.9 million funding to the Family Fund Trust, which provides grants to low income families raising disabled or seriously ill children.</p> <p>Additional student financial support is made available for care-experienced and disabled students, and childcare support for student parents.</p>	

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>Young people (16-19) identified as disabled are less likely to be participating in education, employment or training than those not identified as disabled, and the participation gap widened between 2020 and 2021.²⁰</p> <p>College courses and Modern Apprenticeships taken by disabled students are less likely to be successfully completed than those taken by non-disabled students.²¹ Between 2014 and 2019, the employment rate for young disabled people was lower than the employment rate for all young people.²²</p>	<p>Alongside Higher Education Student Support 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 higher education.</p> <p>Delivered through their Scottish Government funding, Skills Development Scotland's Equality Action Plan for Modern Apprenticeships in Scotland, which aimed to support more disabled people into apprenticeships, has been in place from 2015. This plan resulted in additional funding contributions for disabled people completing a modern apprenticeship. This has now come to the end of its life and officials are considering additional targets in partnership with Skills Development Scotland and Scottish Funding Council. The new plan is likely to lead to additional support for disabled apprentices across modern, foundation and graduate apprentices.</p> <p>This portfolio budget will provide funding to ARC Scotland to deliver the second year of the Principles into Practice Trial Programme which aims to identify, design and test changes that transform how young people with additional support needs are supported in their transition to young adult life.</p> <p>We will also introduce Scotland's first National Transitions to Adulthood Strategy in this parliamentary term to ensure there is a joined-up approach to supporting our disabled young people.</p>	<p>Trial programme - PN2P and Compass²³</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Gender Reassignment	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. ^{24 25}	<p>Bullying of any kind is unacceptable and must be addressed quickly whenever it arises. Scottish Government have fully funded respectme, Scotland's anti-bullying service, since its inception and in 2022-23 will provide over £298,000. respectme provide support to all adults working with children and young people to give them the practical skills and confidence to deal with all types of bullying behaviour.</p> <p>We have also published guidance for schools on supporting transgender young people. The guidance aims to support schools to further enhance support for transgender young people in order that they are able to fulfil their full potential.</p>	
Pregnancy and Maternity	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. ²⁶ Evidence suggests that the COVID-19 pandemic exacerbated the unequal responsibility for housework and childcare. ^{27, 28}	<p>As above, this portfolio budget includes funding to support the delivery of the expanded statutory entitlement to funded early learning and childcare, and our further ambition to provide funded early learning to all one and two year olds, starting in the course of this Parliament with children from low income households. Expanded early learning and childcare 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>The portfolio budget also supports our commitment to building a system of school age childcare to support children and families, particularly those on the lowest incomes. The system will offer care before and after school and in the holidays, helping families to lift themselves out of poverty by supporting parents and carers to have secure and sustainable employment.</p>	

Characteristic	Key inequality	Impact of spend	Further evidence
Race	Differences in attendance and attainment between different ethnic groups are found for school pupils. ^{29 30}	<p>As above, this portfolio 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>Racism and bullying of any kind is unacceptable and must be addressed quickly whenever it arises. We have fully funded respectme, Scotland's anti-bullying service, since its inception and in 2022-23 provided over £298,000. respectme provide support to all adults working with children and young people to give them the practical skills and confidence to deal with all types of bullying behaviour.</p>	
	<p>The participation rate for 16-19 year olds from minority ethnic groups was higher than those identified as White.³¹ However, some minority ethnic groups are less likely to have a degree level qualification.³² Data also suggests lower than average uptake of Modern Apprenticeships amongst people from minority ethnic backgrounds.³³</p> <p>The evidence base around the impact of COVID-19 suggests that minority ethnic young people's wellbeing³⁴ and personal finances³⁵ have also been disproportionately negatively affected by the pandemic.</p>	<p>For Modern Apprenticeships in Scotland there has been an Equality Action Plan in place from 2015 that aimed to support more people from minority ethnic backgrounds into apprenticeships. This has now come to the end of its life and officials are considering additional targets in partnership with Skills Development Scotland and Scottish Funding Council. The new plan is likely to lead to additional support for apprentices from a minority ethnic background across modern, foundation and graduate apprentices.</p> <p>Alongside Higher Education Student Support free tuition support described above, the bursary and grants budget helps to support specific groups.</p>	
Religion or Belief	No differential impacts identified at present.		

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	<p>Differences in levels of development and attainment between boys and girls are found in the early years and continue for school pupils.³⁶ Girls also continue to be more likely to enter positive destinations than boys.</p> <p>Gender differences in subject choice are evident throughout school, in apprenticeships, and in further and higher education.³⁷</p> <p>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. These wider causes and effects contribute to gender segregated qualifications pipelines and labour markets.</p>	<p>As above, this portfolio budget includes funding to support the delivery of the expansion of funded early learning and childcare and continues to invest in the Scottish Attainment Challenge.</p> <p>For Modern Apprenticeships in Scotland there has been an Equality Action Plan in place from 2015 that aimed to support more gender balanced participation in apprenticeships. This has now come to the end of its life and officials are considering additional targets in partnership with Skills Development Scotland and Scottish Funding Council. The new plan and upcoming recommendation from the Scottish Apprenticeship Advisory Board Gender Commission may lead to additional support to improve gender balance across modern, foundation and graduate apprentices.</p>	
Sexual Orientation	<p>Evidence suggests that LGB pupils may be particularly likely to experience bullying at school.³⁸ Research also 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.³⁹</p>	<p>As previously highlighted, this portfolio funds respectme, Scotland's anti-bullying service. respectme provide support to all adults working with children and young people to give them the practical skills and confidence to deal with all types of bullying behaviour.</p>	

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Savings have been made in some aspects of the Education and Skills portfolio. We are committed to minimising the impact of any saving on disadvantaged groups.

- 1 [Tackling Inequalities in the Early Years: Key Messages from 10 Years of the Growing Up in Scotland Study; Early child development – Scotland 2019/20 – Early child development – Publications – Public Health Scotland](#)
- 2 [Achievement of Curriculum for Excellence \(CfE\) Levels 2018-19; Summary Statistics for Attainment and Initial Leaver Destinations, No. 3: 2021 Edition – gov.scot \(www.gov.scot\); Summary statistics for schools in Scotland no. 10: 2019 edition – gov.scot \(www.gov.scot\)](#)
- 3 [Coronavirus \(COVID-19\): impact of school building closures – equity audit – gov.scot \(www.gov.scot\); <https://cpag.org.uk/policy-and-campaigns/report/cost-learning-lockdown-family-experiences-school-closures>; <https://www.suttontrust.com/our-research/covid-19-and-social-mobility-impact-brief/>; <https://ifs.org.uk/uploads/R178-Family-time-use-and-home-learning-during-the-COVID-19-lockdown-1.pdf>; <https://ifs.org.uk/uploads/R195-Home-learning-experiences-through-the-COVID-19-pandemic.pdf>](#)
- 4 [Children, Young People and Families Early Intervention and Adult Learning and Empowering Communities Fund evaluation: final report – gov.scot \(www.gov.scot\)](#)
- 5 [Coronavirus \(COVID-19\) education recovery: key actions and next steps – gov.scot \(www.gov.scot\)](#)
- 6 [Scottish Study of Early Learning and Childcare: Three-year-olds \(Phase 3\) Report - Updated 2021 – gov.scot \(www.gov.scot\)](#)
- 7 [Closing the poverty-related attainment gap: progress report 2016 to 2021 – gov.scot \(www.gov.scot\)](#)
- 8 [Coronavirus \(COVID-19\): impact of school building closures – equity audit – gov.scot \(www.gov.scot\)](#)
- 9 [School age childcare: progress report – gov.scot \(www.gov.scot\)](#)
- 10 [Out of school care in Scotland – draft framework: consultation – gov.scot \(www.gov.scot\)](#)
- 11 [Annual Participation Measure for 16-19 Year Olds in Scotland \(2021\)](#)
- 12 [Coronavirus \(COVID-19\): impact on fair access to higher education – interim report – gov.scot \(www.gov.scot\)](#)
- 13 [Sector shutdowns during the coronavirus crisis: which workers are most exposed? – Institute For Fiscal Studies – IFS](#)
- 14 [Coronavirus \(COVID-19\): children, young people and families – evidence summary – June 2021; 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; <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/bulletins/coronavirusandlonelinessgreatbritain/latest#who-is-feeling-lonely>](#)
- 15 [We may be in this together, but that doesn't mean we are in this equally – Institute For Fiscal Studies – IFS; \[Class-of-2020.pdf \\(resolutionfoundation.org\\)\]\(#\)](#)
- 16 [Plan 21-24 – The Promise](#)
- 17 [Growing Up in Scotland: Patterns of Maternal Employment and Barriers to Paid Work.](#)
- 18 [Summary statistics for schools in Scotland no. 10: 2019 edition – gov.scot \(www.gov.scot\)](#)
- 19 [Coronavirus \(COVID-19\): children, young people and families – evidence summary – June 2021; 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](#)
- 20 [Annual Participation Measure for 16-19 Year Olds in Scotland \(2021\)](#)
- 21 [Colleges in Scotland statistical report 2018; Modern Apprenticeship Statistics;](#)
- 22 [Disabled people in the labour market in Scotland – gov.scot \(www.gov.scot\)](#)
- 23 [Trial programme – PN2P and Compass](#)
- 24 [National LGBT Survey: Research report; LGBT in Britain: Trans Report](#)
- 25 [Reports – Time for Inclusive Education \(TIE\)](#)
- 26 [Gender Pay Gap Action Plan: Analytical Annex](#)
- 27 [See for example: \[Risky-business.pdf \\(resolutionfoundation.org\\)\]\(#\); How are mothers and fathers balancing work and family under lockdown? – Institute For Fiscal Studies – IFS](#)
- 28 [Mothers on the lowest incomes are eight times more at risk of losing their job due to school closures in the UK – Womens Budget Group \(wbg.org.uk\)](#)
- 29 [Summary Statistics for Attainment and Initial Leaver Destinations, No. 3: 2021 Edition – gov.scot \(www.gov.scot\)](#)
- 30 [Improving Educational Outcomes for Children and Young People from Travelling Cultures](#)
- 31 [Annual Participation Measure for 16-19 Year Olds in Scotland \(2021\)](#)
- 32 [Equality in higher education: statistical report 2021 | Advance HE \(advance-he.ac.uk\)](#)
- 33 [Modern Apprenticeship Statistics, up to the end of Q2 2016/17 \(skillsdevelopmentscotland.co.uk\)](#)
- 34 [Coronavirus \(COVID-19\): children, young people and families – evidence summary – June 2021](#)

- 35 [Coronavirus \(COVID-19\): children, young people and families – evidence summary – December 2020](#)
- 36 [Scottish Study of Early Learning and Childcare – ELC leavers: phase 2 report: Scottish Study of Early Learning and Childcare – three-year-olds \(phase 3\); Statistics 2021 – SQA; Summary Statistics for Attainment and Initial Leaver Destinations, No. 3: 2021 Edition – gov.scot \(www.gov.scot\)](#)
- 37 [Achievement of Curriculum for Excellence \(CfE\) Levels 2018-19; Statistics 2021 – SQA; Foundation Apprenticeships Progress report March 2020; Modern Apprenticeship Statistics; Equality in Higher Education: Statistical Report 2020](#)
- 38 [Is Scotland Fairer?; National LGBT Survey: Research report; https://static1.squarespace.com/static/60609ee47b1b6f5999103b43/t/606592177d934a712ba02200/1617269304488/TIE-ONLINE+IN+LOCKDOWN-REPORT.pdf](#)
- 39 [Coronavirus \(COVID-19\): children, young people and families – evidence summary – June 2021; Coronavirus \(COVID-19\): children, young people and families – evidence summary – December 2020; Reports – Time for Inclusive Education \(TIE\)](#)

Finance and the Economy Portfolio

Purpose of Portfolio Budget

Our recovery from COVID-19 and the negative impacts of EU Exit, provide us with an opportunity to begin building a greener, fairer and more equal society, and deliver a sustainable wellbeing economy. The Portfolio budget helps:

- Support sectors and businesses in their transition out of the pandemic into recovery.
- Support and strengthen the labour market with a particular focus on: our young people and those most at risk of poverty, inequality and redundancy; tackling climate change with a just transition to net zero; and promoting fair work across the labour market in Scotland.
- Leverage investment in low carbon businesses and infrastructure and the benefits it will have for the economy, 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.

The portfolio budget supports delivery of core Scottish Government functions around performance, public finances, fiscal policy and taxation. It co-ordinates an outcome-focused approach across the Scottish Government and Scotland more widely. This includes the delivery of the statutory responsibilities for the National Performance Framework (NPF) and scoping work on a Future Generations Commission.

Summary of Spend on Equality of Outcomes

Our vision for Scotland is to create a low-carbon, wellbeing economy. Advancing equality and reducing inequality is at the heart of the portfolio's objective of delivering a sustainable wellbeing economy. For example, the key principles underpinning our Fair Work and Employability policies for 2022-23 are aimed at reducing the barriers to work for people with protected characteristics or those experiencing socio-economic disadvantage, in particular those who have been most negatively impacted by COVID-19 and the resultant economic crisis. They are also closely linked to tackling the causes of child poverty by supporting parents into fair employment. Furthermore, investment to protect and support businesses across the economy, as well as across our agencies, takes steps to advance equality by protected characteristic and socio-economic disadvantage including the Scottish National Investment Bank (SNIB)'s key mission to reduce inequality.

Promoting equality is at the heart of the National Performance Framework, and in delivering core Scottish Government functions such as the Scottish Budget we continue to promote and adhere to our ambitions for a more equal and fairer Scotland.

We will continue to use our powers over income tax in a progressive manner, aiming to protect taxpayers on low incomes and raise revenue to fund high-quality public services for all.

Contributes to National Outcomes**Primary**

Economy



International



Fair Work and Business



Environment

Secondary

Poverty



Communities



Children and Young People



Education



Human Rights

Most Relevant to these Human Rights

- Right to work (and to work in just and favourable conditions)
- Right to an adequate standard of living (protection against poverty and social exclusion)
- Rights for women, minority ethnic groups, disabled people, children

Links to:

- Right to highest attainable standard of physical and mental health
- Right to freedom from forced and compulsory labour
- Right to respect for private and family life

Characteristic	What is known about key existing inequality of outcomes ?	How does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
<p>Socio-economic disadvantage</p>	<p>Individuals from socio-economically disadvantaged backgrounds are more likely to experience barriers to participation in the labour market (such as lower skills or social capital, less flexible availability due to health or care responsibilities, or discrimination), 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>	<p>The portfolio 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 £23.6 million in Fair Start Scotland (FSS), for employment support for those in the 15% most deprived Scottish Index of Multiple Deprivation (SIMD) zones.¹</p> <p>In partnership with local government, No One Left Behind provides person-centred employability support which has a pivotal role in addressing social and economic inequalities, preventing those who are most vulnerable from being further disadvantaged.</p> <p>The Fair Work Direction issued to the SNIB ensures that the SNIB will promote the Scottish Government's Fair Work First approach in all of its activities and its forthcoming Equalities Strategy will complement the People Mission set for the SNIB in 2020. The SNIB complements the existing enterprise agency landscape and will consider applications from all businesses fairly.</p> <p>European Structural and Investment Funds programmes continue to deliver smart, sustainable and inclusive growth across Scotland. Over £676 million has been allocated to multi-year projects that strengthen economic and social cohesion, including employability programmes run by local authorities and third sector organisations that help people with multiple barriers to employment gain skills and seek better jobs.²</p> <p>We continue our investment in the National Manufacturing Institute Scotland (NMIS) to impact positively on key regional socio-economic inequalities. Renfrewshire, where NMIS is based, continues to have some of the highest levels of deprivation.³</p> <p>Our Global Capital Investment Plan sets out how we will attract productive forms of private capital investment, in sufficient volumes, focused on creating the market conditions for an investment-led recovery; and doing so in a way that is consistent with our values of net zero, inclusive growth and fair work.</p>	<p>Fair Start Scotland: evaluation report 4 – year 3 overview - gov.scot (www.gov.scot)</p> <p>Scotland's Devolved Employment Services: statistical summary – gov.scot (www.gov.scot)</p> <p>European Structural and Investment Funds Programmes in Scotland: 2020 case studies booklet – gov.scot (www.gov.scot)</p> <p>Investing with Purpose: Scotland's Global Capital Investment Plan (EQIA) (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	In 2017-20, the top 10% of the population had 21% more income (before housing costs) than the bottom 40% combined. ⁴	Income tax is one of the main levers at the Scottish Government's disposal for redistributing household income and tackling income inequality. ⁵ Analysis published alongside the 2022-23 Scottish Budget shows that the Scottish Government's income tax policy choices since 2016-17, combined with changes in the UK-wide Personal Allowance, have been highly redistributive and have protected low income taxpayers. Almost 41% of adults in Scotland – around 1.9 million individuals – will not pay income tax in 2022-23 as they will earn less than the Personal Allowance (£12,570) and they are therefore not directly affected by our Income Tax policy decisions. As many of those two million adults will come from low income households, who benefit from higher percentages of public spending than high income households, ¹ they are likely to benefit substantially from increases in public spending as a result of additional tax revenues.	Tax policy and the budget: consultation – gov.scot (www.gov.scot) Poverty and Income Inequality in Scotland 2017-20 (data.gov.scot)
Age	<p>While the outbreak of COVID-19 has adversely affected many people across Scotland, evidence suggests that it has, and will continue to have a significant effect on young people.</p> <p>Young people may be more susceptible to long-term unemployment and pay scarring as a result of the pandemic. Resolution Foundation reported that for the UK “the current crisis may reduce the employment chances of lower-skilled young adults leaving education by more than a third, even years down the line when the direct economic effects of the crisis will have abated.”⁶</p>	<p>The Young Person's Guarantee (YPG) is providing opportunities for young people via: Local Employability Partnerships; Developing the Young Workforce (DYW) school co-ordinators; third sector; and employers.</p> <p>Continued policy and financial commitment supports reduction in the unemployment rate for young people aged 16-24 (excluding those in full-time education) to pre COVID-19 levels by the end of the current parliamentary term, including as set out in the Future Skills Action Plan, using the DYW Regional Group infrastructure to support young people to experience the world of work.</p> <p>As part of the YPG's approach to supporting recovery, we will look to maximise apprenticeship starts and assess how much further we can go.</p>	Young Person's Guarantee – Phase 1: activity plan Young Person's Guarantee Activity Plan (Phase 1): EQIA and Equality Action Plan Young Person's Guarantee – implementation: progress report Annual Participation Measure for 16-19 Year Olds in Scotland (2021) Scotland's Labour Market: People, Places and Regions – Statistics from the Annual Population Survey 2020/21 – gov.scot (www.gov.scot) Resolution Foundation Class of 2020

Characteristic	Key inequality	Impact of spend	Further evidence
<p>Age</p>	<p>Over 50's Workforce - There is a need to ensure that workplaces are age inclusive and take account of issues affecting workers over 50 such as acquired disability and ageism in the workplace.</p> <p>In Age Scotland's recently published Big Survey:</p> <ul style="list-style-type: none"> • Only 13% reported that their organisation had skills development aimed specifically at older workers to help them make positive plans about their future work opportunities. • Only 16% reported that their organisation had Policies/support to help older workers who have caring responsibilities.⁷ 	<p>Workplace Equality Fund - The purpose of which is to work with businesses to address long-standing barriers in the labour market so that everyone has the opportunity to fulfil their potential. In the first year of our new multi-year Workplace Equality Fund, funding will be made available to projects seeking to reduce labour market barriers for certain priority groups.</p> <p>Flexible working will support workers over 50 who may take on more caring responsibilities for grandchildren or elderly parents.</p>	<p>A fairer Scotland for Older People: A framework for action</p> <p>Workplace Equality Fund: equality impact assessment - gov.scot (www.gov.scot)</p> <p>Big Survey (ageuk.org.uk)</p> <p>Type text here</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>Right to work Disability employment gap (DEG): Disabled people are much less likely to be employed than non-disabled people. In 2020, the employment rate was 47.2% for disabled people and 80.6% for non-disabled people – representing a disability employment gap of 33.4 percentage points.</p> <p>Disability pay gap: There is a persistent gap between average rates of pay between disabled and non-disabled people. In 2019, average pay for disabled employees in Scotland was estimated to be 16.5% lower than for non-disabled employees.</p>	<p>The Fair Work budget includes funding to implement A Fairer Scotland for Disabled People: Employment Action Plan, which sets out action to meet the commitment to at least halve the disability employment gap by 2038.</p> <p>Aligned with this, we are also investing in:</p> <ul style="list-style-type: none"> • Young Persons Guarantee – as outlined above • Fair Start Scotland – as outlined above • Workplace Equality Fund – as outlined above • No one Left Behind – as outlined above 	<p>A Fairer Scotland for Disabled People: employment action plan – gov.scot (www.gov.scot)</p> <p>Fairer Scotland for disabled people – employment action plan: progress report – year 2 – gov.scot (www.gov.scot)</p> <p>Disabled people in the labour market in Scotland – gov.scot (www.gov.scot)</p> <p>Equality Evidence Finder</p> <p>Labour market monthly briefing: October 2021 – gov.scot (www.gov.scot)</p> <p>Scotland's Labour Market: People, Places and Regions – background tables and charts – gov.scot (www.gov.scot)</p> <p>ONS, Labour Force Survey</p> <p>Fair Start Scotland: evaluation report 4 – year 3 overview – gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Gender Reassignment	<p>One in eight trans people (12%) have been physically attacked by customers or colleagues in the last year because of being trans.</p> <p>Almost one in five LGBT people (18%) who were looking for work said they were discriminated against because of their sexual orientation and/or gender identity while trying to get a job in the last year.⁸</p>	<p>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. And, through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate channels for effective voice, such as trade union recognition, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces.</p>	<p>Stonewall – LGBT in Britain Work report</p>
Pregnancy and Maternity	<p>A report by the Equality and Human Rights Commission (EHRC) in 2018 showed that around one in nine mothers (11%) reported that they were either dismissed; made compulsory redundant where others were not; or treated so poorly they felt they had to leave their job.⁹</p> <p>One in five (20%) mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and/or colleagues.</p> <p>One in ten (10%) reported that their employer discouraged them from attending antenatal appointments.</p>	<p>We are continuing to represent pregnancy and maternity issues on the Gender Pay Gap Working Group.</p> <ul style="list-style-type: none"> • Recognising the continued barriers that women face, particularly those who have taken career breaks – especially where those are related to pregnancy and caring – we will take action to tackle the ‘motherhood penalty’, a key driver of the gender pay gap, and drive forward our 2018 commitment to support 2,000 women transition back to work following a career gap. • The fair work budget includes funding to continue the support for Women Returners, to support the promotion of fair work principles including the Real Living Wage, living hours and work place equalities and to support and promote flexible working practices in 2022-23. • Parental Employability Support Fund and working with employers ensuring best practice on recruitment, retention and support for pregnant employees/ working mothers. 	<p>Pregnancy and Maternity Discrimination Working Group Final Report 2021</p> <p>Women Returners Programme My World of Work</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Race	<p>The employment rate (16-64) of the minority ethnic population in Scotland is consistently lower than the White population. The latest (July 2020–June 2021) minority ethnic employment gap is 9.7 percentage points (minority ethnic employment rate of 63.0% vs a White employment rate of 72.7%).</p> <p>The employment rate gap between White women and minority ethnic women (16.6 percentage points) in Scotland is significantly larger than the gap in the employment rates of White men and minority ethnic men (1.2 percentage points).</p>	<p>The Ethnicity Pay Gap Strategy will support employers to:</p> <ul style="list-style-type: none"> • Evidence how different minority ethnic groups are represented in an organisation, across different pay bands. • Understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups in the workplace. <p>The Race Equality Immediate Priorities Plan includes: development of a Fair Work Race Equality statement; the delivery of equalities training to schools co-ordinators; the Fair Work Vision Consultation; our work in response to the EHRC's report on race equality; employment and skills (2020); and the Apprenticeship Equality Action Plan.</p> <p>Aligned with this, we are also investing in the Workplace Equality Fund and No one Left Behind which are both outlined above at socio-economic disadvantage.</p>	<p>Race Equality, Employment and Skills: Making Progress?</p> <p>Race Equality Immediate Priorities Plan</p> <p>Race Equality Framework for Scotland 2016 - 2030</p> <p>Public Sector Leadership Summit on Race Equality in Employment report</p> <p>Labour market monthly briefing: October 2021 - gov.scot (www.gov.scot)</p> <p>Ethnicity pay gaps - Office for National Statistics (ons.gov.uk)</p>
Religion or Belief	<p>There is limited information on the barriers faced by those who follow a religion or belief in the workplace. However a range of material indicates issues linked to religious attire, time off for religious holidays, religious observance, and praying at work.</p> <p>Faith and belief communities will face many barriers also addressed under other protected characteristics; for example, some issues experienced by minority religious groups will likely be captured in the context of the challenges experienced by wider minority ethnic communities.</p>	<p>Fair work funding supports people of various faiths and beliefs by:</p> <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 belong to a religion or belief which is currently under-represented in the workforce. • Applying fair work criteria, which includes creating more diverse and inclusive workplaces, to public sector grants, other funding and contracts, where it's relevant and proportionate to do so. • Using our Workplace Equality Fund to support projects that tackle workplace barriers for priority groups (see under 'Race' above). 	<p>Census 2011 equality results: analysis, part two - gov.scot (www.gov.scot)</p> <p>Islamophobia-public-inquiry-report-1.pdf (secureservercdn.net)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	Scotland's Gender Pay Gap for: <ul style="list-style-type: none"> • <u>Full-time</u> employees increased from 3.0% in 2020 to 3.6% in 2021. However, this is still below the gap of 7.2% in 2019 (pre-pandemic) continuing the longer-term downward trend. Scotland's Gender Pay Gap for full-time employees has been lower than the UK's since 2003. • <u>All</u> employees (full-time and part-time) increased from 11.1% in 2020 to 11.6% in 2021. However, this is still below the gap of 14.4% in 2019 (pre-pandemic) so continuing the longer-term downward trend. This pay gap has been lower than the UK's since the series began in 1997. 	Gender Pay Gap Action Plan – The next Gender Pay Gap Working Group meeting is scheduled for 24 February 2022, with the updated version of the Action Plan due to be published in spring 2022. It will continue to outline ways of helping tackle the many drivers of the pay gap. This will ensure going forward we build a nation which has fair work and wellbeing at its core. The fair work budget includes funding to continue the support for Women Returners, to support the promotion of fair work principles including the Real Living Wage, living hours and work place equalities and to support and promote flexible working practices in 2022-23.	Annual survey of hours and earnings: 2021 – gov.scot (www.gov.scot) Gender Pay Gap Annual Report Gender Pay Gap Measurement Framework Flexibility Works Flex for Life report The Timewise Scottish Flexible Jobs Index 2020
Sexual Orientation	LGBT people continue to experience negative labour market outcomes, including <ul style="list-style-type: none"> • Discrimination in finding a job and being the target of negative comments or even physical attacks in work. • More than a third of LGBT staff have hidden their sexual orientation at work in the last year because they were afraid of discrimination with many not feeling confident reporting any homophobic or biphobic bullying to their employer. 	Investment in fair work and the implementation of our Fair Work First policy will contribute to tackling workplace inequality related to sexual orientation. Creating more diverse and inclusive workplaces is a key theme in the Fair Work Action Plan. And, through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate channels for effective voice, such as trade union recognition, as well as asking employers to create more diverse and inclusive workplaces.	Stonewall – LGBT in Britain Work report

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

There have been budget reductions to some areas of the Finance and the Economy portfolio. Whilst we have sought to protect employment and skills programmes designed to respond to the ongoing impacts of the pandemic on disadvantaged groups this has been challenging when the consequential funding which supported those programmes this year is no longer available despite the continued impacts of COVID-19 on the labour market.

- 1 [Fair Start Scotland: evaluation report 4 - year 3 overview - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/04/Fair-Start-Scotland-evaluation-report-4-year-3-overview.pdf)
- 2 [Investing with Purpose: Scotland's Global Capital Investment Plan \(EQIA\) \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/04/Investing-with-Purpose-Scotland-s-Global-Capital-Investment-Plan-EQIA.pdf)
- 3 [National Manufacturing Institute Scotland: Fairer Scotland Duty impact assessment - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/04/National-Manufacturing-Institute-Scotland-Fairer-Scotland-Duty-impact-assessment.pdf)
- 4 [Poverty and Income Inequality in Scotland 2017-20 \(data.gov.scot\)](https://data.gov.scot/dataset/poverty-and-income-inequality-in-scotland-2017-20)
- 5 [Tax policy and the budget: consultation - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/04/Tax-policy-and-the-budget-consultation.pdf)
- 6 [Resolution Foundation Class of 2020](https://www.resolutionfoundation.org/en/insights/publications/Resolution-Foundation-Class-of-2020)
- 7 [Big Survey \(ageuk.org.uk\)](https://ageuk.org.uk/big-survey)
- 8 [LGBT in Britain - Work \(stonewall.org.uk\)](https://www.stonewall.org.uk/resources/reports/lgbt-in-britain-work)
- 9 [pregnancy-maternity-discrimination-working-group-final-report-january-2021.pdf \(employabilityinscotland.com\)](https://www.employabilityinscotland.com/wp-content/uploads/2021/01/pregnancy-maternity-discrimination-working-group-final-report-january-2021.pdf)

Health And Social Care Portfolio

Purpose of Portfolio Budget

The overarching aims of the Health and Social Care portfolio are to improve population health and tackle health inequalities. In the year ahead, the focus of the portfolio 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, prioritising population health, and tackling underlying health and wellbeing inequalities.

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 obesity and the use of drugs, alcohol and tobacco; and improve the mental health and wellbeing of the population.

Summary of Spend on Equality of Outcomes

The Health and Social Care portfolio budget has the potential for significant positive impacts for people with protected characteristics and/or those experiencing socio-economic disadvantage. The portfolio budget also has the potential to mitigate existing inequalities. Spend on mental health; tackling alcohol, drugs, tobacco and obesity; and workforce; will likely have a demonstrable impact in tackling inequalities and improving the population's health.

We will ensure access to person-centred and trauma-informed services and support, which can flex to meet the range of needs that any one individual might have. Alongside this, we are supporting condition and circumstance-specific support based on need. To support our work, we fund a range of groups which enable us to draw on equalities expertise and lived experience from across the population to support policy development and service design.

Portfolio Contributions to National Outcomes**Primary**

Health



Children and Young People



Human Rights

Secondary

Poverty



Communities



Education



Economy



Fair Work and Business



Environment

Most Relevant to these Human Rights

- 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:
 - 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 does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
Socio-economic disadvantage	There is a big gap in healthy life expectancy between the most and least deprived areas in Scotland. The gap is roughly 25 years for men and 22 years for women.	<p>Healthy life expectancy and good mental health and wellbeing is determined by our social and economic conditions, physical environment, health behaviours and the availability and quality of health and care services. Addressing these inequalities therefore involves spend across multiple portfolio areas that will help improve the conditions into which people are born, live and work.</p> <p>The Health and Social Care portfolio budget is supporting the following actions to encourage better health behaviours in deprived areas:</p> <ul style="list-style-type: none"> • This Scottish Budget invests £54 million to raise levels of sport participation and active living. • We are providing £3 million funding to help NHS Boards and local partners support services that encourage and reinforce good nutrition, healthy eating habits and physical activity for children under five and their families. This includes projects creating interventions for families in the most deprived areas. • Smoking is more prevalent in the most deprived areas and we have set specific targets for our cessation services which are focused on these communities. Budget of £1.6 million for 2022-23 includes annual funding to NHS Boards for smoking cessation and prevention services, calculated on the basis of smoking rates and deprivation, annual grants to Action on Smoking & Health (Scotland) (ASH Scotland) and Scottish Student Sport to ensure young people are aware of the dangers of smoking. • The Simon Community Scotland have established a small-scale Managed Alcohol Programme in Glasgow, supporting those who experience homelessness and long-standing alcohol dependency and Scottish Government are supporting this pilot. 	<p>Healthy Life Expectancy in Scotland 2017-19 (NRS)</p> <p>Recovery and Redesign - Cancer Services Action Plan (SG)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	See above.	<p>This Scottish Budget also includes spend to support availability and quality of health services:</p> <ul style="list-style-type: none"> • As part of the Recovery and Redesign: Cancer Services - Action Plan, £1 million is being invested this year to tackle inequality in the cancer screening programmes, driving long-term sustainable improvements through evidence-based interventions to address the largest screening uptake gaps. • £160,000 will be invested to train 300 Support Employment Case Managers. The programme develops the skills of practitioners in the NHS, local authorities and third sector, supporting people to remain in or return to work. • £500,000 will be invested in Welfare Advice and Health Partnerships, embedded in 150 GP practices across Scotland including the Deep End Group, which cover the most deprived areas. In-house welfare rights officers will offer advice on increasing income, social security eligibility, debt resolution, housing and employability issues. Evidence from the Glasgow Centre for Population Health has highlighted the success of embedding welfare advice in GP surgeries. <p>This Scottish Budget provides funding to the Glasgow Centre for Population Health (£1.25 million), recognising their contribution to tackling health inequalities.</p> <p>Among the groups that could benefit locally from our £15 million Communities Mental Health and Wellbeing Fund - to promote wellbeing, mitigate and protect against the impact of distress and help tackle the impact of social isolation, loneliness and mental health inequality on adults - are people facing socio-economic disadvantage, people experiencing severe and multiple disadvantage, refugees and those with no recourse to public funds.</p>	See above.

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	<p>In 2020, people in the most deprived areas were 18 times as likely to have a drug-related death as those in the least deprived areas. That ratio has almost doubled in 20 years, from around 10 times in the early 2000s.</p>	<p>We have committed an additional £250 million investment in drug treatment and support over the next five years, including £100 million in residential rehabilitation that we believe will help to reduce drug-related deaths and improve lives. Given that problematic drug use and the likelihood of drug death is associated with living in the most deprived communities – drug deaths are 18 times more likely from these communities than from the least deprived – services focus on the areas where deprivation is highest. Outreach services and recovery communities are focused here, where the need is greatest. This approach ensures we are targeting our more disadvantaged users on an equitable basis, which will help reduce health inequalities. The majority of this additional funding is being invested to expand access to and improve the quality of treatment services, including a significant investment in residential rehabilitation. By increasing funding we hope to meet six key outcomes around early intervention: reducing risk, access to treatment, improved quality of life and support for families. As this funding will improve services and access to services and it will benefit people who use drugs and who are at risk of overdose. Given that the risk of drug death is focused on those likely to be from more deprived areas, that is where local services are working. By providing funding to local NHS Boards, Alcohol and Drug Partnerships (ADPs) and third sector organisations to focus on areas where risk is highest we believe we can make a positive difference to those who use drugs by supporting them to enter and stay in a high quality treatment pathway that works for them. This will help reduce health inequality.</p>	<p>Drug Related Deaths in Scotland 2020 (NRS)</p> <p>ADP and Homeless Programme: Reducing Harm, Improving Care (Healthcare Improvement Scotland)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	See above.	<p>In addition to the support funded through our mental health services and community support, we are also providing total funding of £2.2 million to Health Improvement Scotland for mental health and substance use pathfinder work to be jointly funded by both the Mental Health Recovery and Renewal Fund and the National Drugs Mission. This fund comprises £365,490 in 2021-22, £922,535 in 2022-23 and £948,861 in 2023-24.</p> <p>This project will aim to ensure that those that use these services, receive a person-centred approach to their treatment, regardless of their location.</p> <p>The work of this project will interface heavily with that of the ongoing ADP and Homeless Programme: Reducing Harm, Improving Care, which aims to redesign care pathways to improve quality of care and access to homeless, alcohol and drug services.</p>	See above.
Age	All four waves of the Scottish COVID-19 Mental Health Tracker study show that young adults aged 18-29 years were more likely to report mental health issues (i.e. suicidal thoughts, depressive and anxiety symptoms, distress, and loneliness) compared to older adults. Findings also suggest that young women are more likely to report mental health problems than other age and sex groupings.	<p>We are developing a population health response to the issues affecting the mental health and wellbeing of children, young people and their families. Our direct programme budget for mental health will be used to develop and enhance services and support for children and young people. This includes providing:</p> <ul style="list-style-type: none"> • Up to £40 million for Child and Adolescent Mental Health Services • £5 million to implement the recommendations of the Eating Disorders Review • £3 million to develop services to respond to distress in under 16s • We will also provide at least £15 million for community mental health services for children and young people in 2022-23 	Scottish COVID-19 Mental Health Tracker Study (SG)

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>Most people who receive formal social care support (including home care, telecare etc.) are aged 75+. In 2018-19, 148,675 people aged 75+ received formal social care support, including 76,610 people aged 85+, compared to 89,730 people under the age of 75.</p>	<p>Those aged over 75, face disproportionate health, frailty and multi-morbidity effects and, in general, a difference in needs in comparison to younger age groups. For example increasing proportions of those aged 75+ are living with long-term conditions in comparison to younger age groups. On 24 March 2021 the Cabinet Secretary for Health and the Cabinet Secretary for Social Security and Older People published a statement of intent that set out the Scottish Government's commitment to develop a new strategy for older people's health and social care in Scotland. Older people are a vital part of ensuring Scotland's future success – essential to our communities, our economy, our public services and to society as a whole. We must ensure we remove barriers, tackle inequality and allow people to flourish and be themselves. We are now engaging with a wide range of older people and the organisations that represent them to co-produce a draft strategy which we plan to publish for a full public consultation in early 2022, with a final strategy being developed and published later in 2022. Funding of £500,000 has been allocated in 2022-23 to develop and carry out initial implementation of the strategy.</p> <p>An additional £553.9 million of investment has been made available in 2022-23 for adult health and social care and mental health services that are delegated to integration authorities. This brings the total transferred from the health portfolio to support health and social care integration to £1.2 billion in 2022-23. The additional £553.9 million includes:</p> <ul style="list-style-type: none"> • £20.4 million for continued implementation of the Carers (Scotland) Act 2016 in line with the Financial Memorandum; • £174.5 million contribution to continued delivery of the Real Living Wage among those in the caring profession (including £30.5 million in respect of 2021-22 not included in baseline); 	<p>Social Care Insights</p> <p>Health and Social Care for Older People: Statement of Intent</p> <p>Scottish Health Survey (SG)</p> <p>PHS Insights into Social Care: Statistics for Scotland (PHS)</p> <p>Over £300 Million New Winter Investment for Health and Care</p> <p>Multimorbidity and the Use of Health and Social Care (Scottish Centre for Administrative Data Research)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	See above.	<ul style="list-style-type: none"> • £124.0 million Care at Home investment (as recently set out in the NHS Winter Plan); • £15.0 million uprating of free personal and nursing care payments; • £20.0 million for interim care; and • £200.0 million additional investment from the Health and Social Care portfolio for general support of social care, including pay. <p>Substantial investment of over £300 million in hospital and community care has been committed to help tackle anticipated winter challenges to the NHS and social care system. The multi-year funding will support a range of measures to maximise capacity in our hospitals and primary care, reduce delayed discharges, improve pay for social care staff, and ensure those in the community who need support receive effective and responsive care. The NHS and Care Winter Package for 2021-22 shows the type of additional funding that is made available:</p> <ul style="list-style-type: none"> • £40 million for 'step-down' care to enable hospital patients to temporarily enter care homes, or receive additional care at home support, with no financial cost to the individual or their family. • Over £62 million recurring funding to maximise the capacity of care at home services. • Up to £48 million will be made available to increase the hourly rate of social care staff to match new NHS band two staff. • £20 million recurring funding to enhance Multi-Disciplinary Teams, enable more social work assessments to be carried out and support joint working between health and social care. • £28 million of additional funding to support primary care. • £4.5 million available to NHS Boards to attract at least 200 registered nurses from outwith Scotland by March 2022. 	See above.

Characteristic	Key inequality	Impact of spend	Further evidence
Age	See above.	<ul style="list-style-type: none"> £4 million to help staff with their practical and emotional needs, including pastoral care and other measures to aid rest and recuperation. <p>We believe that we can make a positive difference to those over 75, enhancing quality of life and participation in society and in the most recent Health and Care Experience Survey two-thirds of adults agreed that the help, care or support they received improved or maintained their quality of life.</p>	See above.
Disability	Many people with a long-term disability have higher than average needs for health and social care services.	<p>There are a variety of measures that Scottish Government will fund in 2022-23 that will help to support those people with long-term health conditions or impairments and/or disabilities, improving their access to vital care or keeping them safe from harm, including:</p> <ul style="list-style-type: none"> £53.3 million of Scottish Government funding is administered by Independent Living Fund Scotland (ILFS), delivering life-changing financial awards to those in receipt of ILFS support, enabling disabled people to pay for care, supporting them in their homes and local communities and contributing to a reduction in admission into residential care, a reduction in crisis intervention and enhanced capacity within health and social care. A £2 million per year Self-Management Fund, is administered on behalf of the Scottish Government by the Health and Social Care Alliance Scotland (the Alliance), providing a unique opportunity for third sector organisations and partnerships to develop and strengthen new project ideas that support self-management as well as building upon existing approaches. The Self-Management Fund has so far provided £26 million since 2009 to support over 373 new ideas and projects by third sector organisations and partnerships, all aimed at supporting people to live well with their long-term conditions, based on the understanding that they are in the driving seat of their care. 	Health and Care Experience Survey (SG) Framework for the Recovery of NHS Pain Management Services (SG) Neurological care and support: framework for action 2020-2025 (SG)

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	See above.	<ul style="list-style-type: none"> • £12,000 is provided annually to fund awareness raising of ‘What Matters To You?’ principally via the annual, global what matters to you day. The ‘What Matters To You?’ conversation describes an approach that supports staff to understand what is important to the people they are caring for and supporting, and establishes a caring compassionate connection. It is also based on the principle that listening carefully to what matters to each person helps us to provide the care and support that people really need and want. • As part of our £118 million funding commitment to General Ophthalmic Services we will continue to fund increased frequency examinations for those individuals aged 16-59 who are sight impaired (SI) or severely sight impaired (SSI), or those with diabetes to have annual, as opposed to biannual, free NHS-funded eye examinations. • £500,000 has been committed to implement our Framework for Pain Management Service Delivery that aims to improve the quality of life and wellbeing of people living with chronic pain in Scotland. • £1 million has been earmarked to support the third year of implementation of our Neurological Care and Support Framework 2020-25, which aims to ensure that everyone with a neurological condition can access the care and support they need to live well, on their own terms. • £150,000 will be used to improve access for women to appropriate support, speedy diagnosis and best treatment for endometriosis. 	See above.

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	See above.	<ul style="list-style-type: none"> • Large numbers of the people for whom our health and social care services provide care and support can be defined as disabled under the Equality Act 2010 because their mental health has a long-term effect on their day-to-day activities. This can include conditions such as depression, dementia, bipolar disorder and schizophrenia. We expect total spend, including by NHS Scotland, on mental health in 2022-23, to be in excess of £1.2 billion, which will include: <ul style="list-style-type: none"> ◦ £1.5 million to address the mental health needs of patients hospitalised by COVID-19; ◦ Over £4 million for a range of targeted work, as well as support to the vital third sector, to improve the lives of autistic people and people with learning disabilities; ◦ Among the groups that could benefit locally from our £15 million Communities Mental Health and Wellbeing Fund - to promote wellbeing, mitigate and protect against the impact of distress and help tackle the impact of social isolation, loneliness and mental health inequality on adults are people with a long-term health condition or disability and people who are or have been on the highest risk (previously shielding) list. 	See above.

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>The COVID-19 mortality risk for disabled people is still high. In Scotland, disabled people whose daily activities were limited a lot were three times as likely to die than non-disabled people, with rates slightly higher for disabled women compared to men (3.2% vs 3.0%). Disabled people whose daily activities were limited a little were 1.8 times more likely to die than non-disabled people.</p>	<p>One of our primary tools in the fight against COVID-19 mortality is the roll-out of vaccination across the population. Funding for the vaccinations programme in 2022-23 is still to be determined, as it relies heavily on the planning assumptions for the programme, which are still being clarified and refined. The fundamental design and delivery of the vaccinations programme seeks to address a range of issues that may be more likely to affect disabled people, including, for example, accessible vaccination venues, and information available in alternative formats; proximity to a suitable vaccination centre; availability of passenger assistance; the provision of quieter spaces, allowing more time for appointments; smaller clinics and appropriate staff training to support the needs of people with learning disabilities, autism, sensory impairments and mental health conditions; consideration of the needs of people with mobility impairments or mental health conditions who may be unable to leave their home to attend an appointment; provision for the needs of people who may require to attend the vaccination appointment with a support (paid/unpaid carer, family member, friend, interpreter, guide support etc.); access to digital and non-digital information and services; and consideration of the needs of those who may be experiencing anxiety at their appointment.</p> <p>Our other efforts to reduce mortality focus on reducing possible exposure to the virus for those who are most vulnerable. Providing advice and guidance to help the around 180,000 people on the highest risk list manage their own risk, reconnect and transition back to a more normal way of life. We have committed £1.5 million to support this work in 2022-23.</p>	<p>Deaths Involving Coronavirus (Covid-19) in Scotland – Week 11 (NRS)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
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.	<p>We are currently developing a self-harm strategy and action plan, involving stakeholders and people with lived experience from different groups and we will work to ensure transgender people are actively engaged, involved and considered as part of this work. A key element of developing our strategy will be filling gaps in data and gaining a deeper understanding of how self-harm affects different groups, including the transgender community, so that we can design the most effective pathways and types of support that meets their needs.</p> <p>There is provisional agreement for funding of £778,600 for financial year 2022-23, for piloting self-harm services. Given transgender groups experience rates of self-harm higher than those of the general population, the investment is likely to positively benefit this group. The pilot self-harm services will deliver compassionate, trauma-informed self-harm service approaches in four areas by bringing self-harm specialist organisations together alongside people with lived experience. This pilot will test one-to-one counselling support, group work, peer support and online resources. The project will also include developing a national digital platform with information, tools and techniques to support people who self-harm.</p> <p>The pilots will be evaluated and directly inform the development of future services, tailored for different groups, such as transgender people. All elements of the project are key building blocks for the future strategy.</p> <p>Among the groups that could benefit locally from our £15 million Communities Mental Health and Wellbeing Fund - to promote wellbeing, mitigate and protect against the impact of distress and help tackle the impact of social isolation, loneliness and mental health inequalities on adults - are Lesbian, Gay, Bisexual and Transgender and Intersex (LGBTI) communities.</p>	<p>School Report Scotland (Stonewall)</p> <p>£15 Million to Help Improve Mental Wellbeing (SG)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Gender Reassignment	<p>A 2018 Stonewall Scotland survey of 1,261 trans and non-binary people found that 59% felt healthcare staff lacked understanding of trans health needs when accessing general health services, and almost two in five trans people (37%) have avoided healthcare treatment for fear of discrimination. Waiting times for NHS Gender Identity Clinics can be up to 40 months in Scotland.</p>	<p>As part of our Scottish Government 2021-22 Programme for Government (PfG) commitment, we are developing a national strategic framework for improving gender identity services that will be published by late 2021 and implemented in 2022-24. The plan will detail next steps to improve Gender Identity Services (GIS) across Scotland. As part of our PfG commitment we will centrally fund GIS improvements.</p> <p>This funding is aimed at improving access to and delivery of GIS in Scotland. We will reform the current model of GIS to meet the needs of the community, recognising the challenges the NHS faces. In doing so we will listen to the voices of lived experience, especially those who access these services, their families and organisations that represent the trans community.</p> <p>This plan will improve access to and delivery of GIS over the next three years, including:</p> <ul style="list-style-type: none"> • Adopting a human-rights based, person-centred and multidisciplinary approach to improving trans healthcare provision • Bringing GIS within national waiting times standards • Improving support to those waiting on a GIS appointment, including peer support • Examining, in conjunction with the upcoming revised Gender Reassignment Protocol for Scotland, different models of delivering GIS, with models to be adopted based on the principles of realistic medicine • Ensuring that the newly improved services are accessible to trans, including non-binary, people. 	<p>LGBT in Scotland: Health Report (Stonewall)</p> <p>Mortality Trends Over 5 Decades in Adult Transgender People Receiving Hormone Treatment (The Lancet)</p> <p>A Fairer, Greener Scotland: Programme for Government 2021-22 (SG)</p> <p>Health Needs Assessment of LGBT and Non-Binary People (NHS GGC & NHS Loth)</p> <p>Health Care Needs Assessment of Gender Identity Services May 2018 (Scottish Public Health Network)</p> <p>What Makes Great Care (National Gender Identity Clinical Network Scotland)</p> <p>Health Needs Assessment of LGBT and Non-Binary People - COVID19 (Stonewall)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Pregnancy and Maternity	In the UK, women from Asian, Black, or mixed race backgrounds have an elevated risk of maternal death compared to women from White backgrounds. For Black women, the risk of maternal death is more than four times as high than for White women.	<p>In 2019, the First Minister announced a programme of investment over four years to improve perinatal and infant mental health services across Scotland. Since 2019, the Scottish Government has engaged in a four-year investment plan and has so far provided over £16 million in perinatal and infant mental health. The Perinatal and Infant Mental Health Programme Board, which provides oversight and strategic direction of this work, is due to conclude in March 2023. We have committed to supporting perinatal and infant mental health services following the conclusion of the Programme Board and are currently scoping what is required to take that forward, but in 2022-23 we will provide:</p> <ul style="list-style-type: none"> • Up to £8 million to improve statutory services including: staffing of Mother and Baby Inpatient Units, develop specialist Community Perinatal Mental Health teams across the country and support Maternity/Neonatal Psychological Interventions • Up to £3 million funding to develop integrated infant mental health services across Scotland • Up to £1 million invested in third sector organisations via the Perinatal and Infant Mental Health Fund and associated Small Grants Fund providing support to 32 organisations supporting women and families • Up to £30,000 to support the voices of lived experience to shape the development of policy and services, and raise awareness of perinatal and infant mental health among professionals, policy makers and the public. 	<p>Black Maternal Healthcare and Mortality (UK Parliament)</p> <p>Perinatal and Infant Mental Health Programme Board: delivery plan - September 2021 to September 2022 (SG)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Pregnancy and Maternity	Mental health issues affect 10-20% of women during pregnancy and the first year after having a baby.	<p>The Scottish Government provides £120,000 to co-fund two programmes:</p> <ul style="list-style-type: none"> • The MBRRACE-UK Programme (delivered by the National Perinatal and Epidemiological Unit) to undertake audit and confidential enquiry into maternal mortality and perinatal death. The programme is designed to help assess the quality of maternity and neonatal healthcare and identify areas for improvement in safety and effectiveness by systematically enabling clinicians, managers, and policy-makers to learn from adverse events and other relevant data. The aim of the programme is to highlight issues requiring change and provide tools to support local clinical improvement, with the overall goal of improving outcomes for mothers and babies. MBRRACE-UK is currently undertaking a confidential inquiry into perinatal outcomes for mothers of Black/ Black British ethnicity to understand the differences and identify where care can be improved, which is expected to report in 2022. • The National Maternity and Perinatal Audit (NMPA – delivered by the Royal College of Obstetricians and Gynaecologists and partners) uses data to audit and evaluate a range of care processes and outcomes in of the NHS maternity services to identify good practice and areas for improvement in maternity care. • The NMPA audit has been funded to undertake bespoke work to understand some of the differences in outcome and published its sprint audit report 'Ethnic and Socio-economic Inequalities in NHS Maternity and Perinatal Care for Women and their Babies', in November 2021. The Sprint Audit provides detailed insight and descriptions of these inequality of outcomes and makes a number of recommendations for action. <p>We expect to allocate further funding in 2022-23 to take action in respect of the findings of the NMPA report, which has just published, and the MBRRACE audit (when it is published).</p>	Perinatal Mental Health (UK Gov)

Characteristic	Key inequality	Impact of spend	Further evidence
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.	This year, the weight management budget will invest £7 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. At the moment, we believe this is the best way to lower the general incidence of this form of diabetes, including for those within the South Asian, Black and Afro-Caribbean communities. However, as set out in Scottish Government's 2019 Race Equality Immediate Priorities Plan, we are developing plans to reinvigorate efforts on culturally competent health promotion and disease prevention of diabetes for people from minority ethnic communities. As part of those efforts, in 2020 we commissioned a research and service design project to investigate how people living with excess weight or obesity, including those with type 2 diabetes, access weight management services and to what extent they meet their needs. We hope that these investigations will help us to better identify those issues faced by specific demographic groups and target funding and services to mitigate and tackle those.	Diabetes and Ethnicity (Diabetes.co.uk)

Characteristic	Key inequality	Impact of 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.	<p>One of our primary tools in the fight against COVID-19 mortality is the roll-out of vaccination across the population. Funding for the vaccinations programme in 2022-23 is still to be determined, as it relies heavily on the planning assumptions for the programme which are still being clarified and refined. Public Health Scotland (PHS) began publishing vaccination uptake broken down by ethnicity and deprivation on 24 March 2021. This has shown lower vaccination uptake among certain minority ethnic communities than the general population. This led to national and local activity and partnerships; for example, outreach clinics held in local Mosques reached populations of undocumented migrants who may not have attended mass vaccination sites. Clinics have also been held in mosques and gurdwaras in areas of high case prevalence, in African churches, venues used by the Chinese community and other community settings. Vaccination information is translated into a number of different languages on NHS Inform, and a QR code on vaccination appointment letters takes people to this information so they are fully informed ahead of their vaccine.</p> <p>Ongoing stakeholder relationships have helped shape our marketing activities and better reach communities via their trusted voices, such as community leaders and influencers. The Scottish Government provided over £80,000 of funding to trusted organisations in 2021-22 within communities to support vaccine uptake within minority ethnic groups. As we continue to augment the vaccination programme to deal with any new challenges we will maintain efforts to engage minority ethnic communities to encourage vaccination uptake.</p>	Analysis of deaths involving coronavirus (COVID-19) in Scotland, by ethnic group (NRS)
Religion or Belief	No differential impacts identified at present.		

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	In every year since 1985, 70% of all people dying from suicide have been male. Younger men are particularly affected. In 2020, suicide rates were highest for men between the ages of 35-39 who accounted for 8% of all suicide deaths.	<p>The total suicide prevention budget for 2022-23 is £1.7 million. We are currently developing a new suicide prevention strategy for publication in September 2022. Our Suicide Prevention Action Plan sets out a range of actions aimed at the whole population as well as focusing on population groups at increased risk of suicide. We are working with our National Suicide Prevention Leadership Group (NSPLG) to identify actions to take to prevent suicides in those at-risk groups. Middle-aged men are one of these at-risk groups. Research suggests that men face unique barriers to accessing mental health support and that specific approaches and settings can help to reduce these barriers. These include sports, physical activity, or exercise-based interventions in social or peer led settings, which is consistent with the specific interventions we fund.</p> <ul style="list-style-type: none"> • The Scottish Government contributes £100,000 annual funding to the Changing Room Campaign, which is run by Scottish Association for Mental Health (SAMH) and co-funded by the Movember Foundation focused on bringing men together through football to tackle poor mental health. Changing Room: Extra Time builds on the core programme to create additional opportunities for users to participate in activities, engage with others, and explore specific areas which impact on their mental health. Changing Room: Extra Time will be delivered by SAMH in partnership with the Scottish Professional Football League (SPFL) Trust and associated community trusts. • Our £15 million Communities Mental Health and Wellbeing Fund will also support grass roots suicide prevention action. 	<p>Probable Suicides 2020 (NRS)</p> <p>Suicide Prevention Action Plan: Every Life Matters (SG)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	Approximately 80% of the health and social care workforce is female, with significant segregation by gender. The percentage of women ranges from 45% in Ambulance Services to 90% in Nursing and Midwifery. The gender pay gap between men and women is 18% among health and social care staff.	<p>There are underlying structural and societal reasons for the high proportion of women and uneven gender distribution between roles in the health and social care workforce, which cannot be adequately mitigated through funding measures. With this in mind, the Scottish Government is working to lead reform on recruitment (including promotion) practices to further ensure that they are fair and provide opportunity to the most qualified candidates, regardless of gender or other characteristics.</p> <p>Further, to raise awareness of equality issues and improve both staff knowledge and culture within HSC settings, we have dedicated resources to education and staff networks, funding:</p> <ul style="list-style-type: none"> • £50,000 invested to develop an online portal to support staff networks from all protected characteristics to share resources and information. It will require an ongoing cost of £12,000 a year 	<p>NHSScotland Workforce Latest Statistics - 31 March 2021 (NES)</p> <p>NHS Scotland pay gap statistics: FOI release (SG)</p>
Sexual Orientation	Lesbian, gay, bisexual and people of other sexual orientations were more likely to report poor mental health. Twenty-nine per cent of LGB people who aren't trans have thought about taking their life in the previous year. A survey by LGBT Youth Scotland found that 84% of all LGBT young people surveyed had experienced a mental health problem.	<p>The LGBTI community experience a higher rates of self-harm than those of the general population. As such, the investment in self-harm services – as set out under 'gender reassignment' section – is likely to positively benefit this group.</p> <p>Among the groups that could benefit locally from our £15 million Communities Mental Health and Wellbeing Fund – to promote wellbeing, mitigate and protect against the impact of distress and help tackle the impact of social isolation, loneliness and mental health inequalities on adults – are LGBTI communities.</p>	<p>LGBT in Scotland: Health Report (Stonewall)</p> <p>Life in Scotland for LGBT Young People (LGBT Youth Scotland)</p> <p>School Report Scotland (Stonewall)</p> <p>£15 Million to Help Improve Mental Wellbeing (SG)</p>
<p>Summary of Impact of Budget Reductions or Savings on Tackling Inequality</p> <p>There are no budget reductions or savings within the Health and Social Care portfolio that impact on our ability and aspirations to tackle inequality.</p>			

Justice and Veterans Portfolio

Purpose of Portfolio Budget











The purpose of the Justice and Veterans portfolio budget is to keep our communities safe and secure, and to administer justice in its various forms: civil, criminal and administrative. The portfolio both tackles inequality 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 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.

The portfolio also leads on support for our country's veterans so that Scotland is a positive destination following military service.

Summary of Spend on Equality of Outcomes

The 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) work 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.¹ Through our funding of justice partners, we are investing in a range of system-wide measures to prevent crime, reduce re-offending and ensure an effective system of civil law including investment in Legal Aid, which is an important source of access to justice for individuals.² This helps to protect and support various equality groups - including women, children, the LGBT community and older people - from the detrimental effects of crime, accidental harm and civil disputes. These investments and our RRT work continue to provide an opportunity to maintain and develop an accessible and effective justice system that can meet our wider ambitions to tackle inequality. Through the RRT work and initiatives such as the Victim-Centred Approach Fund, we are working with justice partners, the legal profession, victim's organisations, and others to assess how we can continue to tackle the backlog and provide confidence to victims, witnesses, and others affected by delays, as well as providing practical and emotional support to victims, survivors and witnesses of crime across Scotland. Almost 78% (£2.5 billion) of the portfolio's budget is allocated to the main justice partners,³ who are required under the Public Sector Equality Duty and the Fairer Scotland Duty to have due regard to the need to eliminate discrimination and advance equality of opportunity when taking strategic decisions.

Contributes to National Outcomes	Most Relevant to these Human Rights
<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 International Poverty Education Fair Work and Business Health Environment	<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 does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>People with less socio-economic advantage are disproportionately affected by crime and the justice system. For example, individuals from the 10% most deprived areas are over-represented in prison arrivals by a factor of three,⁴ and those living in the 15% most deprived areas are more likely than the rest of Scotland to experience crime (16.5% cf. 11.2%), with fewer resources to cover the cost.⁵</p>	<p>The portfolio will continue to invest in a range of measures to prevent crime, offending and re-offending, which can be the direct result of inequality and risk factors, including deprivation, adverse childhood experiences, and health problems. This investment includes around £1.4 billion to the Scottish Police Authority (SPA), which will allow Police Scotland (PS) to invest in its workforce and ensure they can maintain community policing across Scotland. The SPA resource budget will increase by 3.4% in 2022-23 - an additional £40.5 million.</p> <p>Last year, our investment of around £119 million in community justice services was bolstered by an additional £11.8 million to support pandemic recovery work. In 2022-23 we are continuing that investment for another year and increasing it by £3.2 million to £15 million, continuing to support pandemic recovery efforts and contributing to the delivery of community sentences and wider community interventions such as diversion from prosecution and alternatives to remand.</p> <p>Overall, this funding for community justice services supports the Scottish Government's long-standing aim to encourage wider use of community, rather than custodial, interventions where appropriate, because they can offer more potential to tackle the underlying causes of offending, including those linked to inequality, deprivation and social exclusion.</p> <p>The Victim-Centred Approach Fund (VCAF) will enable organisations to provide practical and emotional support to victims, survivors and witnesses of crime across Scotland.</p> <p>Funding of £15.6 million is provided to support both the administration of the Criminal Injuries Compensation Authority and the payment of compensation.</p>	<p>Scottish Crime and Justice Survey - gov.scot (www.gov.scot)</p> <p>The VCAF replaces previously separate Scottish Government funding programmes that provided grants to victim's organisations, human trafficking support organisations and groups providing criminal justice advocacy for survivors of gender-based violence. The fund aims to take a more strategic and joined-up approach to continuing to fund these services by: providing more organisations with the opportunity to apply for funding; transitioning to a more outcome-focused approach; encouraging collaborative working between organisations to deliver joined-up services for victims; and encouraging the development of new projects and approaches.</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage		<p>We are increasing funding for the work of Prison Visitor Centres (PVCs) by £100,000 and are investing in the modernisation of the prison estate, which will ensure it is fit for the future. 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 portfolio budget will also continue to fund Legal Aid which is an important source of access to justice for those who cannot afford to meet their legal costs.</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>
	<p>A retrospective cohort study of armed forces veterans in Scotland found that early service leavers (completed only basic training or less than four years of service) are more likely to live in the 20% most deprived areas of Scotland, compared to veterans with longer lengths of service and the population as a whole.⁶</p>	<p>We are aware of a number of reports and pieces of academic research that show that compared to those who leave after a longer period of time, Early Service Leavers (ESL) are more likely to be at risk of a 'poor transition'. The Scottish Veterans Fund will increase to £500,000 from 2022-23 and its criteria have been extended to invite bids that target ESL. The fund will help tackle the inequality experienced by ESL after leaving the military by providing funding for projects that include one or more of the following: support successful transition to civilian life; improve access to health and social care, housing, employment, skills and education, financial advice, or any other services provided by the public or third sector, as well as those going through the justice system; support meaningful inclusion in civilian life; and that raise awareness of veterans and their families amongst the general public, emphasising their positive contribution to society and local communities.</p>	<p>The Scottish veterans' health study.</p> <p>Scottish Veterans Fund opens – gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>The Scottish Crime and Justice Survey showed that the likelihood of experiencing crime overall was lowest for those aged 60 and over. However, 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 were cyber enabled and the average amount defrauded was higher than other methods of fraud.⁷</p>	<p>The portfolio plays a key role in tackling all forms of criminal behaviour, including fraud, through our funding of criminal and civil justice. The SPA budget will allow PS to invest in its workforce to ensure it can deliver on its cyber strategy. The Scottish Government will work with members of the CyberScotland Partnership to amplify and disseminate messages targeting older people in particular, to raise their awareness of cyber risk and what they can do to stay safe and secure. This activity will be part of our ongoing communications and awareness raising activity under The Strategic Framework for a Cyber Resilient Scotland.</p> <p>We are funding YouthLink Scotland to develop badges and resources for particular groups of young people in Scotland, to recognise learning that will keep them secure online. One project will be delivered by DataKirk, which provides digital and data learning with a particular focus on attracting people from Black and minority ethnic backgrounds.</p>	<p>Recorded Crime Scottish Crime and Justice Survey – gov.scot (www.gov.scot)</p> <p>Police Scotland have established a centre of excellence for cyber-crimes, which will help mitigate cyber fraud among other cyber offences.</p> <p>In 2022-23, we expect to continue work we have already begun to better include people from disadvantaged communities and those who are neurodivergent to begin to train for cyber security careers. We intend to do more to include women and girls as well as those from minority ethnic communities in this work. We will be building on work we have already done with partners aimed at young people and those who face barriers to understanding messages presented in traditional formats.</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>Armed forces veterans are, on average, significantly older than the general population. The 2017 Annual Population Survey estimated that over half (58%) of the armed forces veterans⁸ residing in Scotland were aged 65 and over.⁹ However, of all the veterans who spent any time in custody in 2019-20, the single largest age group, around a fifth (21.2%), were 30-34 years old.</p>	<p>For older veterans, we will fund the Unforgotten Forces Consortium with £250,000 in 2022-23 as part of a £750,000 commitment from 2020-21 over three years. The consortium is led by Age Scotland and focuses on improving the health, wellbeing and quality of life for veterans aged 60 and older.</p> <p>To support veterans in the justice system, the Strategy for Our Veterans includes a 'Veterans and the law' theme. The Scottish Government has committed, in our response to the strategy, to work with partners to support veterans in, or at risk of being involved in, the criminal justice system, including working with the Ministry of Defence (MOD), Scottish Prison Service (SPS), Police Scotland Veterans Champions, third sector and academia. There will be a veterans marker in the Scottish Crime and Justice Survey going forward to support this work. The Scottish Veterans Fund will increase to £500,000 from 2022-23 and its criteria includes projects that support veterans in the justice system.</p>	<p>2017 Annual Population Survey strategy-veterans-taking-strategy-forward-scotland(1).pdf Scottish Veterans Fund opens - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>Although there is currently a lack of robust evidence on how remote hearings and court proceedings are impacting on vulnerable groups, changes to court and tribunal operations, including the increased use of remote courts since April 2020 to reduce the backlog of cases,¹⁰ may present specific challenges for disabled people, and people with cognitive and neurodiversity conditions.¹¹ Audio-visual technology risks impeding understanding and the ability to communicate for people with learning disabilities, autism spectrum disorders and mental health conditions.¹² Digital poverty has also been identified as a barrier to participation.¹³</p> <p>Disabled people are over-represented in many groups within the justice system. For example, disabled people have a higher incidence of civil legal problems (36%, compared to 26% in the general population¹⁴), and in 2020-21, disability-related hate crime (448 charges) increased by 14%.¹⁵</p> <p>The most detailed analysis of hate crimes draws on data from 2018-19, and shows that a majority of disability aggravated hate crimes included a prejudice to those with a learning disability (59%). This equates to around 130 crimes recorded by the police in 2018-19. A further one in five (21%) showed a prejudice to those with a physical disability. This equates to around 50 crimes recorded by the police in 2018-19.¹⁶</p>	<p>We continue work to strengthen communication and engagement with victims and families throughout the justice process. In terms of criminal jury trials, each remote jury centre that the SCTS is leasing has facilities that enable access for disabled people.</p> <p>The Scottish Government will continue to provide funding of just under £100,000 to the Supporting Offenders with Learning Disabilities (SOLD) user group, which is made up of people with learning disabilities and/or autism who have experience of the criminal justice system. This group contributes to work including developing and delivering training, contributing to SOLD publications, developing easy read and other accessible information for justice organisations and participating in videos detailing their experiences and the issues faced by people with learning disabilities in the criminal justice system.</p> <p>Through our funding of SCTS and other justice partners, civil courts and tribunals will continue to have an important role in protecting vulnerable people and addressing discrimination and hate crime.</p> <p>This portfolio budget will also allow PS and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>Work is underway to implement the Hate Crime and Public Order (Scotland) Act 2021. Implementation of the Act will be supported by a new hate crime strategy, which includes a range of non-legislative approaches to tackling hate crime and prejudice, including prejudice based on disability.</p> <p>In 2022-23, the Scottish Government will provide funding in relation to the regulation of child contact services used in private family law cases and will take full account of duties under the UK Equality Act 2010 to make reasonable adjustments to premises to facilitate their use by disabled people.</p>	<p>The Scottish Government is in the process of commissioning a piece of research that looks into the use of remote hearings within the civil justice system. This project will explore how remote hearings impact upon 'access to justice' for a number of different vulnerable groups, including those that find audio-visual technology challenging. The project will take place next year and is set to report in October 2022.</p> <p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>Crime and Justice Survey</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Gender Reassignment	<p>There were 124 hate crimes recorded by the police with a transgender identity aggravator in 2019-20.¹⁷</p> <p>There were 46 charges reported in 2020-21 with an aggravation of transgender identity, compared to 47 in 2019-20.¹⁸</p>	<p>The portfolio invests in a range of measures to prevent crime, including hate crime. As noted above, work is underway to implement the Hate Crime and Public Order (Scotland) Act 2021. A new hate crime strategy, will be published in 2022 which will include a range of non-legislative approaches to tackling hate crime and prejudice, including prejudice based on transgender identity.</p> <p>The portfolio budget will allow Police Scotland and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p>	<p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p>
Pregnancy and Maternity	<p>In the period from 2013-2017 there were 104 pregnant women held in prison in Scotland and 31 babies born.¹⁹</p>	<p>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. SPS has facilities for accommodating mothers and babies at HMP & YOI Grampian and a Mother and Baby Unit (MBU) located in HMP & YOI Cornton Vale. A MBU facility is included in the design of the new women's custodial estate which is currently under construction. There will be designated separate living accommodation areas within the prison, enabling mothers to have their babies with them whilst in prison. The facilities aim to promote baby's welfare and to develop the mother and baby relationship.</p>	<p>The Rose Project: Best for Babies</p>

Characteristic	Key inequality	Impact of spend	Further evidence
<p>Pregnancy and Maternity</p>	<p>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 a number of different carers during their mother's sentence.</p>	<p>The SPS budget will allow it to maintain its investment in measures to support affected families. It has invested in new methods for maintaining family contact which has been vital in order to mitigate the impact of social harms such as parental imprisonment and social isolation. The Scottish Government continues to provide funding to PVCs who provide help and support on a range of matters to families impacted by imprisonment.</p> <p>Last year, our investment of around £119 million in community justice services was bolstered by an additional £11.8 million to support pandemic recovery work. In 2022-23 we are continuing that investment for another year and increasing it by £3.2 million to £15 million, continuing to support pandemic recovery efforts and contributing to the delivery of community sentences and wider community interventions such as diversion from prosecution and alternatives to remand.</p>	<p>The SPS has developed a new Strategy for Women in Custody as part of the development of the new female custodial estate. This recognises the damaging impact that the imprisonment of a mother may have on children and seeks, where possible, to reduce this impact and so improve the children's life chances.</p> <p>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. 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 - Prison reform Trust, 2018. What about me?</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Race	<p>In 2019, minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (19%) compared to White adults (8%). Minority ethnic adults were also more likely to have experienced harassment (17%) than adults from 'White' ethnic groups (6%).²⁰</p> <p>In 2020-21 racial crime remained the most commonly reported hate crime (3,285 charges), up 6%.²¹ The majority (65%) of hate crimes recorded by police in 2019-20 included a race aggravator. In addition, where information was available on the ethnicity of victims, almost two-thirds (or 64%) of race aggravated hate crimes in 2018-19 had a victim from a visible minority ethnic (non-White) group. This compares to 4% of Scotland's population at the time of the last Census in 2011.²²</p>	<p>As noted above work is underway to implement the Hate Crime and Public Order (Scotland) Act 2021. A new hate crime strategy will be published in 2022, which will include a range of non-legislative approaches to tackling hate crime and prejudice, including prejudice based on race and related characteristics.</p> <p>The setting up of a Public Inquiry will ensure that the circumstances surrounding the death of Sheku Bayoh are examined in a public and transparent manner. As the Public Inquiry is independent of ministers, it is for the Chair to direct how the Inquiry carries out its duties but we will ensure that it is properly resourced and supported to do its important work effectively.</p>	<p>Scottish Household Survey</p> <p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p> <p>Cross Justice Working Group on Race and Workforce: progress report - gov.scot</p> <p>Sheku Bayoh Inquiry</p>
	<p>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.²³</p>	<p>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 and community justice social work services budgets (£520.4 million) will invest in the provision of rehabilitation and integrated social care and support services in prisons and through community justice services.</p>	<p>Scottish Prison Statistics</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Religion or Belief	<p>There were 573 religiously aggravated charges reported in 2020-21, 14% fewer than in 2019-20.²⁴</p> <p>Ten per cent (650 crimes) of hate crimes recorded by the police had a religious aggravator in 2019-20. In addition, in two-fifths (42%) of religion aggravated hate crimes in 2018-19, the perpetrator showed prejudice towards the Catholic community, which equates to an estimated 150 crimes. In over a quarter of crimes (26%), the perpetrator showed prejudice towards the Muslim community, equating to around 90 crimes. In around one-in-ten crimes (12%), the perpetrator showed prejudice towards the Protestant community, equating to around 40 crimes.²⁵</p>	<p>The portfolio invests in a range of measures to prevent crime, including religiously aggravated crime. The portfolio budget will allow PS and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>Work is underway to implement the Hate Crime and Public Order (Scotland) Act 2021. Once in force the Act will modernise, consolidate, and extend Scotland's hate crime legislative framework, making it fit for the 21st century. Implementation of the Act will be supported by a new hate crime strategy, which will be published in 2022 and include a range of non-legislative approaches to tackling hate crime and prejudice, including prejudice based on religion.</p>	<p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	<p>Domestic abuse affects women disproportionately and there has been an increase in reports to police during the pandemic.²⁶</p> <p>Backlogs in courts arising from the pandemic are likely to contribute to an increase in victim/survivor withdrawal from the criminal 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.²⁷</p> <p>Where the victim's gender was known, the clear majority (82%) of victims of domestic abuse incidents recorded by the police were female in 2020-21. Four in five incidents (80%) had a female victim and a male accused.²⁸ Information published by COPFS²⁹ in September 2021 found that in 95% of charges reported to them by Police Scotland in 2020-21 for offences of 'abuse of a partner or ex-partner' under the Domestic Abuse (Scotland) Act 2018, the alleged perpetrator was male.</p> <p>However, males are more likely to be the victim of serious non-sexual violence; an estimated four in five victims of serious assault and attempted murder recorded by the police were male (80% in 2017-18)³⁰ and more than four in five victims of homicide were male (83% in 2020-21).³¹</p>	<p>The 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.</p> <p>As part of the £100 million, three-year commitment to tackling VAWG, a new Delivering Equally Safe Fund (£19 million each year until 2023) was created and allocations to 121 projects from 112 organisations working to provide key services and prevent gender-based violence has been confirmed. A new Victim Centred Approach Fund was launched on 18 October 2021 to support victims of crime, worth at least £30 million over the next three years. The fund will simplify funding for organisations into one easy-to-access place, providing support for victims engaging with the criminal justice system across Scotland. The provision of access to specialist practical and emotional support for families bereaved by crime is a key priority for the Victim Centred Approach Fund.</p> <p>Last year, our investment of around £119 million in community justice services was bolstered by an additional £11.8 million to support pandemic recovery work. In 2022-23 we are continuing that investment for another year and increasing it by £3.2 million to £15 million, continuing to support pandemic recovery efforts and contributing to the delivery of community sentences and wider community interventions such as diversion from prosecution and alternatives to remand. By increasing capacity to deliver community interventions and tackle the backlog of cases within the system, this funding will assist in mitigating victim/survivor concerns in relevant cases.</p> <p>A key aim of the Children (Scotland) Act 2020 is to further protect victims of domestic abuse and their children in family proceedings. Work will continue in 2022-23 on how best to implement relevant provisions in the 2020 Act.</p>	<p>Evidence on impact of COVID-19 on domestic abuse and VAWG</p> <p>Over the past 18 months (April 2020 - October 2021) an additional £10 million has been invested to allow rapid re-design of services and address backlogs, supporting organisations such as Scottish Women's Aid and Rape Crisis Scotland.</p> <p>Domestic abuse incidents recorded by the police in Scotland</p> <p>Domestic Abuse and Stalking Charges in Scotland 2020-21 - COPFS</p> <p>Recorded crime in Scotland: attempted murder and serious assault, 2008-2009 and 2017-2018</p> <p>Homicide in Scotland 2020-2021: statistics</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sexual Orientation	<p>More than two-thirds of Scottish LGBT survey respondents (68%) had faced verbal abuse and 16% had been physically assaulted for being LGBT.³² The number of charges of sexual orientation aggravated reported crime increased by 5% in 2020-21 to 1,580.³³</p> <p>There were 1,501 hate crimes recorded by the police with a sexual orientation aggravation in 2019-20.³⁴</p> <p>Offences aggravated by prejudice towards sexual orientation are the second most common type of hate crime offending.</p>	<p>The portfolio continues to invest in a range of measures to prevent crime, including hate crime. The portfolio budget will allow PS and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>As noted above, work is underway to implement the Hate Crime and Public Order (Scotland) Act 2021. A new hate crime strategy, will be published in 2022 which will include a range of non-legislative approaches to tackling hate crime and prejudice, including prejudice based on sexual orientation.</p>	<p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p>
	<p>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.</p>	<p>The Justice portfolio provides funding of £30,000 per annum to the Police 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.</p> <p>It is for the SPA (and other justice partners) to prioritise their budgets with due regard to the need to eliminate discrimination and to advance equality of opportunity.</p>	

Summary of impact of reductions or savings in 2022-23 on tackling inequality in your portfolio

The portfolio's budget for 2022-23 represents an increase of 7.1% which will allow the justice system to continue addressing the substantial backlogs that have built up following the pandemic. It is for our justice partners to prioritise their budgets with due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good working relations; as well as ensuring that they are meeting the requirements of the Public Sector Equality Duty and the Fairer Scotland Duty when taking strategic decisions.

- 1 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.
- 2 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.
- 3 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).
- 4 [Scottish Crime and Justice Survey 2019/20: main findings - gov.scot \(www.gov.scot\)](#)
- 5 [Scottish prison population: statistics 2019 to 2020 - gov.scot \(www.gov.scot\)](#)
- 6 [Thesis final edited version \(gla.ac.uk\)](#)

- 7 [Recorded crime in Scotland: 2018-2019 – gov.scot \(www.gov.scot\)](#)
- 8 Those who have served at least one day in the UK Armed Forces.
- 9 [Annual population survey: UK armed forces veterans residing in Great Britain 2017 – GOV.UK \(www.gov.uk\)](#)
- 10 [Scottish Government \(2020\) Coronavirus Acts: second report to Scottish Parliament](#)
- 11 [Equality and Human Rights Commission \(2020\), Inclusive Justice: a system design for all: 2020](#)
- 12 [How coronavirus has affected equality and human rights | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)
- 13 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 \(nuffieldfjo.org.uk\)](#)
- 14 [Equality Evidence Finder](#)
- 15 [COPFS 'Hate Crime in Scotland' statistics 2020-21](#)
- 16 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 17 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 18 [COPFS 'Hate Crime in Scotland' statistics 2020-21](#)
- 19 [Why Women Scotland.pdf \(prisonreformtrust.org.uk\)](#)
- 20 [Scottish Household Survey: publications – gov.scot \(www.gov.scot\)](#)
- 21 [COPFS 'Hate Crime in Scotland' statistics 2020-21](#)
- 22 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 23 [Scottish prison population: statistics 2019 to 2020 – gov.scot \(www.gov.scot\)](#)
- 24 [COPFS 'Hate Crime in Scotland' statistics 2020-21](#)
- 25 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 26 [Coronavirus \(COVID-19\): Justice Analytical Services Data Report – November 2020 – gov.scot \(www.gov.scot\)](#)
- 27 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 – [Coronavirus \(COVID-19\): domestic abuse and other forms of violence against women and girls during Phases 1, 2 and 3 of Scotland's route map \(22 May to 11 August 2020\) – gov.scot \(www.gov.scot\)](#)
- 28 [Domestic abuse: statistics recorded by the Police in Scotland – 2020/21](#)
- 29 [Domestic Abuse and Stalking Charges in Scotland 2020-21.pdf \(copfs.gov.uk\)](#)
- 30 [Recorded crime in Scotland: attempted murder and serious assault, 2008-2009 and 2017-2018](#)
- 31 [Homicide in Scotland 2020-2021: statistics](#)
- 32 [The Scottish LGBT Equality Report – Equality Network \(equality-network.org\)](#)
- 33 [COPFS 'Hate Crime in Scotland' statistics 2020-21](#)
- 34 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)

Net Zero, Energy and Transport Portfolio

Purpose of Portfolio Budget

The Net Zero, Energy & Transport (NZET) portfolio is responsible for:

- Achieving a net zero carbon emission Scottish economy in response to the global climate emergency.
- Protecting and enhancing our natural environment and resources and physical connectivity and infrastructure.
- Supporting provision of public transport services, transport infrastructure and the trunk road network, accessibility and active travel and contributing to a low carbon economy.
- Leading on strategic infrastructure planning through the Infrastructure Investment Plan and regular reporting on major projects and programmes.

Summary of Spend on Equality of Outcomes

Public transport services are important for and used more frequently by particular groups of people. Women, older people, younger people and those on lower incomes use bus services more. The provision of public transport services has been challenging as a result of the pandemic which has exacerbated the issues faced by those on low incomes. By continuing to invest in public transport 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.

Maintaining support for transport services in 2022-23 will therefore contribute to a range of National Performance Framework outcomes for all.

The Programme for Government sets out our commitment to increase the proportion of the budget spent on active travel initiatives, so that by 2024-25 at least £320 million or 10% of the total transport budget will be allocated to active travel. Increased funding for walking, cycling and wheeling underpins the generational step change now needed to change travel behaviours and will enhance and increase the provision of low cost, accessible travel available to people across the country. Increased activity and reduced emissions will also have a positive impact on health inequalities.

Domestic energy costs and fuel poverty are likely to disproportionately affect those on lower incomes and particular groups such as disabled people, older people, and lone parents. Our Heat in Buildings Strategy commits us to a set of guiding principles that give a direction for programme and policy development recognising the twin challenges of decarbonising and tackling fuel poverty. As we design, assess and target interventions throughout the year we will build in additional support where required to ensure people can continue to enjoy warm homes that are affordable to heat.

Contributes to National Outcomes**Primary**

Economy



Poverty



Children and Young People



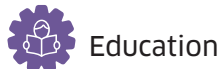
Environment

Secondary

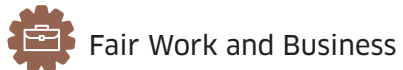
International



Communities



Education



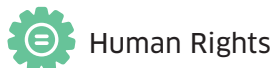
Fair Work and Business



Health



Culture



Human Rights

Most Relevant to these Human Rights

- Right to an adequate standard of living, including right to: protection against poverty; and prevention of social exclusion.
- Right to a healthy environment including the right to benefit from healthy ecosystems which sustain human wellbeing as well as the rights of access to information, participation in decision-making and 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 does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
<p>Socio-economic disadvantage</p>	<p>Affordability and Access to Transport: Those on lower incomes have less access to private modes of transport and are more reliant on public transport. Access to private vehicles is patterned by household income; latest data shows that 40% of households with an annual income up to £10,000 had access to one or more cars, compared to 97% of households with an annual income of more than £50,000. Those on lower incomes are more likely to use public transport and to do so more frequently. Fifty-one per cent of households with an annual income up to £10,000 had used a bus at least once in the past month compared to 27% of households with an annual income of over £50,000.</p> <p>Access and affordability of public transport are therefore key issues for those on lower incomes which is a particular issue for rural and island communities. Island communities face similar issues to those living in remote and rural areas, but in many cases the challenges can be greater.</p> <p>Factors resulting in additional costs for households in island communities compared to the rest of the UK include longer commuting distances compounded by higher fuel prices; the additional cost resulting from the need to make occasional trips to the mainland; and additional ferry/air costs for inter-island travel.</p> <p>The experiences of low-income families indicate that transport often determines and constrains their options in terms of household spending and their day-to-day experiences. Families have highlighted multiple competing costs within budgets, of which transport is just one, including food, clothing and fuel.</p>	<p>In 2022-23, the Scottish Government will continue its commitment to ensuring affordable rail fares in Scotland. Transport Scotland is preparing to manage ScotRail trains from April 2022 and it is the intention that the range of reduced fares available for those on lower incomes, such as job seekers or newly employed will continue through the transition to the new organisation in its first year of operation.</p> <p>We are taking forward review of fares in 2022-23 to ensure a sustainable and integrated approach to public transport fares. It will look at the range of discounts and concessionary schemes that are available on all modes including bus, rail and ferry and will look at both cost and availability of services.</p> <p>We will continue to subsidise bus services which are particularly important to people on lower incomes. More support (£40 million) is being provided than before COVID-19 in order to sustain the network despite the loss of revenue from fares and reimbursement for concessionary journeys while patronage remains below pre-COVID-19 levels. This will be provided through grant funding which contributes towards the costs of operating bus services, helping to keep fares down and local bus networks more extensive than would otherwise be the case.</p> <p>Poorer households in Island communities will benefit from the continuation of reduced ferry travel costs through national and local concessionary schemes. We have reduced ferry fares for islanders on Northern Isles services to receive a 30% discount and, in January 2020, we implemented a three year freeze on fares and 20% reduction on cabin fares for specific routes.</p>	<p>Transport and Travel in Scotland 2019</p> <p>Child Poverty</p>

Characteristic	Key inequality	Impact of spend	Further evidence
<p>Socio-economic disadvantage</p>	<p>In Scotland, people earning up to £15,000 per year are twice as likely to use the bus everyday than those earning £30,000-£40,000 and three times as likely as those earning £50,000+. Conversely, those earning up to £15,000 per year are five times less likely than those earning over £50,000 to use the train.</p> <p>The COVID-19 pandemic has had a disproportional impact on those from lower income households who are more reliant on access to public transport, given reduced service and capacity.</p>	<p>We will continue to support Road Equivalent Tariff (RET) fares on all Clyde and Hebrides ferry services which brings significantly lower fares for passengers, cars, small commercial vehicles and coaches. RET helps to reduce the cost disadvantage faced by island communities by setting fares on the basis of travelling an equivalent distance by road.</p> <p>We will continue to fund the Air Discount Scheme and the Public Service Obligation air services to Barra, Campbeltown and Tiree to maintain connectivity and address the impacts of rurality for our remote communities.</p>	<p>See above.</p>
	<p>Fuel Poverty/Energy Costs: It is estimated that 24.6% (around 613,000 households) of all households are in fuel poverty, with 12.4% or 311,000 households living in extreme fuel poverty.¹ Fuel poverty is increasingly recognised as a multidimensional complex phenomenon, and households may move in and out of fuel poverty as conditions and circumstances change. It is often linked to elements of socio-economic disadvantage.</p> <p>Energy costs are likely to disproportionately affect those on lower incomes. Consumers most likely to be paying higher energy prices will be those on their supplier's default tariff. A customer ends up on one of these default tariffs if they do not regularly switch supplier or negotiate a better deal. The Competition and Markets Authority² found that being on a low income made someone less likely to have switched supplier in the last three years.</p> <p>Affordability of low emission options will also be more difficult for those on low incomes who have less access to savings and affordable borrowing.</p>	<p>Through the Heat in Buildings Programme, the Scottish Government will provide advice and support to communities and landlords to increase the number of renewable heating systems in homes.</p> <p>We are investing £1.8 billion over the next five years to improve energy performance and cut emissions. Our funding will be targeted to support the most vulnerable and to strike the right balance to ensure fairness, particularly between those who make the transition early (and so potentially face higher lifetime costs) and those who, because, for example, infrastructure is not available, transition much later. We will ensure that our delivery programmes do not have a detrimental effect on fuel poverty and will build in additional support where required to ensure people can continue to enjoy warm homes that are affordable to heat.</p> <p>The Heat in Buildings Strategy recognises the twin challenges of decarbonising and tackling fuel poverty as we design, assess and target interventions, throughout the year.</p> <p>We have committed to identify and support disengaged and vulnerable groups, including equalities groups. Through the Community And Renewable Energy Scheme (CARES) Equalities Charter, we will work better to support these groups.</p>	<p>Heat in Buildings Strategy Vulnerable consumers and high energy prices.pdf (citizensadvice.org.uk)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Socio-economic disadvantage	<p>In Scotland, levels of fuel poverty are highest among households using electricity as their primary heating fuel, at 43% compared to 22% of households using gas.</p> <p>Research³ found that direct electric heaters were the cheapest to install but the most expensive to run, whereas heat pumps were much more expensive to install but had comparable annual fuel costs to a gas boiler. This suggests that property owners with low capital may therefore be unfairly impacted by higher running costs as they are restricted in their choice of low carbon heating system.</p> <p>Installing energy efficiency improvements and low carbon heating systems may also incur additional costs, for instance through the potential need for a new cooking appliance, a water tank, new radiators and redecoration after works are completed. These upfront costs are often cited as an important barrier to retrofitting and installing low carbon heating. Not being able to meet these upfront costs may create or exacerbate inequality as some property owners may be unable to afford their preferred choice of new heating system or energy efficiency measures, or be unable to finance any at all. This has potential to impact on tenants as they are unable to benefit from efficient heating systems and therefore cheaper energy costs.</p>	<p>See above.</p>	<p>See above.</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>Affordability of Transport: Young people have been disproportionately impacted as a result of the COVID-19 pandemic; the youth unemployment rate in Scotland has averaged 12.4% over the past year, up from 9.7% prior to the pandemic and almost three times higher than the general unemployment rate (4.4%). Making sure transport is available for education, employment and training is now key in ensuring the opportunity gap is addressed between the generations and safeguarding against further child poverty challenges for generations to come.</p> <p>People aged under 21 rely on buses for transport more than any other age group. Around a third of people aged 16-21 use the bus at least two or three times a week, and around one fifth use the bus every day. Under-22s are also less likely than any other age group to hold a driving licence, and drive less frequently than all other age groups apart from 80+.</p> <p>Older people have been among the worst affected by COVID-19 in society.</p> <p>Forty-five per cent of single pensioner households have access to a car – the lowest proportion for all household types.</p>	<p>The portfolio budget continues to subsidise bus services which are particularly important to people in some age groups. This includes free bus travel for people over 60, reducing the costs of travel for people in this age group. The Older Persons' Concessionary Travel Scheme is greatly valued and works well for cardholders for a number of reasons, including making financial savings, reducing isolation, engendering a sense of greater independence and increasing confidence in their own ability to travel and cardholders see the scheme as having improved their mental and physical wellbeing.</p> <p>From January 2022, we will also provide free bus travel for young people under the age of 22, thus reducing their travel costs. The portfolio budget includes £110 million to fund this in 2022-23. The new scheme targets under 22s as they are more likely to travel by bus, find public transport expensive and be in low-paid or insecure work.</p>	<p>Draft SSI (National Bus Travel Concession Scheme for Young Persons (Scotland) Amendment Order 2021 (transport.gov.scot)</p> <p>The National Bus Travel Concession Scheme for Young Persons (Scotland) Amendment Order 2021 (transport.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	<p>Fuel Poverty/Energy Costs: Older people and families with young children are consistently identified as groups with higher energy needs, and vulnerable to the cold – and therefore more vulnerable to increased energy costs.</p> <p>Older people are more likely to be vulnerable to cold weather, partly because they are more likely to have existing medical conditions. Older people are more likely to be fuel poor, as they are likely to spend longer in their homes than other people and therefore require their houses to be heated for longer periods.</p> <p>A survey⁴ by Age Scotland and ScotInform found that energy bills are the biggest concern for more than 8 in 10 people over 50 who feel financially squeezed.</p> <p>Consumers most likely to be paying higher energy prices will be those on their supplier's default tariff. A customer ends up on one of these default tariffs if they do not regularly switch supplier or negotiate a better deal. The Competition Market Authority⁵ found that being over 65 years old made someone less likely to have switched supplier in the last three years, and that willingness to switch supplier falls markedly with age.</p>	See above for socio-economic disadvantage.	<p>The Health Impacts of Cold Homes and Fuel Poverty (instituteofhealthequity.org)</p> <p>Vulnerable consumers and high energy prices.pdf (citizensadvice.org.uk)</p> <p>“Long harsh winter” for older people as energy price hike bites (ageuk.org.uk)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>Sustainable Transport Accessibility: Disabled adults are more likely to use the bus than non-disabled adults (11% of journeys vs 7%), less likely to drive (42% vs 54%), and more likely to be a car-passenger (18% vs 12%).</p> <p>A lower percentage of disabled people possess a driving licence (51% vs 75%) and a lower percentage have access to a car (52% vs 77%).</p> <p>Disabled people were generally slightly less positive about their recent experiences of using bus and trains than people who are not disabled.</p> <p>Disabled people were less likely to agree that they felt that it was 'easy to change from bus to other transport' (65% of disabled people agreed, compared with 77% of non-disabled people).</p> <p>Disabled people face physical and emotional barriers to cycling or accessing an appropriate bike. Disabled people report that costs of accessing adapted or non-standard bikes are a significant barrier to cycling.</p>	<p>We will continue to fund free bus travel for disabled people (as well as over 60s), reducing the costs of public transport for disabled people.</p> <p>Funding is provided to Disability Equality Scotland to assist the delivery of the Accessible Travel Framework's annual delivery plans, through a range of measures including the running of the accessible travel hub, a series of polls and webinars which includes bringing disabled people and transport operators together to raise awareness of services, including assistance services, in building disabled people's confidence in using public transport. Maintaining this spend in 2022-23 prevents the widening of inequality for disabled transport users.</p> <p>The active travel budget of £150 million in 2022-23 will continue to deliver the First 100 Day's Commitment to pilot free bikes for school age children who cannot afford them to test the best ways to roll the programme out across Scotland. Ten pilots are underway and each will offer adapted bikes to those children who need them.</p> <p>In addition to the active travel budget, the Energy Savings Trust (EST) Ebike Loan scheme, is available for adults to purchase non-standard cycles. The Scotland Cycle Repair Scheme (SCRS) offers subsidy of up to £100 towards the maintenance and repair of non-standard bikes and manual wheelchairs.</p>	<p>Disability and Transport: Findings from the Scottish Household Survey</p> <p>More information can be found on the Accessible Travel Hub</p> <p>Scotland Cycle Repair Scheme (transport.gov.scot)</p> <p>eBike Loan information and how to apply - Energy Saving Trust</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>Fuel Poverty/Energy Costs: People with a chronic health condition or disability are considered to have higher and/or longer heating requirements. Households with disabled members may require additional energy for a variety of reasons, including the need for higher and/or longer heating times and use of energy-intensive equipment such as medical equipment. These needs increase energy costs and create a concern about disconnection or disruption. Disabled people and families often live in the poorest quality houses and have additional needs that require support throughout the retrofit process. This can make it more expensive for scheme providers and installers to reach these households and treat their homes. Incentives to deliver targets at least cost have resulted in these households being sidelined.</p> <p>For some participants with health impairments or conditions, completing the application process for energy efficiency improvements was a deterrent to receiving this support.</p>	See above for socio-economic disadvantage.	The Health Impacts of Cold Homes and Fuel Poverty (instituteofhealthequity.org)
Gender Reassignment	<p>Safety on Public Transport: 69% of trans women and 59% of trans men responding to a UK National LGBT survey said they avoided being open about their gender identity on public transport for fear of a negative reaction from others.</p> <p>Affordability of Public Transport: Concerns have been expressed that transgender people can experience economic disadvantage due to trouble securing and maintaining employment (e.g. due to prejudice and harassment) and the cost of gender reassignment treatments that are not currently available on the NHS.</p>	<p>Funding will continue in 2022-23 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups. The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, 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.</p> <p>See above for socio-economic disadvantage.</p>	<p>More information can be found on the Accessible Travel Hub</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Pregnancy and Maternity	<p>Access to Public Transport: In 2018, 40% of women responding to the household survey said they either don't have a driving licence or never drive. The equivalent figure for men was 28%. Public transport has been predominantly designed to serve commuters who work from 9-5pm on weekdays, with routes running between suburbs and urban centres in a radial fashion. These services benefit men more than women, who are more likely to need a range of orbital transport routes which cross towns and cities and timetables which fit with unpaid care work, part-time employment and shift work.</p> <p>In response to the Scottish Government consultation on the National Transport Strategy⁶, Engender suggests that, while women are the majority of bus users and part-time workers, 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.</p>	<p>As the section on sex, we will continue to subsidise bus services which are particularly important to women and therefore pregnant women and mothers with children.</p> <p>More support (£40 million) is being provided than before COVID-19 in order to sustain the bus network despite the loss of revenue from fares and reimbursement for concessionary journeys while patronage remains below pre-COVID-19 levels. This will be provided through grant funding which contributes towards the costs of operating bus services, helping to keep fares down and local bus networks more extensive than would otherwise be the case.</p>	Transport and Travel in Scotland 2019
	<p>Fuel Poverty/Energy Costs: The relative poverty rate after housing costs is highest for lone mothers (39%) compared to other single working-age adults.⁷</p> <p>The pressure of keeping a warm home for children can impact parents physical and mental health. Conflict between keeping a warm home and cost of heating leads to stress and practices like adults skipping meals. Parents of children in under-heated homes described struggling to keep everyone warm and emphasised how stressful this was.</p>	<p>See above for socio-economic disadvantage.</p>	

Characteristic	Key inequality	Impact of spend	Further evidence
Race	Access to/Affordability of Transport: Particular minority ethnic groups are more likely to be reliant on public transport and also more likely to be in poverty.	We will continue to subsidise bus services, which are particularly important to particular ethnic groups. More support is being provided than before COVID-19 in order to sustain the network despite the loss of revenue from fares and reimbursement for concessionary journeys while patronage remains below pre-COVID-19 levels. This will be provided through grant funding which contributes towards the costs of operating bus services, helping to keep fares down and local bus networks more extensive than would otherwise be the case.	Transport and Travel in Scotland 2019
	Safety on Public Transport: Public transport can provide a space in which perpetrators can target violence or threat of violence at certain groups of society. There has been an increase in discrimination during COVID-19 internationally and requirements for mask wearing on public transport make perpetrators harder to identify.	Funding will continue in 2022-23 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups. The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, 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. Maintaining spend reduces risk and prevents widening bullying and harassment.	More information can be found on the Accessible travel hub where all webinars are recorded - https://accessibletravel.scot/

Characteristic	Key inequality	Impact of spend	Further evidence
Religion or Belief	<p>Safety on Public Transport: Findings from the Scottish public inquiry into islamophobia reported in 2021 that participants to the inquiry say they are facing increased Islamophobic abuse on public transport.</p> <p>Fifty-nine per cent of Muslims responding to the public inquiry report that, as a result of experiencing or fearing Islamophobia, they have altered their behaviour. Most of the respondents to this question had changed their behaviour in terms of going out: staying in more; keeping children in more; and taking extra precautions when going out in public, for instance choosing not to go out after dark and avoiding public transport and certain places.</p> <p>Of Muslims who responded to the inquiry, 83% said they had experienced islamophobia, including on public transport. Many respondents described avoiding public transport for fear of physical assault. Respondents also described avoiding air travel in particular for fear of abuse or harassment.</p>	<p>Funding will continue in 2022-23 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups. The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, 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.</p>	<p>Scotland's Islamaphobia</p> <p>More information can be found on the Accessible Travel Hub</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	<p>Access to Public Transport: In 2018, 40% of women responding to the Scottish Household Survey said they either don't have a driving licence or never drive. The equivalent figure for men was 28%. Public transport has been predominantly designed to serve commuters who work from 9-5pm on weekdays, with routes running between suburbs and urban centres in a radial fashion. These services benefit men more than women, who are more likely to need a range of orbital transport routes which cross towns and cities and timetables which fit with unpaid care work, part-time employment and shift work.</p> <p>Engagement by Engender suggests that, while women are the majority of bus users and part-time workers, 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.</p>	<p>The portfolio budget continues to subsidise bus services, which are particularly important to women. More support is being provided than before COVID-19 in order to sustain the network despite the loss of revenue from fares and reimbursement for concessionary journeys.</p> <p>The portfolio budget provides for a new Community Bus Fund to support improvements to local services.</p>	Transport and Travel in Scotland 2019
	<p>Access to Bike/Barriers to Cycling: Men are more likely to cycle to work than women. In 2018,⁸ 4% of men cycled to work compared to 1% of women. A key barrier for women tends to be around safety concerns as an individual, or if undertaking cycling trips with children.</p>	<p>The active travel budget of £150 million in 2022-23 will support projects which address the key safety concerns that women have around cycling. It includes the annual £50 million funding to Sustrans 'Places for Everyone' programme including protected cycle lanes and safe, well maintained paths for walking and wheeling. Increasing access to bikes, the Scotland Cycle Repair Scheme (SCRS) subsidy towards bike maintenance will support parents and carers with any necessary maintenance and repair of their and their children's bikes to help them get out on these bikes with their children.</p>	

Rural Affairs and Islands Portfolio

Purpose of Portfolio Budget

The Rural Affairs and Islands (RAI) budget seeks to support rural, island and coastal communities in Scotland. It does this through the Agricultural Support and Related Services Programme, and through other rural, island and marine programmes. This incorporates funding for agriculture, rural communities and islands funding, fisheries and aquaculture, marine funding, and food and drink lines. The portfolio budget also provides funding for agri-environment schemes, veterinary surveillance and animal health, and some specific support for island communities and climate change. It provides some funding for forestry through farm schemes carried out by Forestry and Land Scotland though the majority of the forestry budget is in the Net Zero, Energy, and Transport portfolio. It invests money both in fisheries and Marine Scotland, to support our blue economy. It also allocates support for food processing and manufacturing and invests in food and drink related activity.

Following Brexit, Scotland now receives around £5.7 million in legacy EU revenue payments and £6.2 million in EU legacy capital payments. In the last year before Brexit we received £512 million in EU payments, which means the Scottish Exchequer is funding the overwhelming majority of this portfolio for the first time. The portfolio 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. The reach of the portfolio is broad, supporting the Scottish Government's overarching ambition to tackle the twin crises of climate change and biodiversity loss.












Summary of Spend on Equality of Outcomes

Rural and coastal 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 RAI portfolio addresses issues around rural disadvantage through supporting traditional rural industries, including agriculture and fishing, and through direct funding to community groups to support rural development across Scotland. Spend in these areas does not tend to reduce inequality for groups with protected characteristics, though they will help in supporting the incomes of those who would otherwise make losses in the sector. Agricultural support schemes, by being tied to land, ensures farmers remain on the land and that the land remains in use. This may improve our overall food security in supporting local food production. This helps to support rural communities and businesses and ensures a productive landscape.

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 RAI budget on groups experiencing disadvantage and, aside from age and gender, there is little available data.

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 is expected to 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 £25,800 and without direct payment subsidies these farms would make an average loss of £17,100 (as the subsidy from direct payments is on average £42,900). However incomes vary widely by farm type, sector and region.

<p>Contributes to National Outcomes</p> <p>Primary</p> <ul style="list-style-type: none">  Economy  Communities  Fair Work and Business  Environment <p>Secondary</p> <ul style="list-style-type: none">  Poverty  Children and Young People  Education  Health  Culture  Human Rights  International 	<p>Most Relevant to these 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 the right to benefit from healthy ecosystems that sustain human wellbeing, as well as the rights of access to information, participation in decision-making and access to justice
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Characteristic	What is known about key existing inequality of outcomes ?	How does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
<p>Socio-economic disadvantage</p>	<p>In 2021, a minimum acceptable standard of living in remote rural Scotland typically required between a 15% and 30% more household spending than in urban parts of the UK.¹ This varies significantly by household type, with younger families less affected than pensioner households.</p> <p>Remote Rural Scotland has Scotland’s lowest residence based median gross annual pay for full-time employees at £29,652, compared with £31,531 for the rest of Scotland, and £34,311 in accessible rural areas.²</p>	<p>Spending in rural communities is often through other portfolio budgets, such as Education and Skills or Health and Social Care. Rural-specific spending can help some 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.</p> <p>This portfolio budget funds direct financial support for farmers that also reduces the costs that farmers need to cover – this may help in keeping food prices affordable for low income households across the country.³ The evidence for any effects on food prices for low income households is limited and some may be capitalised instead into inflated land values and rent.</p> <p>Looking through the portfolio budget in detail, the largest elements of the budget are CAP payments, through a variety of schemes, to around 18,000 farm businesses each year. £282 million is paid as direct income support payments to farmers and £142 million is paid to farmers as part of greening support for farmers’ environmental responsibilities.</p> <p>Less Favoured Area Support Scheme (LFASS) has a budget of around £65 million. This is another scheme originating in the EU, but continued after exit. This supports farmers and crofters in Scotland’s more challenging agricultural areas, such as mountains, with around 12,000 recipients. Upland and less favoured area sheep farmers have some of the lowest incomes in the sector, with an average farm business income of £14,700.⁴ Overall this fund is, on average, around 39% of a farmer’s income for those who receive LFASS. The average LFASS farm business income in 2020 was around £22,600. This is significantly below the average household income for Remote Rural Scotland at around £29,000 in 2021. Within the other Pillar One schemes, beef schemes support farm types with a near to average income of around £17,000.</p>	<p>Rural communities, especially those in more remote areas, are likely to face higher costs for key goods and services, and are much more likely than those in other areas to face fuel poverty.⁵</p> <p>More broadly, there remains little data on the direct and indirect impacts of the budget on groups with protected characteristics and, other than for age and gender, there is little data. This evidence gap should be addressed in new research on food insecurity which has been built into the new Environment, Natural Resources and Agriculture Strategic Research Programme, which will commence in 2022.</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	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 of people aged 45 and over. This is particularly true for the age range of 65 and over in remote rural areas. ⁶	<p>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, meaning that younger people struggle to get into the agricultural industry. There are wider 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. The Land Matching Service is a scheme which works to link up younger or new entrant farmers with land that may be vacant or under-used. This may help reduce the age profile of the sector.</p> <p>As part of the Future Fisheries Management the Scottish Government are taking forward work to encourage new entrants into the wider seafood sector carrying out specific research into the barriers facing new entrants to ensure that appropriate support is in place. Support is available through the Marine Fund Scotland (MFS) for new entrants to secure their positions in the fishing industry, it can assist young fishers to purchase their first fishing boat (or share in a fishing boat).</p>	
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. ⁷ There is broadly the same level of disabled people in rural and urban areas. Disabled people tend to be more dependent on public transport so lower levels of public transport provision can have a greater impact on disabled people in rural areas.	The current spend from this portfolio is unlikely to change the position for disabled people but please also refer to the Net Zero, Energy and Transport portfolio.	
Gender Reassignment	No differential impacts identified at present.		

Characteristic	Key inequality	Impact of spend	Further evidence
Pregnancy and Maternity	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.	<p>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.</p> <p>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.</p>	
Race	<p>Past research⁸ has shown that migrant workers in rural Scotland experience isolation and face barriers in accessing affordable accommodation and English language provision.</p>	<p>There is little evidence of RAI 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.</p>	<p>Seasonal workers in Scottish agriculture have also been shown to face difficulties with xenophobia and racism in previous years.⁹ Further research is underway into this topic.</p>
	<p>Marine industries, particularly seafood processing,¹⁰ but also commercial sea fisheries, 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.¹¹</p>	<p>Investments and policy developments through the Future Fisheries Management Strategy¹² 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 rights and fair pay, and to prevent cases of exploitation.</p>	
Religion or Belief	No differential impacts identified at present.		

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	There is a significant gender pay gap for women in remote rural areas (median gross annual pay for women full-time employees £27,231 compared to £32,021 for men).	Overall, the agricultural elements are not designed to, and therefore may not tend to, reduce direct inequality by protected characteristics. For example, at present 40% of farmers are women but 45% of new entrants receiving grants were women in 2018. To address this, the Scottish Government is providing resources to support more women into agriculture, specifically through training and business support.	
	In the sea-fishing sector there are more men than women employed. ¹³ 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. ¹⁴	Investments through the Future Fisheries Management Strategy aim to broaden employment opportunities and tackle barriers to equal participation in sea fisheries employment. 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) ¹⁵ to promote women's career development at all levels and encourage more women to consider a job in the sector.	
Sexual Orientation	No differential impacts identified at present.		

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Overall the portfolio budget has had a slight uplift of around £5 million, from £962 million in 2021-22 up to £967 million in 2022-23. However many of the individual lower level budget lines have very little, if any, change. Historically, this stability was a reflection of the long-term nature of EU funding, however this now represents an active choice to maintain the largest spending lines – Basic Payments, Greening and LFASS which form 60% of the portfolio are identical in 2022-23 to in 2021-22.

The largest changes on the resource budget are in the Agricultural Support and Related Services lines. The single largest change is an accounting adjustment on EU income, which represents a third of the overall adjustments. The next largest change is the introduction of the National Test Programme with funding of £10 million as a part of a wider package on agricultural transformation. This is a new experimental programme designed to support more climate and biodiversity sustaining farming approaches. This is additional to money being targeted through the traditional Agri-Environment schemes and should help improve the farming environment with the net benefits for the wider community. However as this is targeted at the same farming population it is not expected to have significant changes to equality impacts.

The largest apparent change in the portfolio resource spend in the Rural Affairs and Islands is due to accounting changes following EU Exit. The most important change in actual budget lines is in the establishing of the National Test Programme to establish carbon positive and biodiverse farming initiatives, which is in addition to traditional agri-environment schemes so should bring environmental benefits. This means there is little change to the equalities impacts of these funds overall. However as the new programme is targeted at the same farming population it is not expected to result in significant changes to the equalities impacts of the portfolio budget.

- 1 [The cost of remoteness – reflecting higher living costs in remote rural Scotland when measuring fuel poverty: research report – gov.scot \(www.gov.scot\)](#)
- 2 [Rural Scotland Key Facts 2021 – gov.scot \(www.gov.scot\)](#)
- 3 The multiplicity of funding available for landowners and farmers makes it difficult to estimate any direct impacts in this area. The strong mis-match between production and consumption also makes this link unclear. So for example Scottish consumers eat relatively little lamb, but Scottish crofters and farmers produce large quantities. The difference is exported.
- 4 This income data is taken direct from the Farm Business Survey unweighted data, which represents only 30 respondents, so may vary from other published figures. However there is no other reliable source to impute income changes hence reporting these figures here.
- 5 See Poverty in Rural Scotland: a review of evidence, Scottish Government, 2021 [Poverty in Rural Scotland: a review of evidence – gov.scot \(www.gov.scot\)](#)
- 6 [Rural Scotland Key Facts 2021 – gov.scot \(www.gov.scot\)](#)
- 7 [Rural Scotland Key Facts 2021 – gov.scot \(www.gov.scot\)](#)
- 8 [Review of Equality Evidence in Rural Scotland \(www.gov.scot\)](#)
- 9 [Thomson, S., Et al. \(2018\) Farm Workers in Scottish Agriculture: Case Studies in the International Seasonal Migrant Labour Market | SEFARI](#)
- 10 [Employment in Scotland's Seafood Processing Sector: UK, European Economic Area and Non-European Economic Area Nationals \(www.gov.scot\)](#)
- 11 [Scottish Sea Fisheries Employment 2015 – gov.scot \(www.gov.scot\)](#)
- 12 [Future fisheries: management strategy – 2020 to 2030 – gov.scot \(www.gov.scot\)](#)
- 13 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_2020_NatureScot_Research_Report_1257_Supporting_a_green_recovery_an_initial_assessment_of_nature-based_jobs_and_skills.pdf
- 14 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 [Women in Fisheries \(women-fisheries.com\)](#) and [WiF+Policy+Brief.pdf \(squarespace.com\)](#)
- 15 [Women in Scottish Aquaculture \(sustainableaquaculture.com\)](#)

Social Justice, Housing and Local Government Portfolio

Purpose of Portfolio Budget

The portfolio's overarching aims are to create a fairer Scotland, tackle poverty and inequality, reduce child poverty, deliver affordable housing, and promote equality and human rights.

Key components of this are the delivery of the national mission to tackle child poverty and delivery of benefits through Social Security Scotland. Other key focuses include ensuring provision of accessible, affordable, energy efficient housing; progressing the right to an adequate home; promoting community empowerment and the participation of people in all aspects of Scottish life.

We are also committed to delivering welfare, debt and income maximisation advice; our major expansion of affordable housing and our ambition to deliver 110,000 affordable homes by 2032; support the third sector and develop social enterprise; and eradicate homelessness and rough sleeping.

Local government has continued to provide a wide range of essential services in the most challenging circumstances and will play a pivotal role as we move towards social and economic recovery following the COVID-19 pandemic. Local authorities play an important role in delivering specific outcomes that matter to their communities, both directly and in collaboration with other public services and community bodies.

Summary of Spend on Equality of Outcomes

The £10 million child poverty budget will drive progress in the first year of the 2022-26 delivery plan to progress towards the statutory targets. This will progress our focus on priority families which includes equality for women with children, especially minority ethnic families, single parent families and families with a disabled adult or child. Significant additional spend in the social security budget will deliver a doubling of the Scottish Child Payment (SCP) to support eligible children under six years from £10 to £20 per week from April 2022 and the benefit will be extended to under 16s by December 2022. In the interim we will continue to deliver Child Bridging Payments worth £520 in 2022 for every child in receipt of free school meals on the basis of low income. This will contribute to tackling child poverty.

The Equality and Human Rights Fund (over £8 million further to be invested in 2022-23) continues to support organisations tackling inequality and discrimination, furthering equality, and advancing the realisation of human rights in Scotland.


£10 million from our Ending Homelessness Together Fund in 2022-23 will help fund increasingly effective support and response to people experiencing or at risk of homelessness. Along with our £3.44 billion investment in increased supply of affordable and social homes, this will directly address inequality experienced by those facing socio-economic disadvantage. £11 million capital investment supports housing association tenants to make adaptations to their homes helping address inequality in housing outcomes for disabled people.


Local authority funding is allocated using a relative needs-based formula, which includes considerations for demographics, disadvantage, age, disability and levels of deprivation. Each local authority ultimately decides how to spend its available finances based on its understanding of local needs and priorities, guided by a set of national and local outcomes. Local authorities are subject to the same duties as other public bodies under the Equality Act 2010.

Portfolio Contributions to National Outcomes

Primary

 Communities

 Human Rights

 Children and Young People

 Poverty


Secondary


 Culture


 Health

 International

 Economy

 Fair Work & Business

 Environment

 Education

Most Relevant to these 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
- Right to social security and social protection
- Right to non-discrimination

Characteristic	What is known about key existing inequality of outcomes ?	How does continuing and new spend impact this inequality?	Where can the reader get further evidence ?
Socio-economic disadvantage	It is estimated that 19% of Scotland's population (1.03 million people each year) were living in relative poverty after housing costs between April 2017 and March 2020.	<p>In 2022-23, social security assistance and welfare payments will reach over £4 billion. Social Security Scotland will administer payments for our low income and disability benefits during the course of the year. This includes £197 million for the 'game changing' Scottish Child Payment (SCP), which will be doubled to £20 per week, per child under six, to eligible families from April 2022. This will immediately benefit 111,000 children under the age of six. We are committed to full roll-out for children under 16 by the end of 2022, benefitting a further 220,000 children.</p> <p>In 2022-23 we will also provide extra support for unpaid carers (with a total spend of £357 million through Carer's Allowance and our Carer's Allowance Supplement).</p> <p>And - starting in winter 2022 - Low Income Winter Heating Assistance will give around 400,000 low income households currently eligible for Cold Weather Payments, a £50 payment every year through an investment of around £21 million.</p> <p>The portfolio budget also includes spend via local authorities and other bodies, such as £80 million for Discretionary Housing Payments and £35.5 million for the Scottish Welfare Fund for the provision of Crisis and Community Care Grants.</p>	Poverty and Income Inequality in Scotland report

Characteristic	Key inequality	Impact of spend	Further evidence
<p>Socio-economic disadvantage</p>	<p>Low income households are more likely to worry about affording food (26% of adults with a gross weekly income less than £200 have low, very low or marginal food security, compared to 5% of adults with a total gross weekly income of £1,000 or more).¹ Households with children have a higher prevalence of food insecurity than those without children (19% of households with children compared to 11% of households without).²</p>	<p>We will invest over £2 million in activities linked to our national plan on ending the need for food banks as a primary response to food insecurity. With a human rights approach, this fund prioritises preventative action and promotes cash-first and dignified responses to hardship.</p> <p>An estimated £13 million will be spent on the provision of Best Start Foods³ in 2022-23, a payment low income families can use to buy nutritious items during pregnancy and for children under three. Best Start Foods provides a double payment of £9.00 per week until the child reaches age one, with no cap on the number of children in a family that can receive Best Start Foods, tackling child poverty by supporting larger families and those with a child under one year.</p> <p>Until the SCP is rolled out in full, Child Bridging Payments will also be made for children and young people in receipt of free school meals on the basis of low income, paying £520 in 2021 and 2022.</p>	<p>Family Resources Survey 2019-20</p> <p>Scottish Health Survey 2020</p> <p>Draft national plan on ending the need for food banks 2021</p> <p>Fairer Scotland Action Plan Progress Report</p> <p>Tackling child poverty: third year progress report 2020-2021 - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Age	Loneliness is a major public health issue affecting both older and younger people. We know that loneliness has increased in all age groups since the start of the pandemic and that it has been consistently highest in young people. For example, in March 2021, 20% of those aged 16-24 said they were lonely most or all of the time, compared with 9-12% of other age groups. ⁴ The same effect has been noted internationally across a wide range of studies and countries. ⁵	The Programme for Government 2021 to 2022 ⁶ commits to investing £10 million to tackle social isolation and loneliness (SIAL) across all age groups in this parliamentary session, £1 million is providing immediate support in 2021-22 and the remaining investment will be delivered through the establishment of four year grant funding from 2022-23. This funding will tackle the barriers that people face in connecting with others with the aim of delivering stronger communities.	PowerPoint Presentation (ipsos.com) Detailed analysis (data.gov.scot)
	Prevalence of poverty is high for children, with 24% of children in relative poverty after housing costs in 2017-20 (compared to 19% of people overall). ⁷ Poverty rates are particularly high for children in a minority ethnic household (38% in relative poverty in 2017-20), in a lone parent household (38%), and in families with a mother under 25 (55% in 2015-18).	We will continue our investment in programmes with a £50 million Tackling Child Poverty Fund ⁸ to support the next Tackling Child Poverty Delivery Plan for the period 2022-26, which will be published in March 2022. This will provide £10 million in 2022-23 to support families in the six priority groups most likely to be in poverty. Alongside this, we will continue to deliver Child Bridging Payments worth £520 in 2022 for every child in receipt of free school meals on the basis of low income and we will continue to fund the SCP to help lift children out of poverty. We also support low income families with children through Best Start Foods and the three Best Start Grant payments.	Tackling child poverty: third year progress report 2020-2021 - gov.scot (www.gov.scot)

Characteristic	Key inequality	Impact of spend	Further evidence
Disability	<p>Many disabled people face additional living costs due to their disability. If disability benefits are removed from household incomes to allow for this, 29% of households with a disabled member were in relative poverty in 2017-20 compared to 16% of those where no-one was disabled.⁹</p>	<p>In 2022-23, over £2 billion will be spent on the delivery of more complex disability assistance payments. Child Disability Payment provides support for the extra costs that a disabled child or young person might have. In 2022 we will launch Adult Disability Payment to replace Personal Independence Payment. It will provide assistance to over 300,000 adults to help meet the additional costs of living with a disability or health condition.</p> <p>Families with a disabled adult or child are one of the six priority groups for the Tackling Child Poverty Delivery Plan¹⁰ and therefore particularly likely to experience a positive impact from the child poverty spend. The continued investment for the Parental Employment Support Fund from the Finance and the Economy portfolio, with its particular focus on this group, will support routes into employment and increase incomes which is one of the key drivers of child poverty.</p>	<p>Poverty and Income Inequality in Scotland report</p>
	<p>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).</p>	<p>We know that older people, veterans and disabled people may benefit from services that can work proactively with them to provide advice, advocacy and help to find the right property that will meet their needs. £449,000 in funding support will be provided in 2022-23 to a number of organisations such as Housing Options Scotland, Glasgow Centre for Inclusive Living and Care and Repair Scotland that deliver front-line services that work directly with older people, disabled people and veterans to help them find a suitable accessible home or secure the adaptations needed to their current home so they can live independently with the right support.</p> <p>Continued £11 million capital investment included in the 2022-23 Scottish Budget provides support to Registered Social Landlords to provide adaptations for their older and disabled tenants to help them live independently in a home that meets their needs.</p>	<p>Poverty and Income Inequality in Scotland report</p> <p>Wheelchair accessible housing target: guidance note: MHDGN 201902 - gov.scot (www.gov.scot)</p> <p>Local Housing Strategy: guidance 2019 - gov.scot (www.gov.scot)</p>

Characteristic	Key inequality	Impact of 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. ¹¹	Although there is no specific targeting of funds to this group, the social justice element of this portfolio budget tackles poverty and disadvantage more generally, including food insecurity, building affordable homes, reducing fuel bills and ending homelessness.	
	There is evidence that transgender people may suffer poorer outcomes in relation to the wider population including in relation to homelessness, health, and employment.	<p>There is no specific targeting of funds to this group but there is a range of investment in work to maintain Scotland's reputation as a progressive country in terms of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) equality, including supporting a new working group for non-binary people; many of whom identify as part of the transgender community.</p> <p>We are also investing via the Equality and Human Rights Fund in advancing equality for transgender people and thereby improving their outcomes.</p> <p>We have anecdotal information that young people, transgender people and women often express concerns about staying in hostels and shelters. We have committed to ending the use of night shelters and Ending Homelessness Together funding will include continued support for rapid rehousing welcome centres in Edinburgh and Glasgow to provide self-contained accommodation.</p>	

Characteristic	Key inequality	Impact of spend	Further evidence
Pregnancy and Maternity	<p>A higher proportion of single women with children are in relative poverty after housing costs (38%) compared to the total working-age adult population (19%), single women without children (27%) and single men without children (34%).¹²</p> <p>Single parents are much more likely than the Scottish average to rent in the social sector. The vast majority of single parents are women (87% in 2011).¹³ Social renters tend to be less satisfied with their housing (81% compared to 95% of owner occupiers and 84% of private renters, in 2019).</p>	<p>The investment from the Tackling Child Poverty Fund supports lone parents and those with a child under the age of one, as two of the priority groups at greatest risk of poverty. In addition, the funding for the Child Bridging Payments and the SCP from the social security element of this portfolio, will help eligible parents on low incomes. SCP claimants may also be eligible for Best Start Grant and Best Start Foods. To support income maximisation, clients can apply for all of these payments on the same application form. In combination, there is a projected spend of around £300 million for these benefits in 2022-23.</p> <p>In 2022-23 £2.75 million investment to kick start delivery of our Shared Policy Programme¹⁴ agreements for a new deal for tenants and Rented Sector Reform will, following consultation, offer measures to improve the quality, affordability and fairness on which homes are rented. Our £80 million investment in Discretionary Housing Payments¹⁵ will support households under financial pressure and struggling with their housing costs. Recognising the specific needs and experiences of single parents in social housing will be part of this work including by extending tenant participation in the social rented sector.</p>	<p>Poverty and Income Inequality in Scotland report</p>
Race	<p>In 2015-20, people from non-White minority ethnic groups were more likely to be in relative poverty after housing costs. The poverty rate was 41% for the 'Asian or Asian British' ethnic groups, and 43% for 'Mixed, Black or Black British and Other' ethnic groups, compared with 24% for 'White - Other' and 18% for 'White - British'.¹⁶</p>	<p>Minority ethnic families are one of the six priority family groups set out in the Tackling Child Poverty Delivery Plan and therefore particularly likely to benefit from continued funding, including programmes to support parents to increase income from employment and earnings. Alongside this, the Child Bridging Payment and the SCP, will help lift children out of poverty.</p> <p>Our draft national plan¹⁷ on ending the need for food banks recognises that minority ethnic households have a higher prevalence of food insecurity and outlines ways in which support has been targeted and adapted – including for Gypsy/Traveller communities and people with No Recourse to Public Funds.</p>	<p>Poverty and Income Inequality in Scotland report</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Race	13% of main applicants in households assessed as homeless/threatened with homelessness had a reported ethnicity other than 'White'; this compares to only 5% of the Scottish (adult) population.	<p>£10 million investment in 2022-23 in our Ending Homelessness Together Fund¹⁸ to deliver Rapid Rehousing, Housing First and other actions in our Ending Homelessness Together Action Plan which has equality and human rights at its heart. To guide our policy and associated investment, we recently appointed someone with expertise on the housing and homelessness concerns of people from minority ethnic communities to the Homelessness Prevention and Strategy Group.</p> <p>We are providing funding of £122,575 to the Scottish Refugee Council in 2022-23 for their Ending Homelessness for New Scots Project.</p> <p>The £20 million Gypsy/Traveller Accommodation Fund (2021-2026) is part of our shared commitment with COSLA to provide more and better Gypsy/Traveller accommodation. It will be focused, initially, on the development of demonstration projects to establish model sites. We are working in partnership with members of Gypsy/Traveller communities and local authorities to develop a design guide for modern, accessible sites, to meet the needs of growing families, older and disabled people. The fund will support more Gypsy/Travellers to realise their right to an adequate home, in keeping with their cultural traditions.</p>	

Characteristic	Key inequality	Impact of spend	Further evidence
Religion or Belief	<p>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.</p>	<p>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. We will continue to work collaboratively with faith and belief partners to help them navigate the remaining COVID-19 advice and restrictions, as the country moves to recovery.</p> <p>The learning from the close engagement Scottish Government has had with faith and belief communities during the course of the pandemic has helped ensure awareness of the issues and lasting impacts that are likely to be experienced by these communities. This has prompted work to examine our current and future engagement with faith and belief communities, in order to develop better understanding and more effective working relations between ministers, policy colleagues and stakeholders on all aspects of faith and belief.</p>	
	<p>Muslim adults are more likely to be in relative poverty than adults overall, after housing costs were taken into account (52% vs 18% in 2015-20).¹⁹</p>	<p>Investment in the Tackling Child Poverty Fund and Tackling Child Poverty Delivery Plan includes programmes from the Finance and the Economy portfolio to support parents to increase income from employment and earnings. Alongside this, the Child Bridging Payments and the SCP will help lift children out of poverty. SCP claimants may also be eligible for Best Start Grant and Best Start Foods. To support income maximisation, clients can apply for all of these payments on the same application form. In combination, there is a projected spend of around £300 million for these benefits, including bridging payments, in 2022-23.</p>	<p>Poverty and Income Inequality in Scotland report</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	<p>The Women's Budget Group calculated that by 2021-22, 59% of the cumulative social security cuts announced or implemented since June 2010 by the Coalition government and continued from 2015 by the Conservative government would have come from women's income. We know that many key benefits are largely claimed by women, who made up 89% of applicants for Scottish Child Payment²⁰ and 69% of recipients of Carer's Allowance.²¹</p>	<p>Child poverty is a gendered issue with the majority of lone parent households headed up by women and, generally, the priority family types include a woman within them. The investment from the Tackling Child Poverty Fund supports parents with the support targeted at the priority groups. Lone parents and mothers more generally are likely to experience a positive impact from tackling child poverty programmes.</p> <p>The funding for the Child Bridging Payments and the SCP, will help eligible parents on low incomes. SCP claimants may also be eligible for Best Start Grant and Best Start Foods. To support income maximisation, clients can apply for all of these payments on the same application form. In combination, there is forecast expenditure of around £300 million for these benefits, including bridging payments, in 2022-23.</p> <p>This portfolio budget also includes £315 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).</p>	<p>SOCIAL-SECURITY-2019.pdf (wbg.org.uk)</p> <p>Poverty and Income Inequality in Scotland report</p>

Characteristic	Key inequality	Impact of spend	Further evidence
Sex	Violence against women and girls is a significant, ongoing problem which has negative impacts on many areas of girls' and women's lives. ^{22 23}	<p>We are continuing to invest significant levels of funding in front-line violence against women and girls (VAWG) services. As set out in the Programme for Government 2021 to 2022,²⁴ over the next three years, we will invest over £100 million to support front-line services and focus on prevention of violence against women and girls from school onward.</p> <p>That figure includes the enhanced two-year Delivering Equally Safe Fund, which we have increased by £12 million to £38 million. We have recently confirmed allocations to 121 projects from 112 organisations working to provide key services and prevent gender-based violence.</p> <p>We will shortly be taking forward our independent strategic funding review of national and local specialist services for women and children experiencing gender-based violence.</p> <p>We have convened a group to implement and monitor recommendations on improving housing outcomes for women and children experiencing domestic abuse. Some of the recommendations relate to how Ending Homelessness Together funding should be directed to meet the specific needs of women and children. The group held its first meeting in November 2021.</p>	<p>Domestic abuse: statistics recorded by the police in Scotland - 2019/20 - gov.scot (www.gov.scot)</p> <p>Scottish Crime and Justice Survey 2018/19: main findings - gov.scot (www.gov.scot)</p> <p>Delivering Equally Safe Fund: projects funded - gov.scot (www.gov.scot)</p>
Sexual orientation		Refer to spend and impacts under gender reassignment.	

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Funding for child poverty and homelessness reflects continued spend to fulfil commitments to invest £50 million in each area over the parliamentary term. Careful consideration continues to be required to ensure investments from these budget lines successfully tackle inequality and assist in meeting our statutory child poverty targets. In addition to retaining funding levels for child poverty, our separate investment in the Scottish Child Payment will increase overall funding to tackle child poverty and assist in meeting our statutory targets.

Social security investments reflect benefit forecasts from the Scottish Fiscal Commission. While some lines will be lower than 2021-22 this reflects anticipated need rather than any decision to reduce budgets. Work to maximise uptake of benefits will continue and should benefit equality groups.

- 1 Family Resources Survey 2019-2020: [National statistics overview: Family Resources Survey: financial year 2019 to 2020 – GOV.UK \(www.gov.uk\)](#)
- 2 Family Resources Survey 2019-2020: [National statistics overview: Family Resources Survey: financial year 2019 to 2020 – GOV.UK \(www.gov.uk\)](#)
- 3 [Best Start Grant and Best Start Foods – mygov.scot](#)
- 4 [Domestic abuse: statistics recorded by the police in Scotland – 2019/20 – gov.scot \(www.gov.scot\)](#)
- 5 [Detailed analysis \(data.gov.scot\)](#)
- 6 [Programme for Government – gov.scot \(www.gov.scot\)](#)
- 7 [Poverty and Income Inequality in Scotland 2017-20 – gov.scot \(www.gov.scot\)](#)
- 8 [Tackling child poverty: third year progress report 2020-2021 – gov.scot \(www.gov.scot\)](#)
- 9 [Poverty and Income Inequality in Scotland 2017-20 – gov.scot \(www.gov.scot\)](#)
- 10 [Every child, every chance: tackling child poverty delivery plan 2018-2022 – gov.scot \(www.gov.scot\)](#)
- 11 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 one in four 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.
- 12 [Poverty and Income Inequality in Scotland 2017-20 – gov.scot \(www.gov.scot\)](#)
- 13 [Household composition for specific groups of people in Scotland | Scotland’s Census \(scotlandscensus.gov.uk\)](#)
- 14 [Scottish Government and Scottish Green Party – Shared Policy Programme – gov.scot \(www.gov.scot\)](#)
- 15 [Discretionary Housing Payments in Scotland: as at 30 September 2021 – gov.scot \(www.gov.scot\)](#)
- 16 [Poverty and Income Inequality in Scotland 2017-20 – gov.scot \(www.gov.scot\)](#)
- 17 [Ending the need for food banks: consultation on a draft national plan – gov.scot \(www.gov.scot\)](#)
- 18 [Homelessness – gov.scot \(www.gov.scot\)](#)
- 19 [Poverty and Income Inequality in Scotland 2017-20 – gov.scot \(www.gov.scot\)](#)
- 20 [Social Security Scotland client diversity and equalities analysis to May 2021 – gov.scot \(www.gov.scot\) – Applications from December 2020 to May 2021](#)
- 21 [Social Security for Scotland: update September 2021 – gov.scot \(www.gov.scot\)](#)
- 22 [Domestic abuse: statistics recorded by the police in Scotland – 2019/20 – gov.scot \(www.gov.scot\)](#)
- 23 [Scottish Crime and Justice Survey 2018/19: main findings – gov.scot \(www.gov.scot\)](#)
- 24 [A Fairer, Greener Scotland: Programme for Government 2021-22 – gov.scot \(www.gov.scot\)](#)

Update to the Key Risks

Collated Key Risks

The 2021-22 EFSBS was published in the height of the COVID-19 pandemic and immediately after Scotland's exit from the EU. As a response to the highly volatile situation, it identified the ten key existing or emerging risks to progressing national outcomes.

This section of this year's report refers back to those ten key risks to provide an update on the policy action and spend to mitigating risks during the 2021-22 financial year.

Key Risk 1. Heightened risk that existing structural inequalities in the labour market will be entrenched and worsened.

Key Risk 2. Elevated risk of poorer labour market outcomes and disproportionate impacts on young people due to COVID-19.

Key Risk 3. Risk that women's unfair responsibility for unpaid care and domestic work might get worse and reduce their ability to find paid work and income.

Key Risk 4. COVID-19 mortality and health inequalities.

Key Risk 5. Drug and alcohol deaths remain unacceptably high with the impact of COVID-19 unclear.

Key Risk 6. High and rising mental health problems made worse by COVID-19.

Key Risk 7. As work, public service and home schooling moved online it highlighted a real digital divide.

Key Risk 8. Risk that economic impacts and decisions about Universal Credit could increase poverty and particularly child poverty.

Key Risk 9. Risk that gaps in attainment and skills levels will have been made worse by periods of blended and virtual learning.

Key Risk 10. Evidence of rising levels of domestic abuse and reporting of sexual abuse crimes against women and children as well as risk of rising hate crime due to COVID-19 and EU Exit.

Key Risk 1. Heightened Risk that Existing Structural Inequalities in the Labour Market will be Entrenched and Worsened

The Scottish Government was committed to assisting workers through the pandemic, especially periods of lockdown. To help tackle structural inequality and the impacts of the pandemic, we supported the following activity:

- The Scottish Government allocated £4.3 million to the Independent Living Fund (ILF), Scotland's Transition Fund for 2021-22 to support young disabled people to live more independent lives. A 42% increase in applications is projected from 2020-21 to 2021-22.
- Enhanced funding for Modern Apprenticeships (up to £10,200 in 2021-22) offered up to the higher age limit of 29 for disabled and care experienced young people.
- The Workplace Equality Fund (WEF) is a programme of funding to support employers to address the long-standing barriers that particular groups face in the labour market, of which disabled people are one of the priority groups. The current WEF, which launched in 2021-22, will provide support for employers in relation to groups impacted by the pandemic and its resulting economic impact.
- The Women's Returners Programme aims to help women to develop the confidence, skills, work experience and networks they may need to ease the transition back to work. The programme will support up to 1,500 women this year delivered through Skills Development Scotland. The programme aims to contribute towards reducing the gender pay gap, improving women's economic position in the labour market and delivering fair and inclusive economic growth.

We are consulting on the delivery of our fair work vision for Scotland to be a leading fair work nation by 2025 and, alongside and aligned with this, are refreshing the action plans on the disability employment gap and the gender pay gap as well as developing an ethnicity pay gap strategy. We will aim to publish new plans in spring 2022.

Key Risk 2. Elevated Risk of Poorer Labour Market Outcomes and Disproportionate Impacts on Young People due to COVID-19

Launched in November 2020 with an initial £60 million of investment, the Young Person's Guarantee (the 'Guarantee') ambition is to guarantee to every young person aged between 16 and 24 in Scotland the opportunity, based on their own personal circumstances and ambitions, of: going to university or college; an apprenticeship programme; training; fair employment including work experience; or participating in a formal volunteering programme.

Building on the early successes of the Guarantee, the Scottish Government allocated a further £70 million in the 2021-22 budget (as part of the additional £125 million investment into the Guarantee, employability and skills):

- £45 million for Local Employability Partnerships (LEPs)
- £10 million for the Developing the Young Workforce (DYW) network
- £10 million further education
- £5 million graduates and third Sector provision

This investment funds a series of key commitments to: further support local partnership activity; continue roll-out of Developing the Young Workforce (DYW) school co-ordinators; deliver 5,000 additional college places, provide third sector and formal volunteering opportunities; and establish a new graduate internship scheme to support progression into sustainable, graduate-level employment.

Our combined investment of £130 million, from November 2020, aims to support at least 24,000 new and enhanced opportunities for young people, through building on the existing strong education, employability and skills provision already in place across the country. We have published an Implementation Progress Report,¹ detailing progress against key recommendations in Sandy Begbie's initial report. This included detailing our key performance indicators that will underpin our understanding of the impact of the Guarantee.

As outlined in our COVID-19 Recovery Strategy,² we are working with partners to develop clearer pathways into different sectors and areas where job growth is anticipated. Work is also ongoing to better align the output of the education system with the needs of employers, creating clearer pathways for young people into areas of emerging opportunities (e.g. green jobs).

Across the Guarantee, we are also continuing to engage with diverse groups of young people, ensuring that equality and socio-economically disadvantaged groups are not left behind. Examples include our funding via LEPs for supported employment, education and training programmes for young people, with many working in partnership with organisations, such as Project Search, Penumbra, Who Cares? Scotland, and Young Minds to create positive and sustainable destinations. Funding directed through DYW is also supporting Enable Works to connect over 1,000 disabled young people with fair work opportunities and support their transition into the labour market.

Key Risk 3. Risk that Women's Unfair Responsibility for Unpaid Care and Domestic Work Might Get Worse and Reduce their Ability to Find Paid Work and Income

Flexible working was added as a specific criterion within Fair Work First scoring criteria on Scottish Government and wider public bodies spend on grants and procurement. Updated Fair Work First Guidance³ was issued so that employers were asked to commit to offer flexible working from day one of employment.

The Women's Returners Programme⁴ aims to help women to develop the confidence, skills, work experience and networks they may need to ease the transition back to work. Scottish Government funding worth up to £2 million will support up to 1,500 women this year, with the programme delivered through Skills Development Scotland. The programme aims to contribute towards reducing the gender pay gap, improving women's economic position in the labour market and delivering fair and inclusive economic growth.

We are providing £94,850 to Flexibility Works in 2021-22 to support advice and guidance for employers on best practice on flexible working and £167,070 to Timewise to support delivery of the second year of their A Fair, Flexible Work Programme for Scotland. This focuses on training employment intermediaries and advisers on employability and flexible working.

In August 2021, we increased the statutory entitlement to funded early learning and childcare (ELC) from 600 hours to 1,140 hours, saving parents up to £4,900 per year for each eligible child. This will support children's development and family wellbeing, as well as supporting parents' and carers' ability to train or study. We have also set out our ambition to provide funded early learning to all one and two year olds, starting in the course of this parliament with children from low income households.

We are also committed to building a system of school age childcare to support children and families, particularly those on the lowest incomes. The system will offer care before and after school and in the holidays, helping families to lift themselves out of poverty by supporting parents and carers to have secure and sustainable employment.

Around 60% of Scotland's unpaid carers are women. The Scottish Government Fair Work Action Plan⁵ recognises the challenges many carers face in sustaining employment. It commits to promoting awareness and flexibility for unpaid carers in the workplace through our Carer Positive Accreditation Scheme, which we continue to fund. There are now over 470,000 employees working in 216 carer positive organisations across Scotland.

We invested an additional £28.5 million for local support for unpaid carers in the 2021-22 budget, bringing total investment in the Carers (Scotland) Act 2016 to £68 million per year. Local authorities and integration authorities are responsible for carer support under the Act, including each carer's right to a personalised plan to identify what is important to them. This may include support to remain in, or return to work or undertake studies or training.

Carer's Allowance Supplement was the first payment made by Social Security Scotland and increases Carer's Allowance by around 13%. Sixty-nine per cent of recipients of Carer's Allowance Supplement are female. We are making a second extra payment of £20 million this December, in recognition of the additional pressures experienced by carer's during the pandemic.

Key Risk 4. COVID-19 Mortality and Health Inequalities

When the 2021-22 Scottish Budget was published in February 2021 the vaccine roll-out had just started for priority groups and mortality rates were high, particularly for older people, people living in more deprived areas and people from some minority ethnic communities. The situation has changed significantly since then with the 2021-22 Scottish Budget and COVID-19 consequential funding supporting an extensive vaccine roll-out programme, as well as improved treatments and an expanded testing programme.

The vaccination programme is key to our COVID-19 response. Ensuring Scotland's COVID-19 vaccination programme is inclusive is a priority for the Scottish Government. We have produced translated information in a range of languages and formats and developed a vaccine explainer video. We have provided over £80,000 to organisations working with under-vaccinated communities to help inform and promote the programme. Activities include facilitating focus groups, providing translations, hosting awareness-raising events, and developing tailored resources for various communities.

Accessibility and inclusivity is also a key priority for Test and Protect. We have worked with NHS Boards and local authorities to plan locations of walk-through local test sites in areas of higher deprivation and low car ownership. We have ensured disabled access routes, additional space to accommodate families and those who require privacy while being tested, and provided instructions in languages other than English.

Through our funding we have developed a network of 26 small-scale test sites to provide access for rural communities, and we have increased the accessibility of the home test kit system to island communities.

Furthermore, we have worked with local partners to establish community testing sites to reach underrepresented groups, which has included test sites in mosques and churches, and to distribute PCR (polymerase chain reaction) and LFD (lateral flow device) kits to high prevalence neighbourhoods when new variants of concern appeared. LFD kits are now available to collect at pharmacies across Scotland, which research shows are highly trusted services among minority ethnic groups.⁶

The majority of the testing programme in Scotland is delivered under the UK National Testing Programme. Scotland receives a population share of these services in lieu of consequential funding that the Scottish Government would otherwise receive from health spending in England. However, other aspects, such as our regional hub labs, large parts of our targeted community testing programme and diagnostic testing services are funded directly by the Scottish Government.

In recognition of the unequal impacts of COVID-19 and the lack of data, the Scottish Government has established the Health Inequalities Unit. Teams within the unit have a focus on improving health outcomes for protected characteristic groups, with a specific focus on providing leadership and co-ordination around activity on health inequalities experienced by different ethnic groups, as well as addressing the wider socio-economic determinants of health inequalities.

Our Race Equality Immediate Priorities Plan (IPP)⁷ sets out the progress made on actions taken to implement the recommendations of the Expert Reference Group for COVID-19 and Ethnicity.⁸ This includes updates on data collection and use, inclusive communication and messaging, and ensuring equity as the NHS remobilises post-COVID-19. Ethnicity data collection through the COVID-19 and flu vaccination programmes began on 18 November 2021. Work has also continued on delivering the health-focused actions included in the Gypsy/Traveller Action Plan, supported by £135,000 of funding in 2021-22.

Key Risk 5. Drug and Alcohol Deaths Remain Unacceptably High with the Impact of COVID-19 Unclear

Problem substance use is a major contributor to health inequalities. People in the most deprived areas are 18 times more likely to have a drug-related death and 4.3 times more likely to have an alcohol specific-death than those in the least deprived areas.^{9,10}

At the start of the pandemic, the Scottish Government asked drug and alcohol services to ensure they remained open and accessible for continued support, and provided additional funding to help them do this. In January 2021 the First Minister announced a National Mission to reduce drug-related deaths, with an additional investment of £50 million per year for the next five years. The majority is being invested to expand access to and improve the quality of treatment services, including a significant investment in residential rehabilitation (RR) as a key intervention in substance dependency.¹¹ We have increased funding to NHS boards and local Alcohol and Drug Partnerships (ADPs) and opened four funds to frontline, grassroots and third sector organisations.

The Scottish Government and Public Health Scotland have been working closely with local areas to support implementation of the Medication-Assisted Treatment (MAT) standards, supported by £4 million. The standards ensure that everyone in Scotland has access to high quality MAT services from the day they ask. As treatment services are provided locally by ADPs for both problem drug and alcohol use, in practice most investment in drug treatment and support will also support alcohol treatment and support.

Managed Alcohol Programmes (MAPs) provide people who experience homelessness and long-standing alcohol dependency with a regular dose of alcohol, typically within a hostel/accommodation based project. The Simon Community Scotland have established a small scale MAP in Glasgow and we are providing funding of £212,000 over three years to support this. We are working with UK Government and other devolved administrations on reviewing and updating clinical guidelines for alcohol treatment. We recognise the critical importance of getting people into the treatment and recovery that is right for them at the right time.

Our Alcohol Framework 2018 contains 20 actions to reduce alcohol-related harm. It is based on the World Health Organization's three 'best buys' of affordability, availability and attractiveness, and centres reducing health inequalities and protecting children and young people.¹² Our ongoing actions on minimum unit pricing, licensing, and Alcohol Brief Interventions, alongside work to create positive opportunities and reduce alcohol-related crime, will help to reduce inequality.

The full impact of the pandemic on drug and alcohol harms is not yet clear. In addition to the work of the National Mission, our next steps are to consult on a range of restrictions on alcohol advertising and promotion, review the level of the minimum unit price and improve information on alcohol labels.

Key Risk 6. High and Rising Mental Health Problems Made Worse by COVID-19

Mental health expenditure has already risen from £651 million in 2006-07 to £1.077 billion in 2019-20, which is a 65% increase. We expect our total spend, including by NHS Scotland, on mental health in 2021-22 to be in excess of £1.2 billion. This includes our £262.2 million direct programme budget for mental health and autism in 2021-22, more than double when compared to 2020-21. We have also allocated almost £68 million since 2018-19 to deliver Action 15 of the Mental Health Strategy. This will deliver 800 additional mental health workers in key settings, including all Accident and Emergency services, all GP practices, every police station custody suite, and to our prisons, ensuring that local provision and support is at the heart of our plans.

Our Transition and Recovery Plan was published in October 2020,¹³ and is supported by a £120 million Recovery and Renewal (R&R) Fund. This will transform services, with a renewed focus on prevention and early intervention. We recognise that the pandemic has exacerbated pre-existing structural inequality in society, putting some communities disproportionately at risk, and having more adverse impacts on the mental health of some groups of the population. That is why the Transition and Recovery Plan commits to making the mental health of these groups a priority.

This year, almost £95 million has already been allocated from the R&R Fund. This includes: £4 million to increase capacity in the NHS 24 Mental Health Hub, supporting a 24/7 response; over £47 million to improve the mental health care that children and young people receive; £15 million to tackle the impact of social isolation, loneliness and mental health inequalities; £9 million to enhance Psychological Therapies (including £5 million to address waiting times this year); £5 million to implement the recommendations of the Eating Disorders Review; and £2 million to roll out digital innovations, including online access to Cognitive Behavioural Therapy in all NHS Boards.

Further funding has been allocated to address the mental health needs of patients hospitalised by COVID-19, embed a trauma-informed approach to services, roll-out our Distress Brief Intervention (DBI) programme on a national basis – with over 21,000 people benefitting from referral to DBI to date – and increase support relating to suicide prevention.

Going forward, the Programme for Government 2021-22¹⁴ commits to ensuring that at least 10% of frontline health spending will be dedicated to mental health by the end of this parliament, with at least 1% directed specifically to services for children and young people. We will begin work on an expanded Digital Mental Health Programme that will increase self-referral to online treatments and, over this Parliament, we will double the budget for community-based mental wellbeing services for children and young people to £30 million. In the same timeframe, we will double our funding for suicide prevention to £2.8 million per annum. Finally, we will also ensure that, by 2026, every GP Practice will have access to a mental health and wellbeing service, creating 1,000 additional dedicated staff who can help grow community mental health resilience and direct social prescribing.

Key Risk 7. As Work, Public Service and Home Schooling Moved Online, it Highlighted a Real Digital Divide

The pandemic has accelerated the pace of digital transformation across all sectors of the economy and wider society. It has also reminded us of the negative social and economic impacts from being ‘digitally excluded’.

Our investment in digital infrastructure will ensure that our rural and island communities share fully in the future economic, social and environmental wellbeing of Scotland. We are ensuring that everyone can access superfast broadband through a combination of the £600 million Reaching 100% (R100) contracts, the R100 Scottish Broadband Voucher Scheme (SBVS) and continued commercial coverage. We are also investing £28.75 million through the Scotland 4G Infill (SG4i) Programme to deliver future-proofed, 4G mobile infrastructure at up to 55 mobile ‘hotspots’ across Scotland – providing much-needed connectivity in remote rural and island areas.

In parallel to this, the Connecting Scotland Programme was set up in May 2020 in response to the pandemic.¹⁵ The Programme provides those who are on a low income with a device, connection and unlimited data for two years – this includes training and support. Building on initial successes, the programme was extended to reach 60,000 people by the end of 2021, backed by a total investment of £48 million.

The programme is designed to help the following groups:

- those shielding or at high risk from COVID-19
- families (including pregnant women) with children
- single parents
- young care leavers
- care home residents
- socially isolated older and disabled people
- people seeking support with employability

In line with Programme for Government 2021-22 commitments,¹⁶ we are now working to scope out an extension to the programme to reach 300,000 people by the end of this parliament.

COVID-19 has also highlighted the economic importance of digital capacity and capability and exposed the digital divide between businesses that are digitally enabled and those that are not.

Supporting businesses to take advantage of digital technologies is central to Scotland's economic recovery and net-zero ambitions. In response to the challenge and the opportunity faced by small and medium-sized enterprises (SMEs) we designed the Digital Boost Development Grant and have provided £45 million investment. This has supported over 4,800 businesses to invest in digital technologies and skills. We also provided an additional £1 million investment to Business Gateway in order that they could enhance the digital support offer (Digital Boost Programme) to SMEs to help develop digital skills. In addition we have recapitalised the Digital Development Loan with a further £3 million to support SMEs improve their digital capability and capacity.

Key Risk 8. Risk that Economic Impacts and Decisions about Universal Credit Could Increase Poverty, and Particularly Child Poverty

Throughout 2021-22, the Scottish Government has continued to deliver significant investment targeted at supporting those at greatest risk of poverty in order to aid recovery from COVID-19 and help those impacted by rises in the cost of living, with a particular focus on children and young people. This builds on investment of almost £2.5 billion targeted at low income households in 2020-21, of which nearly £1 billion was targeted to support children and young people. Action and investment to tackle the emerging risks around employment have been discussed in key risks 1 and 2, with key risk 3 considering issues for women, many of whom will be parents, including lone parents.

The Scottish Government will have provided over £5,300 of support to eligible low income families by the time their first child turns six years through Best Start Foods, Best Start Grant and Scottish Child Payment – with second and subsequent children receiving up to £5,000 of support. Following the launch of the Scottish Child Payment in February 2021, around 106,000 children under the age of six are benefitting from the payment. Over the course of 2021-22, the new payment will deliver an estimated investment of £55 million to reduce the impact of child poverty.

Overall, almost £3.6 billion was paid by the Scottish Government through Scottish Social Security and wider social support delivered via local government in 2021-22. This includes £81 million for Discretionary Housing Payments and £35.5 million for awards under the Scottish Welfare Fund.

As a result of the increased pressure on household budgets, the Scottish Government delivered a range of additional cash supports in 2021-22 targeted at those most in need. £65 million was made available for a new £130 Low Income Pandemic Payment paid by the end of October 2021 to around 500,000 households in receipt of Council

Tax Reduction. New Bridging Payments worth £520 in both 2021 and 2022 are being delivered to help low income families with older children, not yet eligible for the Scottish Child Payment, supporting around 150,000 children and young people with an estimated £78 million being paid by the end of 2021. We provided an additional Carer's Allowance Supplement in June 2020, effectively doubling the summer payment, and we will do so again in December 2021 when a payment of £462.80 will be paid to an estimated 91,000 unpaid carers. This is providing enhanced support worth over £21 million this year. In addition, the new Child Winter Heating Assistance has been extended in 2021 to support around 19,400 severely disabled children and young people and their families through a £202 payment to help with heating bills.

To ensure people are able to access the advice and support they need, we increased investment in welfare and debt advice in 2021-22, with over £12 million available to support frontline services which can help people to increase their incomes and to manage problem debts. To support people to meet their housing costs and maintain their tenancies, we increased the total budget available for Discretionary Housing Payments to £82 million in 2021-22, from £71 million in 2020-21, which includes increasing spending to mitigate the bedroom tax in full to £71 million in 2021-22, from £60 million in 2020-21. In addition we allocated £10 million to Local Authorities to provide grants to tenants who have fallen behind on their rent as a result of the pandemic, and who are at risk of eviction. And to ensure continued support for those in need through Crisis Grants and Community Care Grants, we maintained our total investment at £41 million for the Scottish Welfare Fund in 2021-22, making £35.5 million available for awards.

To tackle the negative impact of the pandemic on children and young people, the Scottish Government invested £20 million in the 2021 Summer Offer for Children and Young People, creating opportunities to socialise, play and reconnect this summer. The value of Best Start Foods was increased from August 2021, increasing to £18 from £17 every four weeks for pregnant women and eligible children between one and three years old and to £36 from £34 for children under one. An additional £49.75 million was invested to support the phased implementation of universal free school meals expansion to primary four and five children and to continue targeted free school meal support to all eligible children and young people in school holidays. And to further tackle the cost of the school day, ministers increased the minimum value of the School Clothing Grant to £120 for primary school pupils and £150 for secondary school pupils - providing increased support for an estimated 150,000 pupils each year.

Given the importance of supporting people to access and progress in employment, investment in the Parental Employability Support Fund was increased to £8.65 million in 2021-22, enabling more parents to access the holistic employment support offered. This was over and above investment in wider measures such as the Young Person's Guarantee, wider No One Left Behind measures and Fair Start Scotland, all of which are providing employment support for thousands of people across Scotland.

Building on these measures, and to support people struggling financially during Winter 2021 including those impacted by the £20 reduction in Universal Credit and Working Tax Credit, a new £41 million Winter Support Fund was announced in October 2021. This package of measures includes £10 million to help people who are struggling to pay fuel

bills, £25 million of flexible funding for Local Authorities to support wellbeing and to tackle financial insecurity based on local needs and £6 million for third sector partners to support low income families. Delivery of this package will continue over the winter months in order to protect those most at risk.

An estimate of spend targeted at low income households in 2022-23 will be published in June 2022 as part of the fourth annual progress report on Child Poverty.

Key Risk 9. Risk that Gaps in Attainment and Skills Levels Will Have Been Made Worse by Periods of Blended and Virtual Learning

The Scottish Attainment Challenge is a key factor in mitigating this risk. The Scottish Government committed to an expanded £1 billion for the new parliamentary session. The first instalment was invested in 2021-22 along with an additional £20 million Pupil Equity Funding Premium to provide further resource to schools to tackle the poverty-related attainment gap, recognising additional challenges that schools and their children and young people face due to the pandemic. In total, therefore, record funding of more than £215 million in 2021-22 – the largest amount awarded under the Attainment Scotland Fund (ASF) for a single year – is enabling head teachers, schools, councils and other partners to provide targeted help for some of our most disadvantaged pupils.

Further investment in the education workforce will support schools to help those young people whose education has been most affected by the pandemic regain their confidence and build up their skills. Once the effects of the pandemic are less direct, this investment has the potential to further support improvements in attainment.

We have continued to provide support to overcome barriers to learning as a result of the cost of learning. We have provided over £42 million to continue provision of free school meals as part of our plans to expand free school meal provision over time. We have also provided £12 million of funding to continue increased support for families arising from the cost of clothing in schools and will provide statutory guidance on this to further assist in the reduction of the cost of clothing.

We know that universally accessible and high quality early learning and childcare (ELC) can make a huge difference to children's lives. It helps to provide children with skills and confidence to carry into school education, and is a cornerstone for closing the poverty-related attainment gap between children from the most and least deprived communities. In August 2021, we increased the statutory entitlement to funded ELC from 600 hours to 1,140 hours. This will support children's development and family wellbeing, as well as supporting parents' and carers' ability to train or study.

In relation to higher education, the ongoing Widening Access Programme was developed in response to the long-standing underrepresentation of people from the most deprived communities at universities. The Higher Education Student Support budget 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 households. Additional support is made available for care-experienced and disabled students, and childcare support for student parents.

We have responded to student hardship during the pandemic with the release in June 2021 of £20 million of Further and Higher Education discretionary funds to support students over the summer months. The development of a Student Mental Health Action Plan is aimed at addressing waiting times for students to access mental health support services, ensuring equity of access to counsellors and embedding mental health and wellbeing into the curriculum. This will build on the ongoing commitment to the creation of 80 additional counsellors in colleges and universities.

In recognition of the impact on adult learners facing barriers to learning, life and work, and the additional impact of the pandemic on these learners, we are investing £2 million in community-based adult learning recovery in 2021-22. This investment will support community learning and development (CLD)-led engagement and re-engagement of adults in learner-centred opportunities designed to meet their learning and wellbeing needs and help overcome barriers they face. To support the CLD workforce, we are investing £0.5 million in digital upskilling for the sector, offering opportunities to improve practitioners' skills to develop and deliver digital and blended learning to young people and adults who face significant barriers.

Key Risk 10. Evidence of rising levels of domestic abuse and reporting of sexual abuse crimes against women and children as well as risk of rising hate crime due to COVID-19 and EU withdrawal

Hate crime

We continue to work closely with Police Scotland and stakeholders to identify where there are increasing tensions and provide the necessary reassurance to communities. In 2020-21 the Crown Office and Procurator Fiscal Service (COPFS) reported 5,525 charges containing at least one element of hate crime – an increase of 4% from the previous year.

In February 2021, we published research into the characteristics of police-recorded hate crime. The report for the first time included new details on the characteristics of such crimes for the year 2018-19. For example, it showed that where information was available on the ethnicity of victims, almost two-thirds (or 64%) of race aggravated hate crimes had a victim from a non-White ethnic group. This compares to this group comprising 4% of Scotland's population at the time of the last census in 2011.

In March 2021, the Hate Crime and Public Order (Scotland) Act 2021 was passed by the Scottish Parliament. It received Royal Assent to become an Act of the Scottish Parliament in April 2021. Work is underway to implement the Act, providing a good opportunity for the Scottish Government and partners to take stock of and refresh approaches to tackling hate crime. Once in force, the Act will modernise, consolidate and extend existing hate crime legislation, offering robust protections to those targeted by hatred and prejudice. The Act will also ensure that information about police recorded hate crime

and hate crime convictions data is published annually and with greater detail, where known, to help better inform our understanding of the nature of hate crime offending across Scotland.

To coincide with the Act coming into force, we will look to create and launch a new hate crime awareness campaign, to encourage reporting and to challenge the prejudice and attitudes that fuel intolerance. Over the course of 2022 we will also work with stakeholders to co-create a new hate crime strategy. As well as supporting implementation of the Hate Crime Act, the new strategy will include a range of non-legislative approaches to tackling hate crime and prejudice.

Domestic abuse

The Scottish Government is in regular dialogue with its Justice partners, including the Crown Office and Procurator Fiscal Service, regarding the impact of COVID-19 restrictions on court proceedings, including cases relating to domestic abuse.

We understand the impact that delays have on victims, witnesses and accused and this is a key driver behind our commitment to invest £50 million in our Recover, Renew, Transform programme to increase capacity, drive further reform and tackle the backlogs built up. Justice partners have been clear that while business is reduced, priority will continue to be given to the most serious cases and those involving domestic abuse, sexual offending and child witnesses.

Prior to and throughout the COVID-19 lockdown period, domestic abuse cases have been prioritised. As part of the Justice Recovery Programme, Scottish Courts and Tribunals Service have been driving a major initiative on the development of virtual summary trials, working closely with the third sector, who were enthusiastic about this innovation, and it was piloted in Aberdeen and Inverness focusing on getting domestic abuse trials back up and running early in June last year. Discussions continue around how best, and in what scenarios, virtual trials should continue to form part of the Justice recovery programme. This will be informed by an evaluation of the initiative to date.

Since 2015, we have provided nearly £9 million of additional resources to justice partners to help support access to justice for victims and witnesses in sexual offence and domestic abuse cases. This includes additional investment in Scottish Courts and Tribunal Service (SCTS) and COPFS for additional staff to facilitate a reduction in waiting times and improve communication with victims and witnesses.

A priority for the Scottish Government during the pandemic has been to highlight that services and Police Scotland are still there for anyone experiencing domestic abuse. Staying safe from COVID-19 does not prevent anyone from seeking support including leaving the home and we have published guidance to make this fact clear. Anyone experiencing abuse is encouraged to seek the support they need. Scotland's domestic abuse and forced marriage helpline can be contacted at any time of the day on 0800 027 1234.

An additional £10 million has been provided to various organisations including Women's Aid and Rape Crisis Scotland in the last 18 months to ensure services could meet increased demand and to tackle waiting lists.

We continue to invest significant levels of funding in specialist frontline services. As part of our £100 million, three-year commitment to tackling violence against women and girls, we created a new Delivering Equally Safe Fund (£19 million each year until 2023) and have recently confirmed allocations to 121 projects from 112 organisations working to provide key services and prevent gender-based violence.

This year's budget has also been used to establish the Working Group on Misogyny and Criminal Justice in Scotland to independently consider how the Scottish criminal justice system deals with misogyny.¹⁷ This includes looking at whether there are gaps in the law that could be addressed by a specific criminal offence to tackle such behaviour. The working group is chaired by Baroness Helena Kennedy QC. The working group will report with its recommendations in February 2022.

- 1 [Young Person's Guarantee - implementation: progress report - gov.scot \(www.gov.scot\)](#)
- 2 [Covid Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 3 [Fair Work First: guidance to support implementation - gov.scot \(www.gov.scot\)](#)
- 4 [Women Returners Programme | My World of Work](#)
- 5 [Fair Work: action plan - gov.scot \(www.gov.scot\)](#)
- 6 Maidment I, Young E, MacPhee M, et al (2021) 'Rapid realist review of the role of community pharmacy in the public health response to COVID-19-19. *BMJ Open* 11(6)
- 7 [Race Equality Immediate Priorities Plan](#)
- 8 [Expert Reference Group for COVID-19-19 and Ethnicity](#)
- 9 National Records of Scotland. 2021. Drug-related deaths in Scotland in 2020. [Drug-related Deaths in Scotland in 2020 | National Records of Scotland \(nrscotland.gov.uk\)](#)
- 10 National Records of Scotland. 2021. Alcohol-specific deaths. [Alcohol-specific deaths | National Records of Scotland \(nrscotland.gov.uk\)](#)
- 11 Sheffield Hallam University. 2017. Residential Treatment Services: Evidence Review. [Final Full Report.pdf \(shu.ac.uk\)](#)
- 12 [Alcohol Framework 2018 - gov.scot \(www.gov.scot\)](#)
- 13 [Coronavirus \(COVID-19\): mental health - transition and recovery plan - gov.scot \(www.gov.scot\)](#)
- 14 [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](#)
- 15 [Connecting Scotland](#)
- 16 [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](#)
- 17 [Misogyny and Criminal Justice in Scotland Working Group - gov.scot \(www.gov.scot\)](#)