

# Final Report of the Women in Agriculture Taskforce





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# Foreword by First Minister



I am pleased to welcome the final report of the Women in Agriculture Taskforce.

In 2017, the Taskforce took up my challenge to engage with gender inequality issues in Scottish agriculture. These had been drawn out in the research report on Women in Farming and the Agriculture Sector. I asked the Taskforce to bring forward practical solutions to enable Scottish agriculture to start breaking down the barriers faced by women and to inspire them to reach their full potential. This report contains clear and decisive recommendations and I am confident they will bring changes that empower women of all ages to succeed at every level in Scottish agriculture.

Cultural change on this scale requires time and the report recognises this; however, we are already starting to see the impact of their work in the range of conversations already taking place and the changes being introduced by some organisations and businesses voluntarily. This in itself is a signal of the Taskforce's success.

I am proud to lead a government committed to achieving equality for women, reflected through our Programme for Government and Economic Action Plan. It is vital for Scotland's economy that everyone is enabled to develop their talents and skills, and there are many women living and working in Scottish agriculture who have the ability, creativity and determination to help drive the industry. Scottish agriculture cannot afford not to include and involve women's talents more fully and equitably.

In taking forward these recommendations we move closer to the #GenerationEqual envisaged by my National Advisory Council for Women and Girls. We will also be contributing to the sustainability and resilience of Scottish agriculture and the wider rural economy. The Scottish Government will consider and monitor delivery of the recommendations carefully, not least those directed at government. We have already agreed to fund the Women in Agriculture Development Programme (WiADP). I hope that the agricultural industry shows the same commitment to change and takes forward the report's conclusions and recommendations willingly and enthusiastically. #GenerationEqual is not optional: it is an essential building block for Scotland's future.

A handwritten signature in black ink that reads "Nicola Sturgeon". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

**Nicola Sturgeon**  
Rt Hon Nicola Sturgeon MSP First Minister of Scotland

# Foreword by Fergus Ewing, Co-Chair of the Women in Agriculture Taskforce



It was my absolute privilege to Co-Chair the Taskforce but the real work was undertaken by its members. I want to thank each of them for their huge commitment to this work. In particular, I want to pay tribute to the drive, energy and enthusiasm of Co-Chair, Joyce Campbell, who was a key part of the Taskforce's success.

Our work has been challenging at times - not least to ourselves! Some of the practical solutions brought forward in this report will seem obvious, others less so. There will be some quick wins that, if progressed, will make a real difference, but other changes will take much longer to embed within the industry. All of the recommendations have a practical focus to enable women to develop their skills, unlock their potential and achieve their rightful place in Scottish agriculture.

We know from the 2017 research report that women from agricultural communities want to be supported in the right way to grow their confidence in their own abilities. They want to be able to access the training and support they need on key skills and for that to be delivered in ways that work for them. We are committed to doing everything possible to empower women, but we must also address the invisible, cultural and practical barriers faced by many women in the industry.

It is neither acceptable, nor, business savvy, for agencies, organisations and businesses operating in Scottish agriculture today to be effectively male-only. If we can help them to be better and more equitable then we should do so. But these agencies, organisations and businesses also need to hear clearly that men-only boards and governance structures must be consigned to the past. Scottish agriculture simply cannot afford to leave women behind.

As Cabinet Secretary for the Rural Economy I know how critical women are to the success of business of all sizes across Scotland. I am hopeful that, once women are appropriately represented in leadership positions and feel supported to play the role they want in this key industry, that will help deliver the productive, inclusive, and sustainable industry Scotland needs.

A handwritten signature in black ink that reads "Fergus Ewing". The signature is written in a cursive, flowing style with a large loop under the 'F' and 'E'.

**Fergus Ewing**  
Co-Chair of the Women in Agriculture Taskforce

# Foreword by Joyce Campbell, Co-Chair of the Women in Agriculture Taskforce



It's been a privilege to co-chair the Women in Agriculture Taskforce and I'm really proud of our Final Report, which seeks to bring about fundamental change in Scottish agriculture.

I know this report is going to be challenging reading for some people, but every industry needs some challenge to move it forward. Especially an industry like ours that values tradition so highly, but also urgently needs to look to the future. There are exciting times ahead for those who wish to become involved in shaping a refreshed, revitalised and inclusive Scottish agricultural industry.

Throughout this process, some people have persistently questioned the need for a Women in Agriculture Taskforce. It is obvious that there are many determined women in Scottish agriculture already running their own farm, croft or smallholding, and doing an excellent job. But there are far more women who have been excluded by outdated attitudes and behaviours, or been prevented from taking over a family farm or croft because of their gender. The recommendations in this report will shine a light into some very dark corners of Scottish agriculture. I hope that leaders in our industry will take heed of these issues and take effective action. If they choose to ignore our recommendations, ultimately they'll be left behind, because the future of agriculture is diversity.

Positive change will transform Scottish agriculture. It will make our rural communities better places to live and our rural economy more resilient.

I want to state clearly that these recommendations are not about giving women in agriculture special treatment or an advantage over men. It is about levelling the field. Women are entitled to have the same access to opportunities and training in agriculture as men currently have. A working life in agriculture is already a demanding one, without the additional barriers of sexism and prejudice that can make it an uphill struggle for women to succeed or be taken seriously in the industry.

I urge everyone within Scottish agriculture to recognise that by supporting women to realise their full potential, we will create a fairer and more successful industry.

A handwritten signature in black ink that reads "Joyce Campbell". The signature is written in a cursive style. Below the signature is a short, horizontal line.

**Joyce Campbell**  
Co-Chair of the Women in Agriculture Taskforce

## 1. Background and Introduction

Women have always been an integral part of Scottish agriculture. The industry could not survive without the contributions of women, whether working on farms, crofts and small holdings; supporting their families; or being involved in the wider rural economy. However, research shows that women's work can be undervalued, downplayed, or simply unseen.

Scotland's First Minister Nicola Sturgeon established the Women in Agriculture Taskforce in summer 2017 in response to the publication of the Scottish Government funded research report, 'Women in Farming and the Agricultural Sector' (the 2017 research) which can be found on the Scottish Government's website here: <https://www.gov.scot/publications/women-farming-agriculture-sector/>

Although a range of governments and charitable bodies across the globe have commissioned research on the position of women in agriculture, this was the first time a government established a Women in Agriculture Taskforce to identify practical solutions to issues facing them.

When launching the Taskforce, the First Minister highlighted the exclusionary nature of the Scottish agricultural industry and the resulting issues of fairness and inequality it presents for women. The First Minister specifically identified the economic limitations to agricultural development resulting from excluding talented and highly motivated women who wish to participate in the industry.

The Taskforce was co-chaired by Fergus Ewing, Cabinet Secretary for the Rural Economy and Joyce Campbell, a successful hill farmer from the north of Scotland. The aims of the Taskforce were to develop practical solutions to address the issues identified in the research and to encourage greater gender balance and sustainability in Scottish agriculture. Many of the recommendations and solutions offered in this report are short to medium length in timescale, intended to instigate longer-term cultural change.

The Taskforce met seventeen times between 2017 and 2019 and considered all 27 recommendations presented in the 2017 research as well as other relevant issues. We decided that, given our remit, some short-term and longer-term recommendations should be the focus. We focused on recommendations where we felt we could bring forward real change and practical solutions, that work not only for the present but also into the future.

The 2017 research recommendation of quotas for women in positions of leadership in the industry was debated at length. We agreed that this should not be the starting position to support change within the industry. Quotas could be revisited by the Scottish Government if substantial cultural change does not occur in future years.

The question of women-only training was also extensively debated. Examples of best practice from Canada, Scotland and New Zealand were identified, and many groups and organisations were consulted, including Lantra Scotland, the Scottish Farm Advisory Service, the National Farmers Union for Scotland, the Scottish Crofting Federation, and external consultants.

The Taskforce identified key themes from the 2017 research and one additional theme (the Equality Charter) on which to make practical recommendations:

- Leadership
- Training
- Equality Charter for Scottish Agriculture
- Childcare in rural areas
- Succession
- New entrants to farming
- Health and Safety
- Crofting

We took forward work on each of these themes through sub-groups, drawing on information from stakeholders, statistics, research and other countries. The sub-groups met regularly between Taskforce meetings to explore the issues and develop proposals with practical solutions for consideration by the wider Taskforce.

Taskforce recommendations are primarily based on the themes explored by the sub-groups and are far-reaching. We are deeply committed to achieving a more equal and inclusive agricultural industry for the future, but we are also realistic. The main barriers that women in agriculture face are not legal but cultural. It is a tradition that sons inherit land, that men are elected to positions in farming organisations, and that in-life agricultural training mostly reaches men. Cultural change takes decades therefore barriers need to be persistently chipped away and challenged.

We are proud that we have encouraged and supported positive change within the industry. Since the research was commissioned in 2016, more women in agriculture groups, events and training opportunities have occurred in various parts of Scotland. Consequently, more women are engaging in available opportunities and the role of women within the industry is being more actively discussed.

Our recommendations support the Scottish agricultural industry to become stronger. By 'stronger' we mean an industry that is more inclusive, with fairer representation, which as a result is more economically resilient and more productive. It is our view that more equal partnerships and acknowledged sharing of responsibilities will support improved physical and mental health for families, informed decisions by agricultural organisations and a more progressive industry.

We want the best for Scottish agriculture and our recommendations will help to achieve that. We want to make women's position in the industry stronger, and we want to change cultural behaviours that exclude them. Further information about the Taskforce is available online at: <https://www.gov.scot/groups/women-in-agriculture-taskforce/>

## 2. Leadership

At present there are very few women in positions of leadership in Scottish agriculture. Cultural barriers are significant. Gender bias in the industry means that women are not expected to hold leadership positions and are unlikely to be successful in elections. This has led to women being reluctant to stand for leadership positions.

### Recommendations

- Key Scottish agricultural organisations and businesses must undertake diversity and unconscious bias training, to specifically support cultural change and address the imbalance in representation of women in their leadership groups.
- Steps must be taken by the Scottish agricultural industry to develop the skills, confidence and knowledge of women to secure leadership roles in agricultural organisations, ensuring they are perceived as assets to the boards they sit on and the organisations they represent.
- The Scottish Government will develop a Women in Agriculture Development Programme (WiADP). This should be an accessible Programme that delivers training and mentoring to support women in agriculture to build their confidence, enhance their business skills and develop their leadership abilities. The Programme should be delivered through three specific but independent courses: personal development training, knowing your business, and leadership development. This should lead to a cohort of women ready to further develop their businesses or take up leadership roles in Scottish agriculture.



## Specific Actions

- The Scottish Government will develop, procure and pilot a WiADP which will include:
  - Piloting four “Be Your Best Self” courses across Scotland starting from December 2019. These should be funded by both the Scottish Government and course attendees. Between 14 and 20 women should attend each course.
  - Piloting one women in agriculture leadership development course starting from April 2020. This should be primarily funded by the Scottish Government with course attendees providing a contribution to the cost. There must be a competitive application process and the year-long course should be limited to up to 15 women. Funding advice and support should be provided to all applicants.
  - Piloting eight “Knowing your Business” courses across Scotland from April 2020. This should be co-funded by the Scottish Government, course attendees and relevant industry stakeholders. At least 15 women should attend each course.
- To support the industry to start to address cultural change, the Scottish Government should part fund up to ten agricultural organisations to complete specific conscious and unconscious bias training by the end of March 2020. This pilot should be evaluated by the end of December 2020 and the findings shared with the industry to encourage change.
- The Scottish Government should include diversity and unconscious bias training for relevant agricultural businesses within the Equality Charter for Scottish Agriculture pilot.
- Key agricultural organisations and businesses should review their recruitment processes to ensure they encourage all available talent to apply for posts. For example, they should train and support key people to carry out non-biased recruitment; advertise flexible working conditions; include specific reference to women when advertising posts; advertise through relevant women’s organisations; and actively encourage women to apply for vacant posts.
- Agricultural organisations and large businesses should complete a skills audit prior to recruitment of staff, especially for executive posts.
- By the end of 2021, the Scottish Government should review the impact of the Taskforce recommendations and actions. As part of this review, the effectiveness of the pilot courses should be assessed to enable the future funding of the courses to be secured from the Scottish Government and the agricultural industry.

## Key Taskforce discussion and supporting research

The 2017 research found evidence of a lack of women in leadership positions in Scottish agriculture and a lack of confidence in the women interviewed. It also showed significant unconscious gender bias where women are not expected to be in leadership positions. Where women had acquired leadership experience, it was primarily through the Scottish Association of Young Farmer Clubs. Most respondents to the 2017 research survey stated that they would like to see more women involved in leadership of farming organisations and about a third of respondents were interested in becoming more involved in leadership themselves. Accordingly, there are a substantial number of women working in agriculture in Scotland who are interested in becoming involved in leadership of agricultural organisations. Yet, the 2017 research provided evidence of cultural barriers that currently exist: 18% of participants in the research identified that ‘not welcome by male leaders’ was a barrier to leadership.

■ ■ I think that women have almost accepted it to a certain level and what they actually do is they lead from behind, they accepted that they're not going to be prominent and work in the background and (say)...when we get home we'll sort things out!"  
#Men focus group #1

Women also gave many examples of feeling intimidated or conspicuous at all male meetings; for example:

■ ■ ... down in Berwickshire this year and I think out of an average attendance of 40 people there was myself and one other girl [laughter], if I was lucky she was there. And because it was Berwickshire I didn't know many of the farmers and most of them obviously all knew each other and you instantly gravitate towards this other girl because...I don't normally get intimidated and I'm quite used to being the only girl at a lot of meetings and think, this, that and the next thing." #New Entrant focus group #1

The Taskforce considered whether leadership training for women should be provided in a women-only environment. Information and views were gathered from providers of leadership training for women in Canada, New Zealand and Scotland, which helped us to understand that training is not just about leadership in the traditional sense, but also needs to help women to realise their potential.

Having considered what current leadership training is available for women, the Taskforce have decided there is a need for a specific programme to develop the skills of women in agriculture. There will also be an important role for industry to take the lead and deliver cultural change through practical action. Accordingly, we have recommended a number of different actions for the industry, underpinned by increasing their understanding of the issue of unconscious bias, to support real cultural change. An increased number of women in leadership positions is expected within five years but at that point, if success is not evident, other measures such as quotas should be considered by the Scottish Government.

### 3. The Equality Charter for Scottish Agriculture

The Equality Charter for Scottish agriculture is a set of principles and actions developed by the Taskforce, for ensuring that everyone involved in an agricultural business has access to training, resources and career progression opportunities. The Charter sets out the key ways that businesses and organisations of any size in Scottish agriculture can work towards equality. It was created in order to raise awareness of the cultural barriers experienced by women and support positive change in the industry.

#### Recommendations

- There will be an Equality Charter for Scottish Agriculture and it will be mainstreamed into all Scottish Government agricultural and related policies. This will create a platform to support participating agricultural businesses and organisations in their commitment to achieving gender equality.
- By the end of 2022 all agricultural organisations, bodies, and businesses seeking to participate in formal Scottish Government agricultural stakeholder groups must evidence compliance with the Equality Charter.
- The pilot of the Equality Charter for Scottish Agriculture will be assessed by 2022 and the Scottish Government will consider if further intervention measures are needed to ensure the aims of the Charter are delivered.
- The Scottish Government will review the impact of the Equality Charter for Scottish Agriculture by the end of 2027 using the methodology and measures of success developed during the 2019/2020 pilot.

#### Specific Actions

- By the end of 2021, the piloting of the Equality Charter for Scottish Agriculture must be completed. This will allow the Scottish Government to consider how best to mainstream the Charter into future policies and funding mechanisms.
- An Advisory Board for the Equality Charter for Scottish Agriculture should be established and include relevant experts to monitor Charter implementation.

#### Key Taskforce discussion and supporting research

The 2017 research found many instances of conscious and unconscious bias against women living or working in Scottish agriculture. This was recognised by men and women. Men spoke of women's exclusion from farming organisations and how men would not vote for women to have positions. They described this as a cultural barrier:

■ ■ There's no physical barriers but there's an enormous cultural barrier. And folk would'nae vote for them". "No that's right! And I have good friends, good friends, that I know would

have that kind of view and they're nae terrible people, they're good people but they just expect...that's nae right you ken. I'm nae sure. It just...and it's just culture, it changes with time." #1 Men focus group #2

Women also spoke of their role not being recognised, being overlooked and excluded. They recounted instances of being excluded from agricultural dinners and awards and being asked to leave meetings. There were also examples of women being in attendance but not feeling confident enough to ask questions. Women, even those who were confident, did not feel they were taken seriously:

“ We are members and ...my husband is actually quite active in it. I steer clear because do you know what it's possibly the one place where you're not taken seriously. So... I don't know and the NFU is the one place where I've thought I don't feel like opening my mouth here.” #Focus group new entrants

The 2017 research recommended the use of quotas to address the poor representation of women. This was discussed at considerable length by the sub-group and the wider Taskforce. We concluded that this approach would not be the most effective way to create positive change and would not necessarily lead to a forward-looking agricultural industry. We agreed that it was more important to have a process of awareness raising, enabling buy-in from the industry. Accordingly, it was decided to review other models that have tried to enact organisational change to counter gender bias. Different models for businesses, universities and gender equality charters developed in other countries were reviewed. While these were informative, it was concluded that Scottish agriculture needed a tailored solution which would work for all sectors and business sizes. It was agreed that the impact of the Charter should be reviewed by the end of 2027 and if there was no cultural change evident at that point, then the need to enact quotas should be reconsidered by the Scottish Government.

We strongly support widely piloting the Equality Charter for Scottish Agriculture before it is mainstreamed across the industry. Reviewing the pilot of the Charter will enable practical measures to be refined prior to full rollout. Piloting will ensure best value of public money, delivering the best support measures to enable long-term cultural change and the delivery of the most user friendly and practical system possible for end users.



## 4. Training

To ensure the success of both women and men in the agricultural industry, training is essential. Enabling and supporting more women to access training will help to counter current agricultural industry norms and unconscious bias where men are identified as ‘the primary producer’, and therefore the primary individual in need of training.

### Recommendations

- Rural Training Platform: The Scottish Government will support the proposal set out in the Skills Action Plan for Rural Scotland to develop a suitable digital platform and resource detailing existing education and training provision. This will support a collaborative approach to training provision among partners by 2021. Any resource should also be made available as a smartphone application.
- Agricultural industry influencers, key sector groups and training providers should encourage people, particularly women, to think about what skills they might have to offer, and what market there is for those skills. Identifying and encouraging potential future women trainers must be an integral part of training courses.
- All agricultural training providers must make their training accessible and inclusive and should use the guidance note developed by the Women in Agriculture Taskforce. Training providers must be encouraged to complete unconscious bias training.
- The Monitor Farm Programme must encourage and enable women to participate fully in Monitor Farm activities.



## Specific Actions

- The Scottish Government will ensure that a Rural Training Platform will take full account of the issues around training faced by women living or working in Scottish agriculture.
- The Monitor Farm Programme should aim to increase the role of women (e.g. through advertising, increasing numbers of female facilitators, participants, engaging female speakers) and establish at least one further women-led monitor farm.
- Any agricultural industry-related training provider in receipt of public funding should be required, as a condition of that funding, to make their training accessible and inclusive, to complete unconscious bias training, and to collect and share data about how they are achieving accessibility and inclusivity.
- A short-term Scottish Government programme should be put in place to financially incentivise the provision of women-only practical courses at a local level, in order to demonstrate demand and viability, and to show commitment to the issue. Any providers receiving this funding will be required to collect and share a broad range of data for analysis of demand and participation, and to report on the future learning needs of participants.
- The Scottish Government should better utilise Rural Payments and Inspections Division (RPID) Area Office staff, to provide guidance and support to women on the topics of funding, grants and training.

## Key Taskforce discussion and supporting research

Training was a major topic of Taskforce discussions. In the 2017 research, less than half of respondents, all of whom were women, agreed that they could access all the knowledge they needed to develop their role on their farms. One quarter of respondents indicated that they would not feel comfortable at current training events because the events are primarily attended by men. The 2017 research also identified several hundred women who were interested in learning business skills (i.e. completing grant applications, accounting, entrepreneurship, etc.), livestock care skills and large machinery driving.

The 2017 research demonstrated that social barriers and lack of confidence are limiting for many women, particularly if they married into agriculture:

■ Well I always say when I got married and came into farming that I would love to have gone onto a women's course for farmers to prepare me, to show me, to tell me do you know what I mean? I would feel intimidated to go to the farming college, I think. It would give me more confidence as well and a bit of knowledge. These men have done it since they were born just about and they know what they're doing, and they presume that women know. And they know all the terminology and you're going 'hey what?'  
#Woman married to farmer, Orkney

Women raised on farms are also not necessarily learning skills during childhood:

■ Growing up, Dad would never give the jobs like ploughing and sowing and stuff it's always been the kind of basic level...I was always carting in the bales rather than... baling them."  
#Women in agricultural industry focus group

The Taskforce consider that providing training for women in an environment where they feel comfortable will provide additional skills for Scotland's agricultural businesses. This will give women the confidence to take on leadership roles within their businesses and in agricultural organisations.

During our work, we found that the agricultural training landscape in Scotland is fragmented and it is not always obvious where to find required training. It can also be very difficult to find out what is available, particularly in remote rural areas. Both of these issues affect all potential training users. While large providers such as SRUC, Lantra, and machinery rings may be visible and well-known within the industry, it is much harder to find smaller, local, non-accredited courses.

Women are often looking for local training that will fit around family and work responsibilities and which can also provide networking opportunities for them, to build confidence and overcome the isolation inherent in agriculture. Providing training to women is also important for addressing health and safety issues discussed further in Section 7 of this Report.

An innovative digital hub such as the proposed Rural Training Platform will make it much easier for people involved in agriculture to find information on training that is suitable, local and relevant to them. The online Platform could also be made available as a smartphone application. It should contain both accredited and non-accredited training opportunities, to ensure that users can find the most appropriate course for their needs at that time. Ideally, the Platform should be interactive, enabling feedback and recommendations and allow data gathering about preferences, requirements and experiences which will identify gaps in skills and provision. This in turn will help trainers, both existing and prospective, to tailor their approaches to industry demands.

Training providers should consider caring responsibilities, especially childcare, and inclusivity issues for remote rural areas when planning provision. All trainers must ensure their courses are accessible and inclusive, including recruiting female trainers, offering women-only training on topics which are traditionally male dominated (like chainsaw and large equipment operation), and including images of women in promotional material, to ensure that it is clear that women can and should attend.

There is a lack of rural trainers across Scotland and particularly shortages of women trainers. It is vital to have trainers ready and willing to deliver both accredited and non-accredited training at a local level. It is also important to utilise people across Scotland who have skills that others would like to learn. A flexible and dynamic way of tapping into this potential resource will be essential; options for this could include promoting the Rural Training Platform to potential new trainers and showcasing people who already provide training but may not be considered a typical trainer. Unconscious bias training is a vital tool for all agricultural organisations to help them to identify, reflect and alter practices which implicitly or explicitly exclude women and minority groups. Training providers should also complete this training to better advertise and assess course demand.

The Taskforce extensively debated the pros and cons of women-only training. There is clear evidence that there is currently a demand for more women-only courses in the agricultural industry and for there to be an increase in women trainers. We consider this a vital area and one where real progress can be made to change culture and enable women to make the most of their skills and opportunities. We asked the Farm Advisory Service (FAS) to test the principle that women would welcome women-only training. In 2018, FAS delivered a series of women-only events which were over-subscribed (attended by 248 women). The women-only events run by the Scottish Crofting Federation were also well attended and very positively received.

Evidence from some providers suggests that they are not aware of demand and are therefore reluctant to run women-only courses. Women currently make up a very small number of attendees at physical training courses (e.g. chainsaw operating training) and therefore it may be assumed that there is no demand. This is not the case.

Training courses for women should be spread over the whole of Scotland and incorporate the principles of making agricultural training more accessible and inclusive for all. We consider there is a need for skills training to operate in conjunction with courses on confidence-building. The courses should be provided through a variety of approaches dependent on the subject required. In particular, the Scottish Monitor Farms network could support the delivery of targeted training for women on specific practical subjects, which is why we recommend that this network be used in the future to support training activity for women. RPID Area Office staff should be used to provide guidance and support to women on specific topics, such as funding and grant applications. This resource can also be used to promote opportunities for women and steer them towards locally available training.

We consider that women-only training courses are a short-term solution to increase the skills and confidence of Scottish women in agriculture, enabling them to fulfil their potential. It will be important that the provision of women-only courses is accompanied with data analysis around course demand and future learning requirements of participants, which will help to assess and demonstrate viability of courses and future requirements.



## 5. Childcare in Rural Areas

An innovative, flexible approach to providing solutions for childcare in rural areas is essential to realising the full potential of women in agriculture and the rural economy. Access to childcare represents a key barrier for women's participation in the agricultural industry.

### Recommendations

- **The Scottish Government and Local Authorities must increase the availability and access to formal and informal childcare in rural areas, to better enable women in the Scottish agricultural industry to engage in training, networking and to develop business opportunities.**
- **The Scottish Government and Local Authorities must consider how childcare services can be more closely tailored to suit demand in rural areas and costed accordingly.**

### Specific Actions

- The Scottish Government should commission a survey to investigate the childcare needs of women and primary carers living or working in agriculture and rural areas. This should include both childminding and child sitting as distinct and different services, and also address out of hours services.
- Outcomes of the childcare in rural areas survey should include mapping how many nurseries, childminders, nannies and au pairs there are in rural Scotland, choice of services, accessibility (e.g. by public transport) and how provision is delivered at a local level. The survey should also evaluate the types of service needed by mothers and child carers, including out of hours and distance to the closest service provider. The Scottish Government should identify the need for differing levels – and therefore costs – of different types of childcare.
- As a rural area which has recently received government funding, the South of Scotland Economic Partnership (SOSEP) should be approached to facilitate workshops to develop new and innovative ways of meeting rural childcare and child-sitting needs and to pilot some of these in conjunction with Highlands and Islands Enterprise. The evaluation of this work should be shared with other stakeholders and Local Authorities.
- The Scottish Government already ensure that Early Learning Care is delivered to all children in Scotland by appropriately trained individuals. However, the Scottish Government should conduct research into the demand for quality child-sitting services in rural areas, with a view to developing a suitable qualification for providers of this service. This will enable supply and demand to be more aligned, to deliver relevant childcare services outwith the existing provision for children in rural areas.
- The Scottish Government should develop an Early Learning and Childcare and Learning Brief to assist parents in rural areas by outlining their statutory entitlements to Early Learning and Childcare.

## Key Taskforce discussion and supporting research

The Taskforce view childcare in rural areas as a broad issue but one that primarily impacts on women. It is recognised that formal and informal networks are commonly used, often with a heavy reliance on extended family members such as grandparents.

In the 2017 research, the need for women to prioritise childcare was identified as a key barrier: 54% of respondents identified the need to prioritise childcare as limiting their potential to advance their farm roles, and 13% stated that they had to prioritise childcare over agricultural organisation leadership. About 48% of survey respondents agreed that, “Current agricultural education opportunities are not well suited to the needs of parents”, suggesting there is a need for greater flexibility and for appropriate childcare during training provision.

It was demonstrated that the picture of childcare provision in rural Scotland is unclear. We believe that surveying and raising the profile of the specific needs of childcare within the agricultural industry will encourage open discussion both within families and the wider community as to how this may be best achieved, and ultimately increase the supply for those who need it. A survey will also assist training providers, who should align with local childcare in rural areas, to ensure that women and primary carers are more able to attend training.

Agricultural households need child-sitting outside of standard working hours (i.e. in the evenings and early mornings during peak periods, such as lambing or harvest), whereas child-minding aimed at early learning is appropriate during the day. Flexible, wrap-around childcare is needed to support non-standard or seasonal working patterns: childcare before and after school, weekends and holidays.

Consideration was given to requiring agricultural training providers to align with local childcare provision, but we recognised the practical challenges for small scale providers. We feel it is important for families to actively discuss the issue of childcare, to ensure all members involved in the business are able to participate in training and development opportunities and so maximise their potential.

Affordable, accessible childcare in rural areas can be key to facilitating parents and carers to be more economically active. Childcare in rural areas can also provide real business and employment opportunities across the country, for individuals, businesses and social enterprises. However, low household incomes can make it difficult for parents to pay for childcare, and they may also be unaware of the current financial assistance available to them. Accordingly, we recommend that the Scottish Government develop an Early Childcare and Learning Brief to assist parents in rural areas by outlining their statutory entitlements to Early Learning and Childcare.



## 6. Succession

The cultural practice of passing on farms, crofts and small holdings to one person, usually the eldest son, was the single largest barrier to women's entry into agriculture identified in the 2017 research. Lack of future business planning in general is a major problem within the Scottish agricultural industry.

### Recommendations

- **Agricultural organisations and businesses must undertake more comprehensive and early planning for succession.**
- **The agricultural industry, especially at farm, croft and small holding level, must challenge the existing culture that views men as the heirs to the business.**

### Specific Actions

- The Scottish Government should engage in an active campaign stressing the importance of in-life business and future planning for agricultural businesses. This should include raising awareness, support and advice about the importance of succession. It should be positive in tone and explain the importance of future proofing your business. This should involve a series of workshops and seminars across Scotland, as well as annual events. It is recommended that successful cases of female inheritance are highlighted and show-cased as part of the campaign.
- The Scottish Government and organisations and businesses associated with agriculture should ensure events and seminars dealing with succession emphasise that consideration should be given to all children, regardless of gender, when planning who might be best to lead the business going forward.
- Agricultural representative organisations, supported by the legal and financial sector, should run the farmer, crofter and small holder information campaign to highlight the taxation treatment of in-life transfers of land. This campaign will counter the common practice of retaining ownership of land until death.
- The Scottish Government should consider linking entitlement to grants, payments and other benefits to having clear succession plans. Where an agricultural business plan is required for any funding, there must be a long-term business planning element.
- The Scottish Government should work with key farming organisations to increase awareness and offer incentives to farmers, crofters and small holders to make a will. Options such as sponsored campaigns, for example, 'Cheap Will Month', should be considered, and these campaigns should encourage consideration of all children as successors.
- The Scottish Government should develop a series of fact sheets on the cost of making a will versus the cost of not having a will for people taking on the agricultural business. It is recommended that some high profile examples are used, particularly of women. The fact sheets should include information on legal costs and family disputes.

## Key Taskforce discussion and supporting research

The Taskforce consider issues around succession to be cross-cutting in the agricultural industry. The focus of the sub-group was on the implications for women. Within the 2017 research, 58% of the main survey respondents and 57% of students and alumni agreed with the statement: 'inheritance patterns are a barrier to career choice'.

The barriers to female succession are cultural rather than legal. Other European countries have enacted legislation which supports female succession with limited effect, demonstrating the strength of cultural barriers. The expectation, and practice, is that men inherit land. We recommended that if cultural change is slow to occur, the Scottish Government must take stronger action.

■ ■ She's a tough cookie [his sister]. But she's not a farmer you know... (she) would have made a better farmer than me, there was never any question of her having the opportunity rather than me as far as I'm aware." #1 Men Focus Group

Family discussions about succession are often avoided because they may involve conflict. It is widely perceived that drawing up a will is expensive, but this need not be the case. In fact, not having a will is likely to turn out to cost considerably more especially if there are family disputes. There may also be unplanned expense for tax bills. The scale of the issue of the lack of wills and succession planning is unknown.

There is a distinction between having a will and having a business succession plan. Succession is about more than who takes over upon death and all options should be considered. Future business planning does not necessarily need to include direct succession by family members and women should be given equal consideration with men. Active future business planning is important for the long-term success of any business.



## 7. New Entrants

The 2017 research showed that when men and women enter agriculture together more equal gender relations exist. Supporting new entrants is an important way to bring more women and a greater gender balance into the Scottish agricultural industry.

### Recommendations

- The Scottish Government, its agencies and major agricultural organisations must promote and encourage innovative routes to access land and capital, to overcome recognised barriers for women new entrants.
- The Scottish Government, its agencies and major agricultural organisations, including education providers, must address the skills gap facing some women new entrants to agriculture in the areas of business skills and confidence.

### Specific Actions

- Agricultural organisations and the Scottish Government must raise awareness of alternative routes to establishing new agricultural enterprises that provide opportunities for women new entrants (e.g. joint venture models with existing farmers and landowners).
- The Scottish Land Matching Service must provide positive opportunities and information for women utilising this service, and ensure all materials reflect gender diversity in agriculture.
- Organisations with skills, education and employability remits, should develop a national 'agri-employability' programme and provide inspiration for girls and women to encourage them to pursue agricultural career pathways. All publicity materials must ensure an equal representation of all genders.
- Training providers delivering programmes for new entrants to agriculture should highlight their suitability for women and promote the Rural Training Platform being delivered by the Skills Action Plan.

### Key Taskforce discussion and supporting research

The 2017 research included a recommendation that more land should be made available for new entrants. The Taskforce recognised that increasing opportunities and overcoming barriers facing those entering agriculture was an industry-wide concern. While there appears to be more women entering agriculture as new entrants, the number of women is currently still lower than the number of men. Increasing opportunities for new entrants will enable more women to come into the industry and will support diversity in agricultural communities.

The 2017 research identified the main routes for women entering the agricultural industry. Interviewees and focus group participants included those who had acquired land and established their own agricultural businesses through land purchase, tenancies, or inheritance. These women were highly motivated and highly educated, often with a background of working in other jobs in the agricultural industry.

“ I would say if there’s any sort of specialist advice, obviously that’s what I do for my job, I’m a consultant so I do the IACS forms. We’ve also got agri-environment schemes, because that’s what I specialise in, so we’ve got one of those running...We’re in the new Beef Efficiency Scheme so...I applied for that.” #Young woman who married into a farm

Another key route by which women enter agriculture is when they marry into an established agricultural business. The 2017 research found these women experienced challenges around the perception of traditional female roles in agricultural businesses and a lack of practical experience.

The Taskforce discussions occurred while several initiatives to support new entrants to agriculture were ongoing, including the ‘Farming Opportunities for New Entrants’ (FONE) Group and the initiation of the Scottish Land Matching Service (see Cross-cutting Issues Section). The New Entrant Taskforce Sub-Group gathered evidence on the experiences of new entrants, key individuals and opportunities which could support more women to enter agriculture.

Rising land prices combined with increased demand from expanding rural businesses and farms are considered to have reduced opportunities to access land by new entrants. The current legislative landscape, combined with other factors, has created some hesitance amongst landowners to let land. New entrants can also face difficulties in accessing start-up funding, but new entrant capital grant schemes can be a mechanism to obtaining land and other support. The Taskforce are keen to promote alternative routes for land access, including contracting, share farming, partnership agreements and other joint ventures.

The Taskforce also considered the reasons why the current and retiring farming generation may be less willing or able to make land available for new entrants. Issues included fears regarding housing availability and relocation, uncertainties regarding succession processes and relinquishing land at the end of a tenancy (e.g. compensation for tenant’s improvements), and the affordability of retirement.



There appears to be reluctance amongst some potential new entrants to move significant distances from home to access land. This may be an additional concern for women new entrants, who can become isolated from social networks, childcare and family support. A perceived barrier to women-led new agricultural enterprises was ‘land only’ lets (i.e. with no available farmhouse). Nonetheless, the Farm Advisory Service New Entrant Programme and the Forestry and Land Scotland Starter Farms present examples of where aspiring new entrants have successfully relocated and highlight the importance of positive stories to encourage others.

It is important that careers’ advisors at schools, colleges and universities are made fully aware of the range of career opportunities available within agriculture. This will enable them to empower and enable young girls and their families to recognise that the Scottish agricultural industry can provide young women with a sustainable career, and a place to develop their skills and abilities. The ‘Field to Fork’ programme supported by the Queensberry Initiative in Dumfries and Galloway was highlighted as a good example of an innovative approach.

The Taskforce agreed that changing the perception of farming and crofting from a male-dominated industry to a professional career and business choice for women will lead to long-term cultural change for future generations. Promoting secondary school opportunities such as the Rural Skills programmes and modern apprenticeships specifically for girls, will be an important step in embedding change for the future.

The Taskforce heard that young people on farms, crofts and small holdings may be best placed to develop business planning skills and support succession planning. It was acknowledged within the Taskforce discussions that young women and men are equally represented in regional young farmer clubs. The 2017 research also found that the Scottish Association of Young Farmer Clubs was by far the most common source of leadership experience for women. However, the trend of young women then not moving on to leadership roles in the wider agricultural industry, was prominent (see Section 2).



## 8. Health and Safety

Agriculture is the most dangerous industry in the UK with the highest number of fatalities each year. It is dangerous for all family members including children. Concern about safety in agriculture was a recurring theme amongst the women interviewed in the 2017 research.

### Recommendations

- The Health and Safety Executive and Farm Safety Partnership Scotland must raise awareness of the health and safety risks to women, and how to reduce the risk of accidents on farms, crofts, and small holdings. Practical solutions must be provided and communicated effectively.
- Manufacturers of agricultural equipment must develop equipment which will improve women's safety.
- All educational agriculture courses must include an accredited module covering health and safety on farms, crofts and small holdings.
- The Health and Safety Executive should visit rural primary schools across Scotland to educate children about health and safety on farms, crofts and smallholdings.

### Specific Actions

- A minimum of two health and safety training programmes a year targeted at women should be run by agricultural organisations in receipt of public funding (e.g. Lantra, the Farm Advisory Service).
- Private enterprise should be encouraged to develop an innovation fund for the design of new equipment and clothing for women in agriculture to enable them to operate more safely.
- Providers of agricultural degrees and other land-based training must be required to ensure their students are graduating with the skills, knowledge and mandatory qualifications to farm safely (e.g. spraying, tractor driving, or quad bike certification).

### Key Taskforce discussion and supporting research

In the 2017 research, health and safety in agriculture was not an identified area for exploration. However, the topic was raised repeatedly by those interviewed and both men and women were of the view that women are more safety conscious than men. The 2017 research evidence did not always find this to be the case, as both men and women take risks on farms.

Women sometimes recounted taking risks to 'prove' that they could farm as well as men. Therefore, where women are trying to disprove gender stereotypes, this can have implications for health and safety. What makes agricultural health and safety so critical is that any 'near miss' could have been a fatality. Women discussed the importance of having the right equipment and infrastructure.

When this is in place they are better equipped to conduct work safely, for example:

“ I think well actually if this gating was all adjusted a little bit I could run that cow from there to there, lock it in the yoke, I don’t have to carry a six foot hurdle myself and pin it up, and move dung to get it in the right place.” #New entrant woman Orkney

It seems that if the right equipment is in place, then women and men, especially older men, can carry out work more safely. The need to give women’s farm safety more attention is underscored by the findings in the research that new entrant women often become the primary farmer when children are born, because their partner is often working full time off farm. Women in this study seem to be combining childcare with full time farm work:

“ I was out feeding beasts when she was about a week old!” #Young new entrant woman

The Taskforce also discussed the suitability of current health and safety information. Concerns were raised that available information is difficult to access and focuses primarily on risks. Practical solutions to known risks must be identified and effectively communicated.

The Taskforce considered health and safety to be a very important subject, not only for women, but also for the whole agricultural industry. This is an issue relevant to all members of the family and there was discussion on the vulnerability of older individuals and children. While our focus was primarily on health and safety relating to the needs of women on farms, crofts and small holdings, it is our view that agricultural health and safety needs wider consideration, for example in addressing the safety needs of older farmers or those with disabilities. Many of these solutions could overlap with health and safety provision for women farmers.



## 9. Crofting

The crofting sector is more gender balanced than the rest of agriculture. Proportionally, more women are the principal crofter than are the principal farmer. However, tenanted crofts can only be in the name of one tenant and typically, for a married couple, the man is the named tenant. Concern was raised in the 2017 research about women's access to the croft house in cases of divorce.

### Recommendation

- The Crofting Commission must address the perception and potential practice that crofting legislation disadvantages women, particularly in cases of divorce.

### Specific Action

- The Scottish Government, with input from the Scottish Crofting Federation, should work with the Crofting Commission to raise awareness about the rights and entitlements of women on crofts. This should include the preparation of fact sheets, several workshops, and information on relevant websites.

### Key Taskforce discussion and supporting research

Fourteen percent of crofts are run by women, and 66% are run by a woman and her spouse. In the 2017 research, women on crofts raised concerns about the rights of women on tenanted crofts. They reported that only one person can be named as the tenant, and in the case of heterosexual couples, it tends to be the man. There were concerns that in the instance of divorce, women would lose access to the family home because it is part of the croft:

- ■ Of course that's the problem with crofting is that under the Crofting Act you can only have a single human being, being a tenant...the majority of crofts are still tenanted and so if most crofts are tenanted and most of the tenants are men then in the case of something like divorce the wife has no rights whatsoever to anything because the whole croft including the house on which it is built is...still part of the croft...we don't have any title deeds to our houses for instance." #Older woman crofter

We considered whether there was need for an immediate change to the crofting legislation. Given the potential for a bill covering crofting interests in the future, we decided that this would be the best mechanism to use if legislative change is needed to provide greater equality within the crofting areas.

## 10. Cross-cutting issues for the agricultural industry in the future

Our remit was to tackle gender inequality in Scottish agriculture and to ensure that the potential of women in agriculture is realised, to better represent a forward-facing and resilient industry, and the 21st Century Scotland in which we live. In the course of our work, we sought to deliver on the Scottish Government priorities, including: a sustainable, productive thriving rural economy; inclusive growth; tackling inequality and providing a fairer Scotland for all.

During our deliberations we considered several areas that present barriers for women, but that are also broader questions that need attention to ensure the success of the Scottish agricultural industry going forward. In particular, new entrants, succession, and health and safety fell into this category.

**New entrants:** Every industry thrives by bringing in new blood, talent, and enthusiasm for trying fresh approaches to the business. While we considered how to increase the number of women new entrants, the industry needs a breadth of new people, men and women. We welcome the recent Scottish Government-supported Land Matching Service, which will provide more opportunities to bring ‘aspiring and retiring’ farmers and crofters together, while facilitating trusting relationships.

Initial starting points for aspiring new entrants can include directly approaching existing farmers, crofters and smallholders regarding job opportunities and the opportunities for seasonal lets, joint ventures, or agricultural tenancies. This requires confidence and trust between both parties and to support this, new entrants should receive appropriate training on business planning and communications. All these activities will be vital to the success of the industry going forward.

**Succession and tax planning:** As part of our remit, we were concerned that all too often daughters are not equally considered as potential heirs to the farm business. However, it emerged that succession and tax planning across the sector is generally poor, with businesses often not having identified the successor or having a will and appropriate paperwork in order.

Proper succession and tax planning are critical to business resilience. The cost to the business of the farmer dying intestate, or not having strategies for handling the tax implications of inheritance, pose significant risks to the industry going forward.



**Health and safety:** We considered the health and safety issues impacting women in agriculture. However, we are mindful that health and safety are issues of grave concern for the entire industry. Older farmers, crofters and small holders and young children are also particularly vulnerable groups. It is imperative that practical health and safety measures are improved and that behaviours change. Families need to be aware of their activities and make decisions that reduce the risks for all family members.

## 11. Next Steps

Throughout our work, we have aimed to be both ambitious and realistic in our recommendations. We believe that the agricultural industry will be stronger when women take their rightful place in the industry, but cultural change takes time. It should be expected that there will be some significant changes over the next five years, yet we know that other types of progress may take longer. The Scottish Government is committed to giving gender equality in agriculture the continued attention it deserves and needs for the overall well-being of the industry.

We are concerned that the way in which agricultural data is collected reinforces gender bias in the agricultural industry. Having to name one responsible person for the business reinforces the assumption that businesses are operated by one individual, or if by a number of people, there is a hierarchy of authority with one individual at the top. In both cases this is traditionally assumed to be a man. Agricultural statistics and applications for financial support or grants must accurately reflect current Scottish agricultural practice and not reinforce gendered assumptions.

### Recommendations

- The Scottish Government will review the gender assumptions underpinning how it collects agricultural data.
- The Scottish Government will undertake a full review of the impact of the recommendations contained within this report by the end of 2027.

We are confident that our recommendations will make a real difference. However, if significant and sustained change does not occur then we also recommend that the Scottish Government reassess what actions are required and consider more robust measures.

It will be important for everyone working in the agricultural industry to hold themselves and others to account to ensure that change is real and sustained. Equality and diversity will make our industry more successful. Making women's full contribution more visible and enabling their greater role in the agricultural industry will make it stronger. Ongoing monitoring of all recommendations will be vital, and the industry must co-operate with the Scottish Government to ensure data can be gathered to evidence change.



## Appendix A: Recommendations of the Women in Agriculture Taskforce

### Leadership

- Key Scottish agricultural organisations and businesses must undertake diversity and unconscious bias training to specifically support cultural change and address the imbalance in representation of women in their leadership groups.
- Steps must be taken by the Scottish agricultural industry to develop the skills, confidence and knowledge of women to secure leadership roles in agricultural organisations, ensuring they are perceived as assets to the boards they sit on and the organisations they represent.
- The Scottish Government will develop a Women in Agriculture Development Programme (WiADP). This should be an accessible Programme that delivers training and mentoring to support women in agriculture to build their confidence, enhance their business skills, and develop their leadership abilities. The Programme should be delivered through three specific but independent courses: personal development training, knowing your business, and leadership development. This should lead to a cohort of women ready to further develop their businesses or take up leadership roles in Scottish agriculture.

### The Equality Charter for Scottish Agriculture

- An Equality Charter for Scottish Agriculture will be established and mainstreamed into all Scottish Government agricultural and related policies. This will create a platform to support participating agricultural businesses and organisations in their commitment to gender equality.
- By the end of 2022, all agricultural organisations, bodies, and businesses seeking to participate in formal Scottish Government agricultural stakeholder groups must evidence compliance with the Equality Charter.
- The pilot of the Equality Charter for Scottish Agriculture will be assessed by 2022 and the Scottish Government will consider if further intervention measures are needed to ensure the aims of the Charter are delivered.
- The Scottish Government will review the impact of the Equality Charter for Scottish Agriculture by the end of 2027 using the methodology and measures of success developed during the 2019/2020 pilot.

### Training

- Rural Training Platform: The Scottish Government will support the proposal set out in the Skills Action Plan for Rural Scotland to develop a suitable digital platform and resource detailing existing education and training provision. This will support a collaborative approach to training provision among partners by 2021. Any resource should also be made available as a smartphone application.
- Agricultural industry influencers, key sector groups and training providers should encourage people, particularly women, to think about what skills they might have to offer, and what market there is for those skills. Identifying and encouraging potential future women trainers must be an integral part of training courses.

- All agricultural training providers must make their training accessible and inclusive and should use the guidance note developed by the Women in Agriculture Taskforce. Training providers must be encouraged to complete unconscious bias training.
- The Monitor Farm Programme must encourage and enable women to participate fully in Monitor Farm activities.

## Rural Childcare

- The Scottish Government and Local Authorities must increase the availability and access to formal and informal childcare in rural areas, to better enable women in the Scottish agricultural industry to engage in training, networking and to develop business opportunities.
- The Scottish Government and Local Authorities must consider how childcare services can be more closely tailored to suit demand in rural areas and costed accordingly.

## Succession

- Agricultural organisations and businesses must undertake more comprehensive and early planning for succession.
- The agricultural industry, especially at farm and croft and small holding level, must challenge the existing culture that views men as the heirs to the business.

## New Entrants

- The Scottish Government, its agencies and major agricultural organisations must promote and encourage innovative routes to access land and capital, to overcome recognised barriers for women new entrants.
- The Scottish Government, its agencies and major agricultural organisations, including education providers, must address the skills gap facing some women new entrants to agriculture in the areas of business skills and confidence.

## Health and Safety

- The Health and Safety Executive and Farm Safety Partnership must raise awareness of the health and safety risks to women, and how to reduce the risk of accidents on farms, crofts, and small holdings. Practical solutions must be provided and communicated effectively.
- Manufacturers of agricultural equipment must develop equipment which will improve women's safety.
- All educational agricultural courses must include an accredited module covering health and safety on farms, crofts and small holdings.
- The Health and Safety Executive should visit rural primary schools across Scotland to educate children about health and safety on farms, crofts and small holdings.

## Crofting

- The Crofting Commission must address the perception and potential practice that crofting legislation disadvantages women, particularly in cases of divorce.

## Overall Recommendations

- The Scottish Government will review the gender assumptions underpinning how it collects agricultural data.
- The Scottish Government will undertake a full review of the impact of the recommendations contained within this report by the end of 2027.



## Appendix B: Taskforce Biographies

<p><b>Co-Chair</b> Fergus Ewing MSP</p>		<p>Cabinet Secretary for the Rural Economy</p>
<p><b>Co-Chair</b> Joyce Campbell</p>		<p>Diversified hill Farmer in the far north of Scotland. Winner of the 2015/2016 AgriScot sheep farm of the year. Works closely with students and Rural Skills development courses.</p>
<p>Janelle Anderson</p>		<p>Regional &amp; Agri Affairs Manager, The Scottish Association of Young Farmers Clubs, lives on family farm in Aberdeenshire</p>
<p>Caroline Bysh</p>		<p>Director of Marketing, Digital and Communications at Scotland’s Rural College (SRUC)</p>
<p>Nina Clancy</p>		<p>Chief Executive of RSABI; Director SAOS and AgriScot with farming interests in the Scottish Borders</p>
<p>Sandy Hay</p>		<p>Bank of Scotland Area Director, Agriculture, Scotland representing the Bank on agricultural matters across Scotland</p>
<p>Patrick Krause</p>		<p>Chief Executive of the Scottish Crofting Federation</p>

Sarah Jane Laing		Executive Director Scottish Land & Estates, Lives on family farm in the Borders
Anne Rae MacDonald		Partner of an arable farming business in Easter Ross, Director of Highland Business Services Co-operative and board member of Cairngorms National Park Authority
Andrew Marchant		New entrant, tenant farmer, upland farm, Clonhie Farm, Nithsdale, Dumfriesshire (QMS Monitor Farm)
Andrew McCornick		A beef and sheep farmer from Wigtown, was elected as President of NFU Scotland in 2017
Dr Annie McKee		Social Researcher in Land Management, The James Hutton Institute
Professor Wayne Powell		Principal and Chief Executive of Scotland's Rural College (SRUC)
Professor Sally Shortall		Duke of Northumberland Chair of Rural Economy, Newcastle University
Dr Lee-Ann Sutherland		Research Leader, Social, Economic and Geographical Sciences Group, The James Hutton Institute

## Appendix C: Training leaflet



### Making agriculture training more accessible and inclusive: a checklist for trainers and training organisers

#### PREPARATION OF TRAINERS

Training organisers and trainers should be familiar with Equality and Diversity policy and should have undergone unconscious bias training themselves.

Women may be more responsive to female-led training interventions - where possible use a female trainer.

#### PREPARING FOR A COURSE

-  **Advertise:** publicise well in advance so cover can be arranged. Advertising should make it clear that all are welcome.
-  **Topics:** pick in-demand topics - a comprehensive list of training topics asked for by women in Scottish agriculture is **available**<sup>[1]</sup>.
-  **Participants:** should positive action be taken to ensure a gender balance? Would the course work better for women only? Should numbers be restricted to ensure more one-on-one training?
-  **Childcare:** consider local childcare facilities when choosing training locations.
-  **Venue:** localised training reduces travelling time. Can the training be done on a holding, or can it be delivered through a mix of online and practical sessions?
-  **Timing:** try to cater for family caring commitments. Do dates clash with the school holiday periods or the farming calendar? Can you offer a choice of weekday and weekend training?

#### ON THE COURSE

Consider the practical needs of attendees on the day. Use effective teaching aids, appropriate to physical strength. If the group is mixed gender, pay special attention to dynamics and try to involve women in practical training which may previously have been considered for males only.

[1] P.76 "Women in Farming and the Agriculture Sector".  
[2] <http://www.tax-free-childcare.info/>



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