Equality Outcomes and Mainstreaming Report

Equality Outcomes 2017-2021

Scottish Government
Riaghaltas na h-Alba
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The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, Regulation 4, requires that listed public authorities publish a set of equality outcomes which it considers will enable it to better perform the equality duty as set out in section 149(1) of the 2010 Act.

Sets of outcomes must be published every four years, with reports on progress published two years after the outcomes have been set. The Scottish Government's 2017 mainstreaming report included a new set of outcomes. This report provides a summary of progress over the period 2017-21.

A separate document provides information on the Equality Outcomes for the period 2021-25.

The suite of equality outcomes for 2017-21 cover the following themes:

1. Children Affected by Domestic Abuse and the Justice System

2. Participation in Decision Making (Ministerial Public Appointments)

3. Employment (both as a policy maker and as an employer)

   - Scottish Government Outcomes: Fostering an inclusive workforce culture
   - Scottish Government Outcomes: Increasing the diversity of our workforce

4. Mental Health

5. School Education

6. Violence Against Women and Girls

7. Social Security

8. Hate Crime

A summary of progress against each outcome is provided on the following pages.

OUTCOME 1: CHILDREN AFFECTED BY DOMESTIC ABUSE AND THE JUSTICE SYSTEM

This outcome aims to ensure that children affected by domestic abuse are increasingly recognised and supported in the justice system by 2021.

Work to achieve the outcome (2017-2021)

1. Equally Safe, Scotland's Strategy for preventing and eradicating violence against women and girls, was published in 2014 and updated in 2016. It sets out a vision of a strong and flourishing Scotland where all individuals are equally safe and protected, and where women and girls live free from all forms of violence and abuse, and the attitudes that help perpetuate them. The definition of violence against women and girls we have adopted explicitly includes children of all genders as subject to harm through violence. This plan aims to improve the lives and experiences of all children affected by violence and the ways of thinking that maintain it.

2. The Scottish Government Justice Directorate is focusing upon developing a victim-centred approach to the justice system through a coordinated approach within both the civil and criminal justice systems. We have established the Victims Taskforce, co-chaired by the Cabinet Secretary for Justice and the Lord Advocate, to improve support, advice and information for victims of crime and their families as they interact with the Scottish criminal justice system. The Victims Taskforce also includes a work stream chaired by Rape Crisis Scotland and Scottish Women's Aid to consider issues specific to victims of gender-based violence. https://www.gov.scot/news/victims-taskforce/

Domestic Abuse (Scotland) Act 2018

3. The Domestic Abuse (Scotland) Act came into force on 1 April 2019. The Act criminalises not only physical abuse but other forms of psychological abuse and coercive and controlling behaviour.

4. The Act reflects the fact that children are harmed by domestic abuse by providing for a statutory aggravation in relation to children. The aggravation is intended to ensure that the harm caused to children by domestic abuse can be reflected by the court when sentencing the perpetrator. The Act also places a duty on the courts in all domestic abuse cases to consider imposing a non-harassment order.

5. We worked with justice partners to ensure readiness for the Act's implementation and provided £825,000 to Police Scotland to support the training of 14,000 police officers and staff on the new legislation.

Children (Scotland) Act 2020

6. The [Children (Scotland) Act 2020](#) gained Royal Assent on 1 October 2020. The Act makes a number of changes to family law, in particular to further ensure that the child's best interests are at the centre of any contact and residence cases In cases involving domestic abuse, the Act provides further protections for victims and children during the family court process, and ensures that cases will be dealt with effectively and efficiently by the courts. The Act provides a prohibition on the personal conduct of a case in certain circumstances, such as in cases involving domestic abuse, and authorises special measures to be used in family court cases.

7. [Family Justice Modernisation Strategy](#) was published on 3 September 2019 at the same time as the Children (Scotland) Bill was introduced. This sets out other non-legislative work we are doing and also further longer-term work, including further work on protecting victims of domestic abuse and children.

Caledonian System

8. We have also invested over £22 million in the innovative and accredited Caledonian System domestic abuse programme providing **an integrated approach to addressing domestic abuse which combines a programme for male offenders with support services for women and children affected by domestic abuse.** In 2018-20, we supported the roll-out of the Caledonian Programme to a further six local authorities so that more male perpetrators of domestic abuse can receive specific rehabilitation services to address and challenge their harmful behaviours. 75% of the population of Scotland lives in local authority areas which deliver the Caledonian.

Safe and Together

9. As part of our commitments under Equally Safe, the Scottish Government is supporting the development of the 'Safe and Together' model of child protection in a domestic abuse setting in Scotland. Safe and Together is an American model that builds a framework for partnering with domestic abuse survivors and intervening with perpetrators to enhance the safety and wellbeing of children. The model is based on the concept that children are best served when we can work toward keeping them safe and together with the non-offending parent (the adult domestic abuse survivor). The Scottish Government has provided funding for Social Work Scotland to commission work with stakeholders to look at how best to deliver the model in Scotland. This has formed the basis for the development of new proposals to promote Safe and Together at a local and national level. This work has been underpinned by the US Safe and Together Institute's appointment this year of a new UK Lead. We will continue to work with the UK Lead and stakeholders to support work to roll out the model in Scotland.

Measurement Tools:

10. The Scottish Government monitors the effectiveness of legislation on an ongoing basis in conjunction with Police Scotland, COPFS and others with an interest. The Domestic Abuse (Scotland) Act provides that the Government must produce a report to Parliament on the first three years of the operation of the Act – including information on the use of Non-Harassment Orders and the child aggravation, broken down by court areas and court types. Data that we publish on police-recorded crime, criminal proceedings in Scottish courts, and COPFS and Police Scotland operational data will also be useful in monitoring the impact of the legislation including:

   - https://www.gov.scot/publications/recorded-crime-scotland-2019-2020/
   - https://www.copfs.gov.uk/images/Documents/Statistics/Domestic%20Abuse/Domestic%20Abuse%20and%20stalking%202019-20.pdf

11. An evaluation of the Caledonian System was carried out in 2016 and a further evaluation is expected by 2022. https://www.gov.scot/publications/caledonian-system-evaluation-analysis-programme-tackling-domestic-abuse-scotland-research/

12. The Children (Scotland) Act places a duty on the Scottish Ministers to complete a review on the ability of children to effectively participate in the making of decisions in family cases. The review must be completed no later than five years after the date of Royal Assent, and a report must be laid before the Scottish Parliament.

OUTCOME 2: PARTICIPATION IN DECISION MAKING (MINISTERIAL PUBLIC APPOINTMENTS)

This outcome aims to ensure that Ministerial public appointments are more diverse and broadly reflect the general population by 2021.

Evidence for achievement of the outcome (2019-21)

1. Public appointments are made on merit and follow the Ethical Standards Commissioner's the Code of Practice. Since this outcome was created in 2017 the Public Appointments Team have made changes to their processes and used data, management information and lessons learned to drive improvement in the appointments process. The team have delivered an outreach and engagement programme with the aim of increasing interest in public appointments and addressing the barriers that people from the protected groups face.

2. As a result we have seen improvements in the rate of applications from people from an ethnic minority background, disabled people and people under 50. Increasing the rates of people from protected groups applying for public appointments has generally increased since 2017. However, our data shows that aside from sex the rate of application does not have a direct correlation to the appointment rate for race, disability, sexual orientation or under-50s. This was identified early on in 2018 which is why work in 2019-20 focussed on understanding and addressing the barriers that exist for people from an ethnic minority background and people with a disability.

Applications received	Number of applications	Women	Race	Disability	Sexual orientation	Under 50
2017	2048	40%	7%	11%	5%	27%
2018	2832	43%	6%	9%	4%	28%
2019	2088	43%	9%	13%	5%	31%

3. The most significant improvement we have seen is that women now make up 50% of public appointees.

4. The number of appointment vacancies changes every year. The numbers of disabled people and people from an ethnic minority background applying and being appointed have improved every year.

Appointments made in the reporting year	Number of appointees	Women	Race	Disability	Sexual orientation	Under 50
2017	111	53%	2%	6%	5%	29%
2018	168	52%	4%	7%	7%	23%
2019	135	48%	6%	12%	4%	27%

5. The numbers of appointees has increased by 6.3% since 2017; the percentage rate of women appointed has improved during this time. The % representation of other protected groups has remained the same but numbers have increased to keep up with the increase of overall appointments.

Current Board Members and Chairs	Total	Women	Race	Disability	Sexual orientation	Under 50
2017	662	46%	3%	8%	4%	18%
2018	673	49%	3%	7%	5%	18%
2019	704	50%	3%	7%	5%	18%
2020	717	51.7%	3.5%	7.4%	4.9%	17.7%

OUTCOME 3: EMPLOYMENT (PART 1, AS A POLICY MAKER)

This outcome aims to ensure that employment inequalities, discrimination and barriers are reduced. Employment opportunities for women and ethnic minorities are increased and progress made towards reducing, by at least half, the employment gap between disabled people and the rest of the working age population.

Evidence for achievement of the outcome (2019-21)

1. The current **disability employment gap** in Scotland (the gap between 16-64 year olds without and with disabilities/long term health conditions who are in employment) is 32.6 percentage points (ONS, Jan-Dec 2019). This is an improvement since our baseline year in 2016 when the gap was 37.4 percentage points. We have committed to halving this gap by 2038. Based on the baseline data this means reducing the gap to no larger than 18.7 percentage points.

2. We published our first annual progress report on how we are meeting our commitments in *A Fairer Scotland for Disabled People – Employment Action Plan*, in March 2020: https://www.gov.scot/publications/fairer-scotland-disabled-people-employment-action-plan-progress-report/

3. Key work we have progressed and are planning over the next year include:

   • we have published a *Disability Recruitment and Retention Plan* for Scottish Government workers, including setting a target of 25% of new recruits being disabled by 2025: Recruitment and Retention Plan for disabled people;

   • we have established a Public Social Partnership (PSP) led by SUSE (the Scottish Union for Supported Employment) to support and advise employers around employing disabled workers;

   • we are providing £7.35 million this financial year to support vulnerable parents to enter and progress in work, including focussing specifically on disabled unemployed parents, through the Parental Employment Support Fund (PES) and the Disabled Parents Employability Support Fund (DPES) boost to this;

   • we continue to deliver our employability programme Fair Start Scotland (FSS) and have extended the contracts for another two years, focussing particularly on those with disabilities and long-term health conditions;

   • we have launched an Access to Work Stakeholder group in Scotland allowing Scottish voices for the first time to have direct input to this DWP policy and programme;

   • the DWP Specialist Employment Support (SES) was devolved to the Scottish Government in April 2020 and support is available through FSS intensive strand;

   • we have focussed our efforts on helping young disabled people access a range of opportunities and support, for example through the Young Person's Guarantee;

   • we will also be launching an employer-led campaign to provide practical, hands-on support to employers to support disabled workers, as well as potentially other equality groups.

4. The current **disability pay gap** is 8.3 percentage points in Scotland (latest figures, ONS, 2018). We report annually on the disability pay gap at a national level in our annual updates of A Fairer Scotland for Disabled People: Employment Action Plan, the first which published in March 2020.

5. We are committed to a review of the Scottish Specific Duties contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The intention is that this will strengthen public sector disability reporting.

6. We are working to ensure that fair and sustainable employment practices are applied by employers through Fair Work First, including monitoring the disability pay gap and ensuring remedial action is taken where required.

7. However, we recognise that COVID-19 is having a huge public health and economic impact in Scotland. The Scottish Government continues to reassess all planned work programmes in light of COVID-19, and is reprioritising activity where necessary. We remain committed to addressing inequalities in the labour market and continue to take action to try to minimise any negative impact of COVID-19 on disabled people in economic responses to the pandemic, as also set out in this year's Programme for Government.

Parental support package

8. In March 2018, we published No-One Left Behind: Next Steps for Employability Support which sets out the next steps we will take to deliver more effective and joined up employability support. The first phase of No One Left Behind, incorporating Activity Agreements (AA) and Scotland's Employer Recruitment Incentive (SERI), both of which have historically been delivered by local authorities, commenced in May 2019.

9. Building on the Scottish/Local Government Partnership Working Agreement for Employability and shared ambition for transformational change in the design, development and implementation of employability services, we will strive to support those who struggle most in the labour market**.**

10. We published our No One Left Behind Delivery Plan in November 2020, providing a renewed focus on partnership working across the employability system, building consensus with partners on the approach to be taken and providing clarity on future funding arrangements, timeline of implementation and governance of No One Left Behind.

11. In March 2018 the Scottish Government published 'Every Child, Every Chance', the first Tackling Child Poverty Delivery Plan due under the Child Poverty (Scotland) Act. It sets out a range of actions to be taken over the period from 2019 to 2022. We will invest £12 million, over three years, in a package of support to tackle child poverty by increasing parents, earned income.

12. This key-worker-based support will address barriers for parents entering work and supporting those in work to increase their earnings, targeting those family groupings identified at being most at risk of experiencing poverty. The Scottish Government is making further £2.35 million available in the 2020/21 financial year as a boost to the £5 million already allocated. This additional investment will focus on supporting local delivery across three key themes: £350,000 will be targeted at supporting young parents, £1 million will be targeted at supporting disabled parents (DPES, as mentioned above) and thirdly £1 million will be invested to maximise the impact of funded Early Learning and Childcare.

13. Scotland's devolved employability service, FSS, is also critical to meeting this ambition, offering pre- and in-work support to those who face barriers to finding employment, including disabled people and those at risk of becoming long-term unemployed. Participation is voluntary and by the end of June 2020, the service provided support to more than 24,300 people, with over 7,000 people entering employment.

14. The Scottish Government will shortly publish its second FSS annual report along with evaluation reports covering the second year of operation. The year 1 evaluation findings showed that of over 1,000 FSS participants surveyed, 92% of people who have used the service felt they were treated with dignity and respect, and 80% felt they had a choice about the type of support they received, with 78% of these respondents feeling the support offered improved their quality of life and wellbeing.

Action taken to improve labour market outcomes for minority ethnic workers:

15. 13 of the 25 projects funded under the Workplace Equality Fund 2019/20 target minority ethnic people.

16. We have developed a Minority Ethnic Recruitment toolkit which will be published at the end of this month. The toolkit draws on effective practice identified and aims to support employers to improve the recruitment of minority ethnic people.

17. The Skills Recognition Project team led by Dr Ima Jackson at Glasgow Caledonian University has developed a framework for a skills recognition service to enable people who have migrated to Scotland (including refugees and asylum seekers) to gain recognition and validation for the skills/qualifications achieved outwith the UK, and to overcome the signification issues of unemployment and under-employment.

18. The project is entering phase 4 which involves implementing the skills recognition processes for Scotland over a three-year period. This will include the set-up of the hub to plan, direct and manage all local, national and international engagement in skills recognition. It will be supported by case workers across Scotland to deliver the skills recognition process, along with an online service.

19. Our flagship Fair Work First policy is a key element of the Fair Work Action Plan and our broader purpose to increase wellbeing and create sustainable and inclusive growth. It aims to reward and encourage employers adopting fair work practice by attaching Fair Work criteria to grants, other funding streams and contracts awarded by and across the public sector. As such, we are asking employers to commit to:

- Appropriate channels for effective voice and employee engagement, such as trade union recognition
- Investment in workforce development
- Action to tackle the gender pay gap and **create a more diverse and inclusive workplace**
- No inappropriate use of zero-hours contracts
- Payment of the real Living Wage.

20. The Fair Work First criteria focus on addressing particular labour market challenges which, if improved, can make a real difference to workers, organisations and the wider economy.

21. Improving outcomes for and supporting young minority ethnic people access opportunities will be critical to the success of the Young Person's Guarantee. We continue to engage with equality groups as we implement the Guarantee to ensure that it delivers for young people from a minority ethnic background.

Action taken to increase employment opportunities for women:

22. We continue to progress the actions in our A Fairer Scotland for Women: Gender Pay Gap Action Plan published in 2019 which has over 60 actions to tackle the root causes of the gender pay gap. The Minister for Business, Fair Work and Skills continues to chair the Gender Pay Gap Working Group which monitors and reviews progress to make sure actions remain fit for purpose and, going forward, will ensure actions support women through our economic recovery from COVID-19.

Key work we have progressed include;

- We continue to fund **Close the Gap** to challenge and change employment practices and workplace cultures in Scotland.

- We have refreshed the gender and diversity element of the Scottish Business Pledge to encourage actions and measures to address all aspects of diversity and inclusion. Action to address gender pay gaps is now a core element.

- Of the 23 projects funded from the Workplace Equality fund, 17 projects reached the priority group of women (among other groups, due to intersectionality). One project focussed on introducing menopause policies and initiatives at a private sector employer. A learning event to disseminate good practice from the fund ran in September 2020.

- Together with the Hunter Foundation through our Social Innovation Partnership, we are supporting **Flexibility Works** with £175,000 to support employers to develop flexible and family-friendly workplaces.

- We are also funding flexible working experts **Timewise** with over £130,000 of funding in 2020-21 to support the development of a Flexible Work Programme for Scotland.

- We published Impacts of Covid-19 on Equality in Scotland analysis which shows how Covid is exacerbating existing inequalities and how labour markets impact will likely affect women disproportionately in the long term due to high employment shares in affected sectors. The analysis also looks at the impact on other population groups (which include women) such as those experiencing socio-economic disadvantage, disabled people and minority ethnic people.

- In April 2019 we published case study research into the ways that businesses can reduce their gender pay gaps, investigating the strategies they use and the barriers they face to help inform policy and guide businesses.

- We funded research on the career trajectories of mothers returning to work which will help us understand the barriers that mothers face when returning to work.

- In 2019, we funded WiSE Research Centre for Economic Justice to deliver a pilot project on 'Improving Gender Outcomes' in the Economy portfolio to improve the gender competence of analysts and policy-makers, particularly in relation to the labour market and economy.

- We are acting on the employment challenges faced by young women and our £60 million **Young Person's Guarantee** sets out our ambition that within two years every 16-24 year old will either be in paid employment, enrolled in education, involved on an apprenticeship or training programme, or engaged on a formal volunteering or supported activity programme. We will continue to work with equality groups as we implement the Guarantee and take action to advance the opportunities available to young women and address the challenges they face.

- The **National Transition Training Fund**, to be launched in autumn 2020, will support up to 10,000 people who have either been made unemployed or whose jobs are under threat, as a result COVID-19, access short, sharp and funded training opportunities that will equip them with the skills to help them transition into new employment in growth sectors and where there are regional job opportunities. The Fund will be crucial to supporting women, who we know make up high proportion of the workforce, in some of the sectors most deeply impacted by the pandemic; training providers will be encouraged to promote the offer to equalities groups, including women; and much of the training on offer will be delivered online, providing additional flexibility, which may be particularly advantageous to women with caring responsibilities.

OUTCOME 3: EMPLOYMENT (PART 2, AS AN EMPLOYER) – INCREASING THE DIVERSITY OF OUR WORKFORCE

1. Progress against our Equality Outcomes over 2019-21

1.1. Outcome 1: increasing the diversity of our workforce

This outcome aims to ensure that the Scottish Government workforce increases in diversity to reflect the general Scottish population by 2025.

We are gradually becoming a more diverse as a workforce and we currently meet this aspiration for gender (overall, although with further improvement needed at SCS) and sexual orientation but are falling short in our representation of people declaring a disability or as an ethnic minority. We have developed the Disability Recruitment and Retention Plan and Race Recruitment and Retention Plan to address these gaps.

1.2. Outcome 2: fostering an inclusive workforce culture

This outcome aims to ensure that the Scottish Government fosters an inclusive workforce culture and values the contribution of employees from all backgrounds.

We currently use the results of our People Survey across the following key themes as our measures for 'inclusion':

- Engagement Index
- The Inclusion and Fair Treatment score
- Bullying, harassment and discrimination levels.

We analyse these results by all protected characteristics and also intersectionally, across gender, disability and race.

The People Survey indicates that Scottish Government's Inclusion and Fair Treatment score was at its highest point in 2019 since the survey began in 2009. However, within the Scottish Government, the data shows that this experience varied across groups, with some groups having significantly poorer experiences than others.

This is also true of the People Survey's overall engagement score for the Scottish Government workforce. Poorer experiences relate to: sexual orientation (other), workplace adjustments (partial) and mental health (poor).

Bullying and harassment in the Scottish Government remained at 11% between 2018 and 2019 and was at its highest point since the survey began in 2009. The data shows that experiences of bullying, harassment and discrimination varies across groups, with some groups more likely to experience this than others.

In 2019, 'gender: I identify in another way' has emerged as a group that is more likely to have a poorer experience of the Scottish Government as a workplace.

People with a disability, mental health (poor), workplace adjustments as well as two ethnic groups (African and Black or Black British) are amongst those who are more likely to experience discrimination whilst working in the Scottish Government.

1.3. Next steps

For both equality outcomes, we recognise that there is still more to do. So we plan to retain both outcomes, changing the wording slightly of outcome 2, and expanding on the measures we use to report against our progress. For further information about these new outcomes, please see the separate outcomes document 2021-25.

Further detail about the work we have done to increase the diversity of our workforce and foster an inclusive workplace is set out in the rest of the mainstreaming report that is published alongside this document.

OUTCOME 4: MENTAL HEALTH

This outcome relates to the work being done over the ten years of the Mental Health Strategy, to achieve parity between mental and physical health.

Evidence for achievement of the outcome (2019-21)

Mental Health Strategy:

1. We have continued to progress work to deliver commitments within our Mental Health Strategy. The second progress update on delivery was published in November 2019.

2. Throughout the pandemic we have continued to progress work on some of the key actions within the Strategy. However, our core policy focus has moved towards our mental health response to covid-19. Our new Transition and Recovery Plan sets out over 100 actions, outlining how the Scottish Government will support mental health promotion and recovery from the pandemic. It recognises the need for targeted action for population groups who are likely to be disproportionately impacted by Covid-19.

'Mental Health – Scotland's Recovery and Transition'

3. As part of our work to refresh the EQIA for the Mental Health Strategy, we have been engaging with mental health organisations to further our understanding of mental health inequalities and assess the impact of policy on those with protected characteristics. While work to refresh the EQIA has paused due to the pandemic, in our Transition and Recovery Plan we have reaffirmed our commitment to embed human rights, equality and the voice of lived experience at the heart of our mental health approach.

4. In the Plan we have committed to establish an Equality Forum to help us identify the specific actions that we should take to address mental health inequality on an individual and structural basis.

5. We will continue to work with equalities and mental health organisations to assess the mental health impacts of Covid-19 on population groups who have been disproportionately impacted by the pandemic and will act on the issues identified.

6. As part of this, we will actively review what research is required nationally to further our understanding of the impact of the pandemic on those with protected characteristics.

7. Our Transition and Recovery Plan recognises that there are population groups who may be disproportionately impacted by the pandemic and may need targeted mental health support. The Plan includes specific actions to support the mental health of these groups including children, young people and families, older people and, women and girls.

Mental Health Research Advisory Group

8. In April 2020 we established the Mental Health Research Advisory Group to follow research developments to understand the medium- and long-term impacts of the Covid-19 pandemic on mental health.

9. The Mental Health Research Advisory Group was established in April 2020. The group, chaired by Professor Andrew Gumley, Director of the Scottish Mental Health Research Network, includes academics and public health experts from across Scotland.

10. The Group will support the development of our evidence-led mental health policy response to the pandemic.

Suicide Prevention

11. In 2018 we published Every Life Matters: Scotland's Suicide Prevention Plan. The National Suicide Prevention Leadership Group (NSPLG) was established to drive the implementation of the actions it sets out. Its most recent annual report was published in September 2020.

12. The Plan includes 10 actions including a commitment to identify and facilitate preventative actions targeted at risk groups including LGBT adults and young people, and Gypsy/Travellers.

13. A lived experience panel was established in September 2019 to inform the delivery of actions in 'Every Life Matters'. Since its first meeting February 2020, the panel has continued to meet virtually throughout the pandemic period to support the work of the NSPLG. Most notably, the views and lived experience of panel members were at the heart of developing Scotland's new suicide prevention campaign, United to Prevent Suicide.

Children and Young People

14. The Children and Young People's Mental Health and Wellbeing Programme Board was established in August 2019 to take forward the final recommendations of the Coia Taskforce.

15. The Programme Board has a set of 12 deliverables designed to ensure children, young people and their families receive the support they need, when they need it, underpinned by the values, principles and components of GIRFEC, and responsive to local needs and systems.

16. To facilitate input from children, young people and families an engagement officer was appointed to the Board. They have enabled children and young people with lived experience to shape and inform the development of the Board's deliverables.

17. After a temporary pause due to the Covid-19 pandemic, the Board are continuing to progress work on each of the 12 deliverables.

OUTCOME 5: SCHOOL EDUCATION

Within the longer-term outcome that every child and young person should thrive and have the best opportunity to succeed regardless of their social circumstances or additional needs, there will be progress by 2021 in the educational experience of those for which evidence indicates their success is impacted negatively due to a protected characteristic.

Evidence for achievement of the outcome (2019-21)

Race

1. We have identified Gypsy/Travellers as a priority group given their poor outcomes and educational experience. For example, data shows in 2016-17 to 2017-18, only 69% of White Gypsy/Traveller school leavers attained 1 or more qualification at SCQF level 3 or better (compared to 98% of all school leavers), only 73% went on to a positive destination.

2. 'Improving the lives of Gypsy/Travellers: 2019-2021' is a joint action plan which was published in October 2019. Scottish Government and Local Government are working together during 2019-21 to improve the lives of Scotland's Gypsy/Traveller communities.

3. Our action plan describes some of the key activities we will deliver during 2019-21 to help to make changes now and lay foundations for lasting change that will see an end to deeply-embedded inequalities.

4. We will produce more detailed delivery plans which set out who will be responsible for taking each of the actions forward, how they are doing this and when they will have completed it by.

5. Gypsy/Travellers aside, statistics (table 6) show a general improvement over time in school leaver attainment across the majority of ethnic groups although most saw a small decline in 2018-19 compared to 2017-18. Pupils recorded as Asian-Chinese continue to have the highest level of achievement; in 2018-19, 91.7% achieved one or more awards at SCQF Level 6 or better, compared to 60.5% of all leavers. Overall, attainment for the mixed/multiple, Asian and African/Black/Caribbean ethnic groups remain well above the average for all leavers.

Percentage of school leavers achieving 1 or more passes at SCQF Level 6 or better, 2017-18 to 2018-19
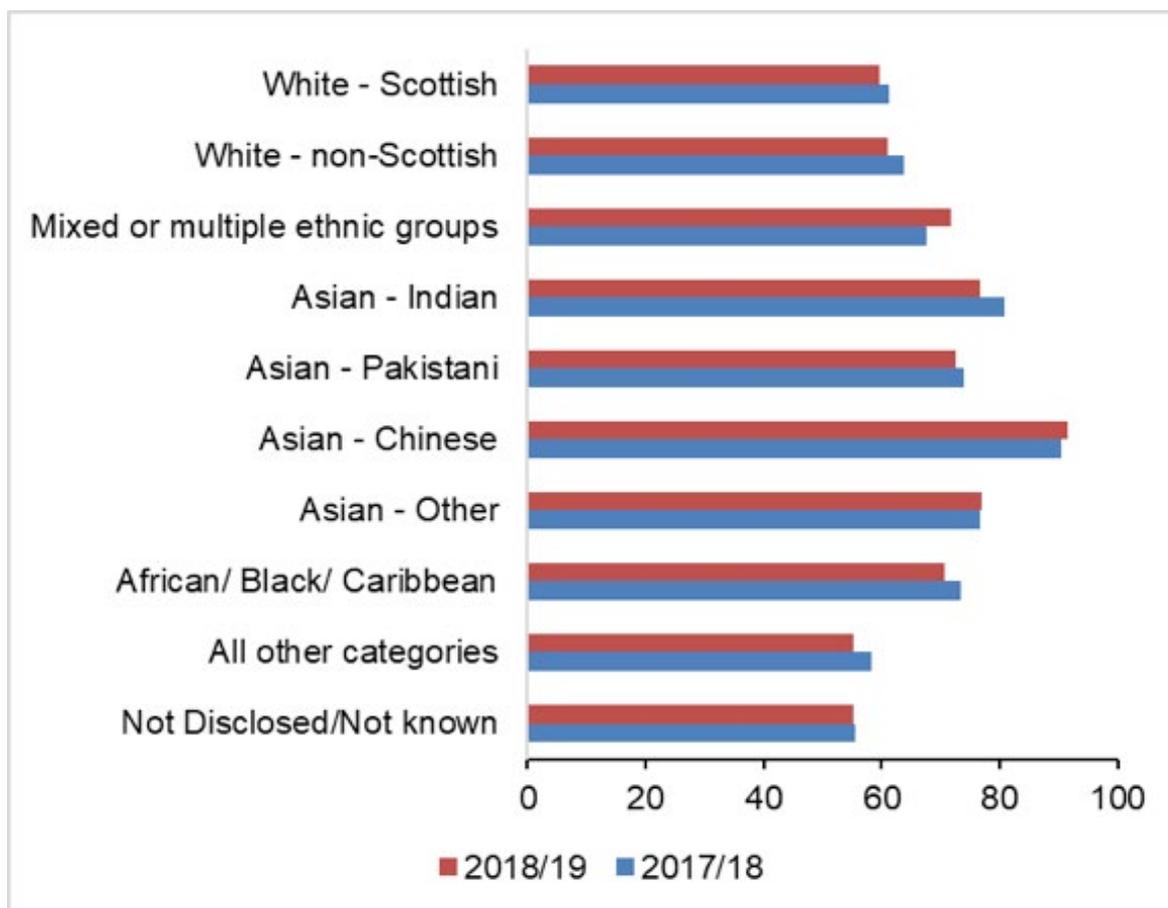
	2017-18	2018-19
Not Disclosed/Not known	55.5	55.3
All other categories	58.3	55.3
African/Black/Caribbean	73.5	70.6
Asian - Other	76.7	77.1
Asian - Chinese	90.3	91.7
Asian - Pakistani	74.1	72.7
Asian - Indian	80.8	76.7
Mixed or multiple ethnic groups	67.6	71.8
White - non-Scottish	63.6	61.1
White - Scottish	61.3	59.7

Source: https://www.gov.scot/publications/summary-statistics-attainment-initial-leaver-destinations-no-2-2020-edition/

6. Similarly, Achievement of Curriculum for Excellence (CfE) Levels 2018-19 statistics show a higher percentage of pupils of Asian–Chinese ethnic background are achieving the expected CfE level in numeracy compared to all other ethnic backgrounds. The data also shows minority ethnic groups overall, with some small exceptions, perform better than average in achieving expected curriculum levels in literacy and numeracy in primary and secondary stages.

7. Statistics show that for Asian and African/Black/Caribbean ethnic groups the percentage of school leavers in a positive follow-up destination is above the average for all leavers, although there have been (often marginal) falls in percentage rates compared to 2014-15. We continue to see a fall in exclusions across all ethnic groups. Pupil attendance has remained fairly stable across all ethnic groups.

Disability

8. For leavers that have been assessed or declared disabled, we are seeing faster rates of improvement in attainment and follow-up destinations than for their non-disabled peers. The percentage point difference in attainment over the five-year period from 2014-15 to 2018-19 is shown in the following table. Over the same period, the percentage of school leavers declared or assessed disabled with a follow-up positive destination improved by 1.5 percentage points, compared to a percentage point increase of 0.7 for their non-disabled peers.

Percentage point difference for school leaver attainment at SCQF Level 4 to 6, by declared or assessed disabled, 2014-15 to 2018-19

Declared or assessed disabled	1 or more at SCQF Level 4 or better	1 or more at SCQF Level 5 or better	1 or more at SCQF Level 6 or better
No	-0.2	0.0	0.5
Yes	1.5	4.4	4.4
All leavers	-0.3	-0.1	0.3

9. Using dyslexia as an example, we continue to see improvements in attainment and positive destinations, which are roughly comparable with rates of improvement for all leavers.

10. Overall exclusions across all characteristics continue to fall and for pupils assessed or declared as having a disability, the exclusion rate has fallen from 63 to 38 (cases per 1,000 pupils) since 2012-13. However, the rate of exclusions for pupils assessed or declared as having a disability continues to be substantially higher than that for other pupils. In 2018-19, percentage attendance for all pupils assessed and/or declared as having a disability was slightly lower than other pupils at 90.6% and 93.04% respectively. The equivalent figures for 2012-13 were 91.9% and 93.7%.

Sex

11. Overall it is an improving picture in terms of positive destinations and attainment for female and male school leavers.

12. Female school leavers are still more likely than males to be in a positive follow-up destination. In 2012-13, 91.7% of females went onto a positive destination, 2.3 percentage points higher than males. Since then the gap between males and females has fluctuated year to year, but never widened, and was 1.6 percentage points in 2018-19.

13. Females also out-perform males in attainment with the gap widening with increasing qualification level. In 2018-19, the gap in the proportion attaining 1 pass or more at SCQF Level 4 or better was 1.4 percentage points. At SCQF Level 5 or better it was 4.9 percentage points and at SCQF Level 6 or better it was 12.3 percentage points. The Achievement of Curriculum for Excellence (CfE) Levels 2018-19 data also shows that at all stages and across all four organisers, females continue to out-perform males.

14. The rate of exclusions for male pupils continues to be much higher than for female pupils, although we continue to see a decrease in exclusions for all pupils. Attendance rates for males and females remain very similar.

Gender balance and equalities in STEM

15. We continue to tackle the under-representation of women in Science, Technology, Engineering and Maths (STEM) courses and careers. Whilst there is a good gender balance in subjects such as Mathematics and Chemistry, challenges remain in areas such as Physics and Computing where female entries at Higher in 2020 were 27.5% and 17.6%, respectively, of the total entries in the subjects.

16. We published our STEM Education and Training Strategy in October 2017, and the second Annual Report of the Strategy in March 2020. The Strategy aims to build Scotland's capacity to deliver excellent STEM learning, and to close equity gaps in participation and attainment in STEM.

17. Education Scotland is leading on the commitment to extend and embed the Improving Gender Balance Programme nationally. A team of six dedicated Improving Gender Balance and Equalities (IGBE) Officers is working with schools and ELC settings to provide professional learning and ongoing support in delivering actions to tackle gender bias and improve gender imbalances in participation, subject choice and learner pathways.

18. Education Scotland published a suite of Improving Gender Balance Action Guides for teachers and ELC practitioners in 2019. A self-evaluation framework designed to support schools/settings to reflect, discuss and plan for an ongoing and sustainable approach to improving gender balance for all learners has been developed and will be tested over autumn 2020.

19. While this work is focused on gender and STEM, it is expected that the engagement and approaches adopted will bring awareness across to other subject areas and characteristics such as race, disability and deprivation.

Bullying

20. Local authorities are working closely with all their schools to ensure that they are using the updated Bullying and Equalities module on SEEMiS to record and monitor incidents of bullying. The list of characteristics that can be reported on within SEEMiS includes bullying based on race and racism, including culture.

21. An evaluation will be carried out in 2021 to assess how successfully and effectively the new system for recording and monitoring bullying incidents in schools has been introduced. This will be overseen by the Scottish Advisory Group on Relationships and Behaviour in Schools.

22. We continue to fully fund respect*me*, Scotland's anti-bullying service. respect*me* offer a programme of free training and webinars to adults working with children and young people across Scotland. The training provides delegates with an introduction to bullying behaviours and practical strategies which can be used to address bullying behaviour when it occurs.

Additional Support Needs

23. Despite challenging circumstances, children and young people with additional support needs are continuing to achieve:

   - 87.9% of 2018-19 school leavers with additional support needs had a positive follow-up destination, a 5.3 percentage point increase since 2011-12;

   - 69.8% of 2018-19 school leavers with additional support needs (ASN) left school with one or more qualification at SCQF level 5 or better, an increase of 14.5 percentage points since 2011/12;

   - 88.0% of 2018-19 school leavers with ASN left school with one or more qualification at SCQF level 4 or better, an increase of 5.1 percentage points since 2011-12.

24. Guidance which underpins the presumption to provide education in a mainstream setting was published in March 2019. The guidance aims to support: improved outcomes and the delivery of excellence and equity for all children and young people; meeting the learning needs of all children and young people ; and an inclusive approach which identifies and addresses barriers to learning for all children and empowers children and young people, parents and carers, teachers, practitioners and communities.

25. A review of the implementation of additional support for learning (ASL) was undertaken in 2019 and concluded with the submission of the report and recommendations to Scottish Ministers and COSLA in June 2020.

26. The report makes a number of recommendations to improve the educational experiences of children and young people with ASN.

27. These include: enhancing the support available to teachers and school staff to ensure they are equipped to help children and young people reach their full potential; directly involving children, young people and their families in decisions around ASL; and greater recognition and celebration of the achievements of pupils with additional support needs.

28. We are working in partnership with COSLA and ADES to agree actions to address the findings and recommendations. A full response will be published in autumn 2020.

29. The review will inform, and help us to build on, work that is already being taken forward to enhance the experiences of children and young people.

30. This includes our investment of an additional £15 million to improve implementation of additional support for learning across Scotland. The Scottish Government and COSLA have reached a joint agreement on the distribution of funding and a set of aims and principles for the delivery support for implementation of ASL.

31. A refresh of the Autism Toolbox, which was originally published in 2014, took place during 2019, with the refreshed version launched in November 2019. The work has been fully funded by the Scottish Government with Education Scotland leading the website development, and contributing professional advice and guidance.

32. The Autism Toolbox refresh streamlined the Toolbox content and ensured it is framed within a Scottish context; simplified the structure and content of the resources to improve access of use; ensured that teachers and support staff have an up-to-date and free-to-access resource designed to help them enhance support for learners with autism; ensured that it is mobile-responsive; and supported educational practitioners in their continual professional development on autism and inclusive practice.

33. Education Scotland have developed an Inclusion Module in 2019 to provide educational practitioners and local authorities with free professional learning resources which focus on an introduction to inclusion and equality within Scottish education.

34. A second module – 'Inclusion in Practice – The CIRCLE Framework: Secondary' has also been published in 2019 and will be followed by a third module focussing on primary education.

Some activity taken to address inequalities and inclusion, directly or indirectly, across a range of policy areas

- Work is underway to deliver the recommendations to embed LGBT inclusive education across the Scottish curriculum. This is being led by the LGBT Inclusive Education Implementation Group.

- Progress is also being made in delivering the recommendations of the PSE Review.

- A Gender-based Violence/Sexual Harassment in schools Short Life Working Group has been established taking forward a range of actions aimed at developing mutually respectful, responsible and confident relationships amongst children and young people. The Scottish Government committed to producing national guidance for schools which will set out the range of support and practical prevention and intervention measures available. Prevention and early intervention are key elements of an approach focussed on ensuring we get it right for all of our children and young people. The Short Life Working Group will identify effective practice, identify gaps, and develop a number of resources to support primary and secondary schools to address incidents of gender-based violence/sexual harassment.

35. We are continuing investment of £182 million in the Scottish Attainment Challenge in 2020-21, including £50 million for schools and local authorities with the highest concentration of deprivation to help close the poverty related attainment gap. As part of this, we have announced £250 million in Pupil Equity Funding over this year and next, giving headteachers much needed clarity on their funding allocations to support planning over the next two years.

36. We published an EQIA on the Scottish Attainment Challenge; an evaluation of the Attainment Scotland Fund which demonstrated it was supporting children and young people experiencing barriers related to protected characteristics; and findings from a survey of local authority views about the Pupil Equity Fund.

37. We published and revised Pupil Equity Fund National Operational Guidance (https://www.gov.scot/publications/pupil-equity-funding-national-operational-guidance-2020/) which, in line with Education Scotland's framework 'How Good is Our School?', made clear the need to promote equity by considering equality groups when planning support and interventions.

Next steps

38. We will continue to take forward the actions from the report 'Teaching in a Diverse Scotland: Increasing and Retaining Minority Ethnic Teachers' which will contribute to our Programme for Government commitment to increase the numbers of minority ethnic teachers by 2030.

39. We will continue to evaluate the Scottish Attainment Challenge, as set out in the evaluation strategy, and work to address clear gaps in evidence. The next evaluation report will publish in 2020. We will review the EQIA analysis as necessary to take account of new data or evidence to monitor its impact on equality groups.

40. The Scottish Study of Early Learning and Childcare (SSELC) will evaluate the expansion of ELC, examining the impact of the expansion on child development, parent employment and education, and family wellbeing. Baseline data on children and families currently using funded childcare has been collected, and analysis of this data has been published including breakdowns by gender, ethnicity, socio-economic background and long-term health conditions. The second part of the evaluation to examine the impact of the ELC expansion will resume once the expansion has taken place.

41. In August 2019 we published a draft strategic framework on out of school care for public consultation. The draft framework was produced with collaboration from key stakeholders including parents, children and professionals working in the sector. We want future policy on out of school care to be shaped by those who need it most, which is why we spoke directly to engaged parents of children with ASN to better understand the barriers they face in accessing childcare. We received 1,270 responses to the consultation, giving us rich understanding of the needs and preferences of children and families in terms of school-age childcare. The responses have been independently analysed and we will publish findings shortly. These findings will inform future policy development and our final strategic framework which will be published within this parliamentary term.

42. Education Scotland is working with schools to challenge unconscious bias in STEM. We will extend the successful Improving Gender Balance project across all school clusters by 2022.

43. Education Scotland will publish, in 2021, an Equality Action Plan as part of its Equality Strategy for 2021-24. This will include actions to improve gender balance in education.

44. We will produce more detailed delivery plans to support the 'Improving the lives of Gypsy/Travellers: 2019-2021' action plan which will set out who will be responsible for taking each of the actions forward, how they are doing this and when they will have completed it by.

45. Finally, we will also continue to pursue our gender equality ambitions in education and learning via the mechanism of the Deputy First Minister's Gender Equality Taskforce in Education and Learning. During 2020-21 we will continue to work with education and children's and equality stakeholders to ensure that girls and young women's experience of education is a gender-competent one.

OUTCOME 6: VIOLENCE AGAINST WOMEN AND GIRLS

The aim is that violence against women and girls is reduced, along with the harms of gender-based violence on women and their children.

Evidence for achievement of the outcome (2019-21)

In terms of reduction, current evidence provides an incomplete picture of trends. Reported incidents are on an upward trajectory; however, this may be due to increased awareness and confidence in reporting rather than greater prevalence.

Domestic Abuse

1. Levels of domestic abuse recorded by the police in Scotland have remained relatively stable since 2011-12, with around 58,000 to 61,000 incidents a year. The police recorded 60,641 incidents of domestic abuse in 2018-19, an increase of 2% compared to the previous year.

2. Where gender information was recorded, around four out of every five incidents of domestic abuse in 2018-19 had a female victim and a male accused.

Rape and other Sexual Crime

3. Between 2017-18 and 2018-19 sexual crimes increased by 8% from 12,487 to 13,547. The recording of these crimes is at the highest level seen since 1971, the first year for which comparable groups are available.

4. Sexual assault accounted for 38% of sexual crimes in 2018-19. This category has been on an upward trend since 2011-12, having increased by 76% since that time. This includes a 6% increase from 4,826 in 2017-18 to 5,123 in 2018- 19.

5. Rape and attempted rape accounted for 18% of sexual crimes. There has generally been an upward trend in these crimes since 2010-11 with rape and attempted rape more than doubling (increasing by 115% overall) between 2010-11 and 2018-19. This includes an 8% increase from 2,255 in 2017-18 to 2,426 in 2018-19.

6. Crimes associated with prostitution account for 2% of sexual crimes. Over the ten-year period from 2009-10 to 2018-19, these crimes have seen a large fall of 64%. There was a 73% increase from 136 in 2017-18 to 235 in 2018-19.

7. Other sexual crimes in 2018-19 accounted for 43% of sexual crimes. This category has been on an upward trend since 2010-11, having increased by 226% within that time, including a 9% increase from 5,270 in 2017-18 to 5,763 in 2018-19. All local authority areas recorded an increase in this category over the period from 2010-11 to 2018-19.

8. Where identifiable, the clear majority of victims of other sexual crimes were female and the vast majority of perpetrators were male.

9. The number of people convicted of a sexual crime is at one of the highest levels ever (1,215 in 2018-19, compared to 832 in 2009-10).

Public attitudes towards gender-based violence

10. The 2019 social attitudes survey on public attitudes towards violence against women findings surveys the attitude of the general public in relation to various forms of gender-based violence.

11. This research found that belief in certain rape myths fell significantly between 2014 and 2019. The proportion of people in Scotland who believed that a woman is not at all to blame for being raped if she wears very revealing clothing on a night out, or is very drunk, rose between 2014 and 2019. The proportion of people who felt that the woman is at least partly to blame for being raped in these two scenarios therefore fell. The proportions of people who 'agreed' or 'agreed strongly' that 'women often lie about being raped' and that 'rape results from men being unable to control their need for sex' also fell significantly between 2014 and 2019.

12. In 2019 around 7 in 10 (69%) felt that the woman is 'not at all to blame' for being raped if she wears very revealing clothing on a night out, or is very drunk. In 2014, only around 6 in 10 people (58%) thought a woman is 'not at all to blame' if she 'wears revealing clothing on a night out and then gets raped' with a similar proportion (60%) saying that a woman is 'not at all to blame' if she 'is very drunk and gets raped'.

13. The proportion who 'agreed' or 'agreed strongly' with the statement that 'women often lie about being raped' fell by 15 percentage points, from 23% in 2014 to 8% in 2019. Meanwhile the proportion who 'agreed' or 'agreed strongly' that 'rape results from men being unable to control their need for sex' fell by 9 percentage points, from 37% to 28%.

14. This research did not explore the possible reasons behind any changes in attitudes to violence against women and girls.

15. However, it did find that agreement with rape myths varied according to certain respondent characteristics in 2019. People aged under 65 were more likely than those aged 65 and over to say the woman was 'not at all to blame' for being raped if she was wearing revealing clothing or very drunk. Those with any formal educational qualifications, those who did not belong to any religion and those in the highest income households were also all more likely to say the woman was 'not at all to blame', compared to those with no formal qualifications, those who identified as having a religion and those in the lowest income households.

16. Holding stereotypical views on gender roles was also associated with being more likely to think the woman was at least partially to blame for being raped. Finally, respondents who had experienced unwanted sexual contact themselves were more likely than those who had not to say the woman was 'not at all to blame' if she was wearing revealing clothing, and women were more likely than men to say the same.

17. Detailed figures can be found in the research report.

We have taken forward a number of actions and interventions to help prevent and eradicate violence against women and girls.

Implementation of Equally Safe

18. In order to help us achieve our goal, we are implementing Equally Safe, Scotland's strategy to prevent and eradicate all forms of violence against women and girls. Our Delivery Plan was published in November 2017.

19. We aim to raise awareness of gender-based violence, dismantle the structural, cultural and societal contexts in which this violence occurs and challenge the attitudes and harmful attitudes and stereotypes that create the societal conditions for gender-based violence to flourish. We aim to increase confidence in reporting and shift public attitudes so that gender-based violence in increasingly recognised as unacceptable.

20. Our emphasis is placed firmly on a multi-agency and collaborative approach to preventing and eradicating violence against women and girls (VAWG) and we monitor implementation and progress of the strategy and delivery plan through various governance mechanisms which include a Joint Strategic Board, co-chaired by the Minister for Older People and Equalities and the COSLA Community and Wellbeing Spokesperson, and comprising senior representation from a range of stakeholders and partner organisations; a Joint Delivery Group which will meet to ensure that each agency is meeting its commitments under the Delivery Plan; a Stakeholder Advisory Forum; and an Experience Expert Panel to harness the voice of lived experience.

21. We have also established groups with more specialist focus and work streams including a Female Genital Mutilation Multi-Agency Working Group; a forced marriage network; a Victims' Taskforce for the Improvement of Services for children and adults who have experienced rape and sexual assault; and a Multi-Agency Group on Commercial Sexual Exploitation to develop steps designed to reduce the harm associated with this kind of violence, and to support women to exit and tackle in a holistic way issues that can lead to women and girls being exploited in this way.

Funding

22. Current funding levels of £12 million per annum from the Equality Unit is being maintained to tackle all forms of violence against women and girls. This has been used to fund a range of measures to tackle violence against women and girls and put in place better services and support for survivors. At the end of 2020, we will relaunch our Delivery Equally Safe Fund (paused due to Covid-19). Funding going forward will include enhanced monitoring of impact.

23. We invested an additional £1.5 million in front line services across Scotland to help rapid redesign and support for victims and survivors during Covid-19.

24. Women and children experiencing or at risk of violence and domestic abuse will have increased access to support, with £4.25 million of additional funding for charities and projects across Scotland to help with the response and recovery from Covid-19.

25. Since 2009 we have invested over £22 million in the innovative and accredited Caledonian System domestic abuse programme so that more male perpetrators of domestic abuse can receive specific rehabilitation services to address and challenge their harmful behaviours.

26. We have supported the roll out of the Caledonian Programme to a further six local authorities with an additional £2.8 million in 2018-20, meaning more male perpetrators will receive the right rehabilitation services to address the issues giving rise to their offending behaviour.

Legislation

1. [The Female Genital Mutilation (Protection and Guidance) (Scotland) Act](#), which strengthens the existing legislative framework for the protection of women and girls from Female Genital Mutilation (FGM). The Bill included two provisions for FGM Protection Orders and statutory guidance. The Bill was passed in March 2020 and the Act came into force at the end of April 2020. We are now working with stakeholders on the implementation of the Act and to consult on statutory guidance.

2. [The Domestic Abuse (Scotland) Act](#) commenced in April 2019 and creates a specific offence of domestic abuse that will cover not just physical abuse but also other forms of psychological abuse and coercive and controlling behaviour. We also ran a major national campaign to raise awareness of domestic abuse and coercive and controlling behaviour to coincide with the commencement of the Act.

3. Reports of domestic abuse in Scotland in 2019-20 were the highest for five years, figures released by the Crown Office and Procurator Fiscal Service show.

4. There were 30,718 charges reported in 2019-20 which were identified as being related to domestic abuse; the highest number since 2015-16, and 5.7% higher than in 2018-19.

5. The year coincided with the first year in force of the Domestic Abuse (Scotland) Act 2018, which created a new offence of engaging in a course of behaviour which is abusive of a partner or ex-partner. Over the year, 1,065 charges were reported under the Act, accounting for 3.5% of all reported domestic abuse charges, with 96% being prosecuted.

Interventions and evidence of impact

6. We have developed new online resource, the Domestic Abuse Awareness Raising Tool (DAART), which is available to help support people experiencing, or at risk of, domestic abuse. Aimed at professionals in the housing, social work, health, education and other sectors with an interest in the new domestic abuse legislation, the resource is aimed at improving understanding of coercive controlling behaviours.

7. The Scottish Government is also funding a partnership project by Scottish Women's Aid with Engender and the Improvement Service to develop a sustainable framework to strengthen and scale up VAWG training at local, regional and national levels. This framework, named Equally Safe in Practice, will support effective implementation of Equally Safe in everyday practice across public services.

8. We have supported Young Scot to develop the online resource 'It's not OK' which provides information on gender-based violence for young people and signposts to appropriate support services.

9. We increased our focus on prevention with a suite of interventions aimed at educating children and young people about gender-based violence, consent and healthy relationships. Current and relevant interventions include Rape Crisis Scotland's Sexual Violence Prevention Programme and Equally Safe at School, a 'whole school' approach to preventing gender-based violence in school.

10. Feedback from young people involved in the sexual violence prevention workshops continues to demonstrate high levels of accord with the messages of the workshops and that young people self-assess as having gained knowledge and understanding in relation to sexual violence.

11. Equally Safe at School has been piloted by Rape Crisis Scotland, with support from Zero Tolerance, in six secondary schools within 3 local authorities, enabling intervention materials and approaches to be refined. Evaluation partners at the University of Glasgow have conducted research with staff and students, and key learning about how best to implement the intervention has been built into a dissemination model. The model will be launched in time for the new academic year in 2021 and includes an online platform hosting the intervention, and training delivered locally by Rape Crisis centres.

12. We are supporting Close the Gap to develop the employer accreditation programme 'Equally Safe at Work'. The programme was piloted in seven local authorities between January 2019 and January 2020.

13. Throughout the pilot, qualitative and quantitative data was collected to measure whether the programme has been effective in progressing work on gender equality and VAWG. Key findings from the evaluation data included line managers' improving their ability to recognise the signs of VAWG, and more gender-sensitive employment practices.

14. We helped to support the development of an Equally Safe in Colleges and Universities toolkit which provides resources for colleges and universities to tackle gender-based violence on their campus. All institutions in Scotland are expected to adopt the toolkit and factor a gendered analysis into their approach to this issue.

15. The University of Strathclyde has published a series of rapid reviews into current interventions within colleges and universities and continues to hold regional events and workshops to look at 'what works' and disseminate learning within the sector to help improve practice.

16. We have published key messages for professionals working with children and young people on healthy relationships and consent.

17. We have refreshed and updated our Relationship, Sexual Health and Parenthood resource for teachers.

18. We have expanded the innovative Caledonian programme, extending its reach to 75% of the population. An evaluation study carried out in 2016 by the Scottish Government reported that the programme had contributed significantly towards making them feel safer.[1]

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1 https://www.gov.scot/publications/caledonian-system-evaluation-analysis-programme-tackling-domestic-abuse-scotland/pages/6/

19. The Scottish Government has also funded the Improvement Service (IS) to provide support to all multi-agency VAW Partnerships across Scotland to help them to measure the progress being made to implement Equally Safe at a local level and identify any areas for improvement. To support this, in May 2018 the Scottish Government, COSLA and the Improvement Service published the 'Equally Safe Quality Standards and Performance Framework'.

20. The improvement service collects data annually to assess progress against each outcome and to offer additional support and to identify and share good practice.

Future work in this area

21. We will continue to build on the actions detailed above in a number of ways.

22. We will take forward a review of the funding and commissioning of specialist domestic abuse and sexual assault services.

23. We will continue to explore how we can improve survivors' experiences in the criminal justice system and will explore new models for taking evidence from vulnerable witnesses such as the Barnahus model to explore how an immediate trauma-informed support for child victims of serious and traumatic crimes can operate within the context of Scotland's healthcare and criminal justice system.

24. We will continue to explore how to safely and effectively embed the principles of Safe and Together across relevant policy areas and agency interventions.

25. We are fast tracking our work with Scottish Women's Aid and Chartered Institute for Housing Scotland to develop a pathway to prevent homelessness for women and children experiencing domestic abuse.

26. We will develop our policy approach for multi-agency interventions for high-risk victims of domestic abuse.

27. We will develop a campaign to raise awareness of rape and other sexual crime, challenge public perceptions and hold perpetrators behaviours to account.

28. We will continue to explore policy interventions for non-court mandated male behaviour change programmes.

29. We will shortly be publishing the 2019 Social Attitudes Survey[2] which will enable us to assess the impact of our recent policy and interventions on public attitudes and perceptions to VAWG.

30. The publication of Scotland's first National Action Plan to tackle female genital mutilation in February 2016. Reports detailing progress since publication were published in 2017 and 2019. Multi-Agency Practitioner Guidance for agencies and others responding to FGM was published November 2017. We have established a national action group to oversee implementation of the action plan and ensure that every agency is delivering against its commitments.

31. We have published a Year 1 and Year 2 report on implementation of Equally Safe during the 16 days of action against gender-based violence in 2018 and 2019. It illustrated the progress made with our Strategy and highlighted our key achievements and progress. We will continue to build on this as we move forward and will publish yearly progress reports to measure our success.

2 Social Attitudes Survey VAWG

OUTCOME 7: SOCIAL SECURITY

This outcome aims to ensure that equality is at the heart of the development and creation of a devolved social security system for Scotland and we will design this in partnership with the people of Scotland.

Context

1. The Social Security Directorate that hosts Social Security Programme and Policy has responsibility for the design, build and implementation of Scotland's new Social Security System. Social Security Scotland, the Executive Agency which delivers the benefits, started in September 2018 and now delivers ten benefits for the people of Scotland, including the three Best Start Grant Payments and the new Scottish Child Payment, which opened for application in November 2020.

2. Social Security Scotland and the Social Security Programme will continue to work closely over the life time of the programme in order to make sure Social Security Scotland's services are delivered to a high standard, including making sure that equality is at the heart of the system.

Equality is front and centre to our approach

3. All aspects of the new system are developed in accordance with the legislative principles established in section 1 of the Social Security (Scotland) Act 2018. These principles establish a supportive, human-rights-based ethos for the Scottish system. Collectively these principles speak to the creation of a system with equality at its heart.

4. Our Charter explains in clear terms how Social Security Scotland and Scottish Government will uphold the principles, how we make sure that we are taking a human-rights-based approach to what we do and how we demonstrate dignity, fairness and respect in all our actions.

5. Our Charter was created with people and not for them. A 'core group' of people included those with lived experience of social security and a range of disabled people, while also being balanced by gender, age, and urban and rural dwellers. It also included people who are carers of disabled adults and children, a range of people from the LGBTI communities, single parents/carers, people in and out of work, a range of people from minority ethnic groups, including people with experience of the asylum process, and people for whom English is a second language.

6. There was also further research undertaken with a range of groups for whom participation in whole-day sessions in Dundee was not accessible, such as island dwellers, women who have experienced violence, and parents.

7. After Our Charter was published, a subsequent phase of co-design was used to develop the Charter Measurement Framework, which contains measures relating to the commitments set out in Our Charter, which will be reported on annually in Social Security Scotland's Annual Report.

8. Within Social Security Scotland our approach will also be guided our strategic objectives within our Corporate Plan and Equality Strategy and Outcomes. We completed a public consultation on our draft Mainstreaming Equality Outcomes in February 2020 and feedback from this led to the establishment of two Equality Networks and the work of each will inform the development of our strategy which will be published in 2021.

Experience Panels and Stakeholder Engagement Groups

Scottish Government Engagement

9. Within Scottish Government we have Experience Panels which are a programme of research involving over 2,000 panel members, the majority of whom are disabled or have one or more health conditions, and half of whom are carers. Scottish Government has been working with panel members since 2017 to inform key decisions in the design and delivery of social security in Scotland. In 2019 and 2020 the Experience Panels were re-opened to new members. We worked with a range of organisations to encourage registration from ethnic minority communities, young people, and people in remote rural places. Events were also run in island locations and with ethnic minority communities across Scotland.

10. As part of the Experience Panels programme of research, we run stand-alone research with marginalised, sensitive and dispersed groups who are less likely to join or be visible in the main Experience Panels. We have recently published our research with over 130 ethnic minority people from across Scotland which is informing work across social security. We also have 5 strands of research covering 16 'seldom heard' groups, covering groups such as Gypsy/Travellers, survivors of domestic and childhood abuse, and single parents. This research focuses on how social security in Scotland can meet the distinct needs of all of these groups.

11. Further informing our approach we also have the Disability and Carers Benefits Expert Advisory Group, who have provided a number of insights and recommendations on how equalities analysis could better inform social security policy, especially with regards to Young Carer Grant, the Coronavirus Carer's Allowance Supplement, and the case transfer of disability benefits.

12. There is also the Scottish Commission on Social Security, which is an independent advisory Non-Departmental Public Body, which provides scrutiny of the Scottish social security system. One of its main roles is to provide advice to Scottish Ministers to support them in achieving a social security service which is human-rights-based, respects the dignity of individuals and contributes to reducing poverty in Scotland.

Social Security Scotland Engagement

13. Within Social Security Scotland two Equality Networks have been created. The internal group will allow our people to help guide our approach to equality and drive forward positive actions. Our external network will provide that vital external stakeholder view, helping us interpret our data and comment on EQIAs.

14. Social Security Scotland also have a National Engagement Team who also work with a wide number of stakeholder groups to increase the visibility of the benefits that are available. Two examples of these are the Operations Reference Group and Inclusive Communication Stakeholder Reference Group. Both groups have provided advice on raising the awareness of Social Security Scotland and maximising benefit take-up, particularly amongst seldom-heard groups.

15. Specific initiatives we have been involved in include improving existing signposting guidance and new design pathways to signpost our clients to organisations and services that can help improve their financial circumstances and wellbeing as committed to in our Charter.

Accessibility and Inclusive Communications

16. Social security is a public service and an investment in people – it is there for anyone when and where they need it. No-one should experience stress when accessing the support they are entitled to, so Social Security Scotland's services are co-designed with people who have lived experience of the current benefits system so that they are easily accessible from application to appealing a decision, and there is no stigma involved in applying for and getting support.

17. User research and testing has influenced every aspect of the co-design of the benefits, from their easily understandable names, to the sensitive language used in application forms and guidance, to offering multiple easily accessible ways for people to make applications, to the processes we use to gather information on their behalf and, very importantly, to the way Social Security Scotland staff treat people, with dignity, fairness and respect embedded throughout our services.

18. Applications for benefits can be made online, over the phone and by post. We are also able to provide communications and correspondence in various formats such as Braille and Easy Read, and in various languages including Gaelic. Clients can also tell Social Security Scotland what their preferred communication channel, format and language is so that we can proactively communicate with them this way in any future interaction.

19. Social Security Scotland has also started work on the implementation of a local delivery service, which will be based across all 32 local authorities. Covid-19 has had an impact on the delivery of this service; however, we are already considering alternative methods of client contact such as video chat and client support via dedicated outbound telephony appointments.

20. We are also focused on embedding an inclusive communication approach across everything that we do. We have an inclusive communication internal coordination group and an external stakeholder reference group to help prioritise action and identify solutions. We are currently involved in a number of work streams and this includes the development of inclusive communication training for staff, Easy Read Standards, a set of organisational icons to aid understanding, and the redevelopment of the Social Security Scotland website.

Data collection and analysis

21. All clients are asked to complete an Equality Monitoring and Feedback form along with the application form for each benefit delivered by Social Security Scotland. This is completed online or over the telephone. The data collected is used to identify who is using the service and to investigate how Social Security Scotland processes work for different groups of people. Listening to stakeholder concerns we improved the collection of this data, and as of 9 December 2019, the equality monitoring questions were made mandatory, with a 'prefer not to say' option for each. The data was published for the first time in September 2020 and we intend on discussing the results with stakeholders so we can understand the trends and identify areas for improvement.

22. In addition to this, Social Security Scotland recently issued a survey to everyone who has received or applied for (and reached decision stage for) a benefit between September 2018 and July 2020. The results are published here and it provides information on the experiences of both successful and unsuccessful applicants, with the ability to analyse responses by protected characteristics.

Policy Development and Equality Impact Assessments

23. An EQIA is carried out by Scottish Government for each of the new benefits with stakeholder involvement to assess impact and suggest mitigating actions. For example, the brand-new Scottish Child Payment benefit is designed to tackle child poverty head-on and is estimated be benefitting up to 163,000 eligible children in 2021-22. We developed this in partnership with those with lived experience of the benefit system. Over 300 users participated in a range of user research activities across Scotland, and there was also a series of specific equalities events to consider the impact of the policy on those with protected characteristics, including with Inclusion Scotland, Fife Gingerbread, CEMVO Scotland and faith groups.

24. Social Security Scotland also uses the EQIA process to assess proposed changes to policy and services resulting from the impact of Covid-19. These include our virtual recruitment policy and the introduction of our web-chat facility for clients. All EQIAs are published on the Social Security Scotland website.

Our people

25. Within Social Security Scotland we are prioritising equality and inclusion in our recruitment practices. We engaged with Experience Panels to inform how we advertise our jobs, and how we support and interact with candidates and we also actively engage with equalities and employability groups to help us to raise awareness of our recruitment activity and improve our recruitment practices. We recognise that we need to go further in this area, and will be using our recently published workforce data to identify and influence our future approach.

26. In response to Covid-19 we have implemented virtual interviewing methods rather than face-to-face interviews. An EQIA was undertaken and this resulted in us offering alternatives where a video interview is not accessible or where the candidate does not have access to IT; for example, we can offer telephone interviews.

27. Continuing through to our learning approach we have worked with partners to provide training with the clients' experience at the heart of delivery. This has included successful collaborations with: Carers Trust; Alzheimer's Scotland and MECOPP in support of Carers Allowance Supplement; One Parent Families Scotland in support of the three Best Start Grant payments; and Sands Lothian in support of Funeral Support Payment. Feedback confirmed the impact of these sessions on how colleagues provide our service: *'Team managers stated that the main change in skill and behaviours in their teams following the training relates to soft skills, and the way the Client Advisors are able to apply the learning they obtained on dealing with bereaved clients from Sands Lothian and the L&D team.'*

OUTCOME 8: HATE CRIME

This outcome aims to ensure that people feel increasingly confident in reporting hate crime when they experience it or witness it; and that the prejudicial attitudes that drive hate behaviours are reduced.

Work to achieve the outcome (2017-21)

Tackling Prejudice and Building Connected Communities

1. In June 2017, we published the Tackling Prejudice and Building Connected Communities Action Plan[3] – an ambitious programme of work to tackle hate crime and build community cohesion. We established an Action Group, chaired by the Cabinet Secretary for Communities and Local Government, with key stakeholders to take this work forward. The key priorities identified by the Action Group are on victim support through raising awareness of hate crime and encouraging reporting, and the need to ensure better evidence and data around hate incidents and crime.

   We will publish a report on the progress of the Tackling Prejudice and Building Connected Communities Action Plan and work closely with a wide range of stakeholders to refresh the strategy later this year.

Reporting

In February 2021 we published the research report "A Study of the Characteristics of Police Recrorded Hate Crime in Scotland". the report shows that there were 6448 hate crimes recorded by the police in 2019-2020. Since 2014-2015 the number of hate crimes recorded has fluctuated between 6300 and 7000 crimes.

2. The annual statistics published by the Crown Office and Procurator Fiscal Service for 2019-20 showed that there had been an increase in the number of hate crime charges reported for all characteristics since 2018-19. This increase may reflect a greater willingness of victims and witnesses to report.

3. We are not complacent. We recognise that not all incidents of hate crime come to the attention of the police and encourage everyone who experiences or witnesses hate crime to report. Through our Tackling Prejudice and Building Connected Communities Action Group, we are continuing to work with all our partners, including Police Scotland the Crown Office, to consider how best to raise awareness and tackle barriers to reporting.

Hate Crime Awareness Campaign activity

4. We committed to develop a public awareness campaign in the Tackling Prejudice and Building Connected Communities Action Plan. In October 2017, we launched the 'Hate Has No Home in Scotland' campaign. The campaign evaluation[4] was positive and showed it was particularly successful among those who have experienced hate crime.

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3 https://www.gov.scot/publications/tackling-prejudice-building-connected-communities-scottish-government-response-report-independent/pages/5/
4 https://www.gov.scot/publications/hate-crime-campaign-2017-evaluation/

5. We launched the 'Letters of Scotland' campaign, in partnership with Police Scotland, in September 2018. The campaign evaluation[5] was positive and showed an increase in those who would claim to take action if they witnessed a hate crime.

6. In October 2020, we launched a repurposed version of the 'Letters of Scotland' campaign to address concerns raised by our stakeholders that hate crime had increased across all protected characteristics covered by hate crime laws.

We will continue to engage with key stakeholders in developing any future hate crime awareness campaign.

Hate Crime Charter

7. As part of the Accessible Travel Framework Delivery Plan[6], we have committed to implement a national Hate Crime Charter to ensure that all citizens can travel free from bullying and harassment on all modes of transport. This work aims to encourage the reporting of incidents whilst the wording of the Charter is intended to act as a deterrent to potential perpetrators, reminding them that hate crime is an offence and is punishable.

8. Three pilots were launched with Stagecoach, First Bus and Scotrail for a period of eight weeks over Christmas 2019. The initial results of this pilot indicated that it reached over 1.2 million people and that awareness had been raised amongst transport staff who feel better equipped to recognise and report hate crime.

9. Due to COVID-19, work on the Accessible Travel Framework and 2019-20 Annual Delivery Plan was paused at the end of March 2020; thus work on progressing the hate crime charter was also paused. In September 2020 the Working Group reconvened (Transport Scotland, Disability Equality Scotland, Police Scotland and SEStran) with transport providers involved in the pilot to discuss next steps. There continues to be an appetite to take this work forward and Disability Equality Scotland will lead the discussions working towards a soft launch of the Charter March 2021.

Hate Crime Legislation

10. The Hate Crime and Public Order (Scotland) Bill was passed by the Scottish Parliament on 11 March 2021. The Bill provides for consolidating, modernising and extending hate crime legislation, ensuring it is fit for 21st century Scotland. Hate crime legislation is an essential element of our wider approach to tackling hate crime. As well as recognising the harm hate crime has on victims, legislation sends an important message to victims, offenders and wider society that hate crime will not be tolerated.

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5   https://www.gov.scot/publications/hate-crime-campaign-2018-evaluation/
6   https://www.transport.gov.scot/publication/scotland-s-accessible-travel-framework-delivery-plan-for-2019-2020/#:~:text=Scotland%E2%80%99s%20Accessible%20Travel%20Framework%20-%20Delivery%20Plan%20for,which%20form%20our%20Scottish%20Transport%20Accessibility%20Steering%20Group

Definitions

11. In June 2017, the Scottish Government formally adopted the International Holocaust Remembrance Alliance's (IHRA) definition of anti-Semitism, including all the accompanying examples of contemporary anti-Semitism provided by the IHRA. The definition helps to bring some much needed clarity to what is often a complex issue. Formally adopting this definition demonstrates the Scottish Government's determination that there should be no place in Scotland for any form of anti-Semitism or religious hatred that makes our communities feel insecure or threatened in their daily lives.

12. We held a series of consultation events in September 2019 to seek advice and views from stakeholders in considering the UK's All Party Parliamentary Group's (APPG) on British Muslims' definition of Islamophobia. Unfortunately, due to COVID-19, this work is currently paused. However, consideration of whether we adopt this definition remains a priority and we will continue to engage with stakeholders in due course.

Places of Worship

13. We believe that places of worship should be places of peace and sanctuary and our faith communities should feel safe and secure when they visit them.

14. On 27 January 2020, the Cabinet Secretary for Communities and the Cabinet Secretary for Justice announced that we will be launching a £500,000 fund which will allow for places of worship to apply for funding to install a range of security measures to protect them against hate crime.

15. Unfortunately the timeline for the development of the scheme has been affected by the Covid 19 pandemic. December 2020 to January 2021 we provided faith organisations to provide their views on a draft design and also invited faith organisations and individual places of interest to register their interest in the fund to assess the likely demand. We aim to launch the scheme as soon as possible in 2021.

16. We hope that this funding scheme will provide reassurance to all faith communities and their places of worship that hate crime and prejudice will not be tolerated.

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Any enquiries regarding this publication should be sent to us at
The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

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