

**MINISTER FOR INTERNATIONAL DEVELOPMENT AND EUROPE
VISIT TO WARSAW
19-21 MARCH 2017**

[REDACTED]

BRIEFING NOTE 1

Breakfast briefing with Ms Sarah Tiffin, Deputy Head of Mission, UK Embassy in Warsaw

20 FEBRUARY 2017, 09:00 – 09:45

Key Messages	<p>[REDACTED]</p> <ul style="list-style-type: none"> • The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course. • We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK. • Thank the Embassy for its assistance in arranging the visit. • Learn more about the Embassy's priorities and the British-Polish Belvedere Forum (Annex A). • The Scottish Government greatly values its engagement with other European countries and welcomes efforts to develop business and trade links with Poland.
Who	<ul style="list-style-type: none"> • Ms Sarah Tiffin, Deputy Head of Mission, British Embassy in Poland <p>Ms Tiffin will move to Ireland this summer and serve as new DHM in the British Embassy in Dublin.</p> <p><u>Please note:</u> The Ambassador, Mr Jonathan Knott, is not available. He is in Hungary in his capacity as Chief Operating Officer of UKTI's Central Europe Network. During your visit <u>Ms Tiffin acts as charge d'affaires.</u></p> <ul style="list-style-type: none"> • [REDACTED], Head of External, EU and Economic Group, British Embassy in Poland.
What	<p>Breakfast briefing.</p> <p>Ms Tiffin will also attend your meetings with Polish ministers.</p>
Why	<p>To discuss your programme, engage with Ms Tiffin before your meetings</p>

	with Polish Ministers and learn about the work of the Embassy in Poland.
Where	Club area, 5 th floor of your hotel Regent Warsaw, Belwederska 23, 00-761 Warszawa
Official Support	[REDACTED] , Head of European Relations [REDACTED] , Deputy Private Secretary
Attached documents	Annex A: Core Brief Annex B: Biography Annex C: Ambassador Knott's Visit to Scotland – Key points

CORE BRIEF

Discussion Points

[REDACTED]

- Discuss programme in Warsaw and thank Embassy for its support in arranging the programme;
- Learn about the Embassy's priorities and current affairs in Poland. Particularly, opportunity to learn more about the British-Polish Belvedere Forum (below);

British Ambassador to Poland

Mr Jonathan Knott, British Ambassador to Poland, visited Edinburgh at the end of February 2017. He met with Cabinet Secretary Keith Brown, Karen Watt (Director for External Affairs) and Andrew McDonald (Director EMEA at Scottish Enterprise).

Mr Knott's visit had three main objectives

[REDACTED]

- Introducing himself to SG Ministers and officials;
 - Providing the SG with an overview of the business opportunities available in Poland;
- Engaging with representatives of the local Polish community (e.g. Polish Consul General)

[REDACTED]

British-Polish Belvedere Forum

The British Embassy in Warsaw organised the 1st British-Polish Belvedere Forum, 8-9 March 2017. This event brought together business leaders, communities, academics and journalists for a series of working groups and plenary sessions to expand the relationship between UK and Poland.

Both Sir Alan Duncan, Minister of State for Europe and the Americas, and Polish Foreign Minister Witold Waszczykowski attended and delivered key note speeches. Mr Waszczykowski underlined Poland's continued commitment to a strategic partnership despite Brexit and noted that the staging of the Forum illustrated the upgrading of bilateral relations from "good to great".

Poland-Scotland links

- The Polish Consulate in Edinburgh estimates there are now more than 90,000 Poles in Scotland.
- T&I - Scottish exports to Poland totalled £265 million in 2014 (ranked 22nd among all export territories). The UK is Poland's second largest trading partner.
- Scottish businesses doing business in Poland include: Souter Investments (bus services), Craig Group (shipping and energy), Ethos Energy Group.

Key Recent & Upcoming Ministerial Engagement with Poland

- You spoke by phone to the Polish Ambassador to the UK on Monday 13 March.
- The First Minister and Ms Hyslop will meet with the new Polish Ambassador to the UK, Mr Arkady Rzegocki, on 30 March 2017 in Edinburgh.
- Dr Allan gave a speech in Parliament to close a member's debate on hate crimes against Polish people.
- Ms Hyslop had a courtesy call with the then Polish Ambassador to the UK, HE Witold Sobków, in July 2016 to discuss the result of the EU referendum
- Ms Hyslop visited Poland (Warsaw & Krakow) in May 2014.

BIOGRAPHY

MS SARAH TIFFIN, Deputy Head of Mission, British Embassy in Poland



Sarah joined the FCO in 1988. She arrived in Warsaw in August 2013 to take up the post of Deputy Head of Mission.

In addition to Poland, she has been posted to Paris, New Delhi, Dublin and the UK Representation to the EU in Brussels.

Sarah has also worked in the FCO on Human Rights Policy, on Policy Planning, and on human resources.

She job-shared as Head of the FCO's East Africa, Great Lakes and Somalia Department. She has also been seconded twice to the Irish Government, most recently during the Irish Presidency of the EU.

Sarah speaks fluent French and hopes to master Polish. She is married to an Irish diplomat (currently posted as the Irish Deputy Head of Mission in Warsaw) and has three children.

[REDACTED]

BRIEFING NOTE 2

Interview with Bartosz Wielinski, Foreign editor at Gazeta Wyborcza

20 FEBRUARY 2017, 10:00 – 10:20

Key Messages	<ul style="list-style-type: none">• The Scottish Government is committed to deepening relations with Poland. The establishment of an innovation and Investment Hub in Berlin this year will provide a base from which to develop commercial ties further.• The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.• The people of Scotland must have a choice and the chance to decide our future in a fair, free and democratic way.• We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK• We value the contribution of the large Polish community living in Scotland and the important role it plays in enriching Scotland socially, culturally and economically. We continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain. The UK Government's pursuit of a hard Brexit, leaving not just the EU but the Single Market, presents a huge threat to jobs and prosperity in Scotland.• Leaving the EU would be a significant setback for equality and human rights in the UK. It is also essential that UK actions do not undermine or weaken wider European commitment to Human Rights. EU law and the European Convention on Human Rights currently provide a robust framework of guarantees. The EU has been particularly effective in confronting discrimination in a range of areas. We will do all that we can with the powers that we have to maintain these protections and continue to advance human rights and equality for everyone in Scotland, including resident Polish nationals.
Who	Bartosz Wielinski, Foreign editor at Gazeta Wyborcza
What	Interview with Gazeta Wyborcza, Poland's largest newspaper
Why	To engage with Polish media. Mr Wielinski has advised he intends to discuss the Minister's visit and referendum issues in Scotland.
Where	Club area, 5 th floor of your hotel Regent Warsaw, Belwederska 23, 00-761 Warszawa
Official Support	[REDACTED], Head of European Relations [REDACTED], Deputy Private Secretary
Attached documents	TOP LINES AND NARRATIVE ATTACHED SEPARATELY [A SOCIAL MEDIA PLAN WAS SENT BY COMMS SEPARATELY]

BRIEFING NOTE 3

Interview with Agnieszka Lichnerowicz, TOK FM radio

20 FEBRUARY 2017, 10:20 – 10:40

Key Messages	<ul style="list-style-type: none">• The Scottish Government is committed to deepening relations with Poland. The establishment of an innovation and Investment Hub in Berlin this year will provide a base from which to develop commercial ties further.• The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.• The people of Scotland must have a choice and the chance to decide our future in a fair, free and democratic way.• We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK• We value the contribution of the large Polish community living in Scotland and the important role it plays in enriching Scotland socially, culturally and economically. We continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain. The UK Government's pursuit of a hard Brexit, leaving not just the EU but the Single Market, presents a huge threat to jobs and prosperity in Scotland.• Leaving the EU would be a significant setback for equality and human rights in the UK. It is also essential that UK actions do not undermine or weaken wider European commitment to Human Rights. EU law and the European Convention on Human Rights currently provide a robust framework of guarantees. The EU has been particularly effective in confronting discrimination in a range of areas. We will do all that we can with the powers that we have to maintain these protections and continue to advance human rights and equality for everyone in Scotland, including resident Polish nationals.
Who	Agnieszka Lichnerowicz, TOK FM radio (+48507095761)
What	TOK FM is on Poland's leading stations
Why	To engage with Polish media.
Where	Club area, 5 th floor of your hotel Regent Warsaw, Belwederska 23, 00-761 Warszawa
Official Support	[REDACTED], Head of European Relations [REDACTED], Deputy Private Secretary
Attached documents	TOP LINES AND NARRATIVE ATTACHED SEPARATELY [A SOCIAL MEDIA PLAN WAS SENT BY COMMS SEPARATELY]

BRIEFING NOTE 4

Meeting with Mr Marek Ziolkowski, Undersecretary of State for Security, Eastern Policy, the Americas and Europe

20 FEBRUARY 2017, 11:00 – 11:45

Key Messages	<ul style="list-style-type: none">• The Scottish Government is committed to deepening relations with Poland. The establishment of an innovation and Investment Hub in Berlin this year will provide a base from which to develop commercial ties further.• After a positive campaign, Scotland has delivered a strong, unequivocal vote to remain in the EU, and the SG welcomes that. <p>[REDACTED]</p> <ul style="list-style-type: none">• The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.• We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK. We are not seeking to negotiate with Member States but rather to "inform".• The UK Government's pursuit of a hard Brexit, leaving not just the EU but the Single Market, presents a huge threat to jobs and prosperity in Scotland.• Leaving the EU would be a significant <u>setback for equality and human rights in the UK</u>. It is also essential that UK actions do not undermine or weaken wider European commitment to Human Rights. EU law and the European Convention on Human Rights currently provide a robust framework of guarantees. The EU has been particularly effective in confronting discrimination in a range of areas. We will do all that we can with the powers that we have to maintain these protections and <u>continue to advance human rights and equality</u> for everyone in Scotland, including resident Polish nationals.• We value the contribution of the large Polish community living in Scotland and the important role it plays in enriching Scotland socially, culturally and economically. We continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain.
Who	<p>Mr Marek Ziolkowski, Undersecretary of State for Security, Eastern Policy, the Americas and Europe</p> <p>Mr Ziolkowski is not an elected official and is not overtly political, but was appointed to his current post by the incumbent PiS government. He is interchangeably referred to as "Deputy Minister" or "Undersecretary of State" in written correspondence and press releases etc. However, <u>the custom is to address him as "Minister"</u> during personal introductions.</p> <p>Ms Sarah Tiffin, Deputy Head of Mission, British Embassy in Poland will attend too.</p>

What	Courtesy Meeting
Why	To discuss bilateral relations between Scotland and Poland and Scotland's Place in Europe.
Where	Ministry for Foreign Affairs <i>Aleja J. Ch. Szucha 23, 00-580 Warsaw</i>
Official Support	[REDACTED] , Head of European Relations [REDACTED] , Deputy Private Secretary
Attached documents	Annex A: Core Brief Annex B: Biography Annex C: Top Lines on Brexit and Independence Referendum Annex D: Poland's Reaction to EU Referendum [REDACTED] See also T&I briefing, pag. 54 T&I 4-point plan, pag. 56

CORE BRIEF

Top lines (more at Annex C)

- Irrespective of Brexit, the Scottish Government intends to strengthen the cultural, social and political links between Scotland and Poland.
- We continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain. Scotland is clear that the human rights of everyone (for example to family life and enjoyment of property) must be protected. We will work to secure those rights for Polish nationals resident in Scotland.
- The Scottish Government is determined to protect Scotland's national interests. Our compromise proposals, published before Christmas, have yet to be addressed by the UK Government; Scotland's efforts of compromise have been unheeded and, to date, the UK Government has not acted in good faith by giving our proposals any serious consideration.
- That is why the Scottish Government will take the steps necessary to ensure that Scotland has a choice of whether to follow the UK to a hard Brexit – or to become an independent country, able to secure a real partnership of equals with the rest of the UK and our own relationship with Europe.
- The people of Scotland must have a choice and the chance to decide our future in a fair, free and democratic way.
- We have and will continue to try to influence the UK Govt's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK.

Poland-Scotland links

- T&I - Scottish exports to Poland totalled £265 million in 2014 (ranked 22nd among all export territories). The UK is Poland's second largest trading partner.
- Strong cultural links. Scottish and Polish Governments provided funding for the Wojtek memorial project, located in the Princes Street Gardens.

Polish Community in Scotland

- The Polish Consulate in Edinburgh estimates there are now more than 90,000 Poles in Scotland. We greatly value their contribution to our society.
- SG is aware of anxiety amongst Polish citizens in Scotland and the rUK about their status following the result of the referendum.
- Dariusz Adler, Polish Consul General in Edinburgh, said that Poles living in Scotland felt more welcome and secure than those living elsewhere in the UK (*The Times*, 27 October 2016).

Equality: women's issues and human rights (more lines at note 16, 17 and 18)

- Scotland is committed to meeting its international human rights commitments and strongly opposes attempts by the UK Government to undermine the European Convention on Human Rights and the EU Charter of Fundamental Rights.
- Brexit negotiations must deliver human rights and equality safeguards, including for EU citizens resident in the UK.
- Equality for women is at the heart of the Scottish Government's vision for an equal Scotland and closing the gender pay gap is crucial for our Government.
- It is not acceptable in 2017 for women to be discriminated against, underrepresented in senior positions, including the boardroom, or subject to violence or abuse in any form.

Polish language in Scotland (see note 15, page 62 for more info)

Scotland is a culturally diverse country which values both its indigenous languages and traditions and the contribution made by individuals and communities who have come to Scotland from other countries. We are very much part of the wider European community of nations.

[REDACTED]

As regards the 1+2 policy we do not encourage one language over another but we are pleased to see interest in Scotland in a variety of languages as reflects local circumstances (which will help support children in learning a diversity of languages). We see Polish appearing in Local Authority strategies as the second additional language that is being offered from P5. Plans for implementation of L3 are at varying stages across the country and it is far from complete.

Key Recent & Upcoming Ministerial Engagement with Poland

- Dr Allan spoke by phone to the Polish Ambassador on 13 March.
- The First Minister and Ms Hyslop will meet with the new Polish Ambassador to the UK, Mr Arkady Rzegocki, on 30 March 2017 in Edinburgh.
- **Dr Allan** gave a speech in Parliament to close a member's debate on hate crimes against Polish people.
- **Dr Allan** met Mr Antony Kozlowski, vice-chair of the Polish Social and Educational Society in August 2016. Mr Kozlowski had sent a letter to the First Minister expressing concerns over the status of Polish citizens following the EU referendum result
- Ms Hyslop had a courtesy call with the then Polish Ambassador to the UK, HE Witold Sobków, in July 2016 to discuss the result of the EU referendum.
- Ms Hyslop visited Poland (Warsaw & Krakow) in May 2014.

BIOGRAPHY

MR MAREK ZIÓLKOWSKI, Undersecretary of State Security, Eastern policy, the Americas and Europe



Marek Ziolkowski graduated in philosophy at the University of Warsaw. He began his diplomatic career in 1991 as consul in Belarus. After the consulate in Minsk was converted into a Polish embassy in 1992, he served there as deputy head of mission until 1996. In 1997-2001, as deputy director and then director of the Department of Eastern Europe at the Ministry of Foreign Affairs, he was responsible for Eastern European affairs.

In May 2001 he was nominated Poland's ambassador to Kyiv, where he served until 2005. On his return to the MFA's headquarters, in 2006-2008 he worked as deputy director of the Security Policy Department, and then as director of Department of Development Cooperation (2008-2011).

In June 2012, the President of the Republic of Poland appointed Marek Ziolkowski as Poland's ambassador to Kenya and nine other East African states, as well as Poland's permanent representative to UNEP and UN Habitat.

Marek Ziolkowski is the author of many publications on Belarussians and Ukrainians in Poland. In 2008 he published his book "Projekt Ukraina". He was awarded the Knight's Cross of the Order of Polonia Restituta and the Ukrainian Order of Prince Yaroslav the Wise, 5th class.

- The Scottish Government's compromise proposals, published before Christmas, have yet to be addressed by the UK Government; Scotland's efforts of compromise have been unheeded and, to date, the UK Government has not acted in good faith by giving our proposals any serious consideration.
- If Scotland can be ignored on an issue as important as our membership of the EU and the single market, then it is clear that our voice and our interests can be ignored at any time and on any issue.
- That is why the Scottish Government will take the steps necessary to ensure that Scotland has a choice of whether to follow the UK to a hard Brexit – or to become an independent country, able to secure a real partnership of equals with the rest of the UK and our own relationship with Europe.
- The people of Scotland must have a choice and the chance to decide our future in a fair, free and democratic way.
- The First Minister has invited Parliament to agree that she open discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.
- In the meantime, the Scottish Government will continue to do all it can to protect Scotland's interests in Europe during the UK's negotiations to leave the European Union, and remains ready to engage with the UK Government on our compromise proposals for a differentiated position for Scotland and substantial changes to the devolution settlement.

As a government we have demonstrated that we are prepared to go the extra mile to reach a compromise; however it is clear that so far it is only the Scottish Government that has made any effort at a compromise or to secure an agreement

- It is crucial that the UK Government recognises that the UK is a multi-national state, not a single nation.
- The **Article 50 letter must include provision for differentiated approaches** to allow Scotland to enjoy **the benefits of the European single market in addition to – not instead of – free trade across the UK.**
- Although there was agreement from the Prime Minister to intensify joint work on the Scottish Government's proposals, time is running out for the UK Government if we are to have any prospect of reaching a UK-wide agreement before Article 50 is triggered.
- We have played a part in bilateral engagement with the UK Government in good faith, however that forum has to date fallen far short of delivering a genuine exchange or a serious consideration of our interests.

Our efforts at compromise have so far gone unheeded, and therefore we are taking steps to ensure that the people of Scotland will have a choice.

- The option of 'no change' is no longer available and the people of Scotland should have an informed choice over the nature of that change
- By asking the Scottish Parliament to agree that we should take forward the section 30 process for a referendum we are taking the necessary steps to make sure that the people of Scotland are able to exercise the right to choose their own future at the end of the Brexit process.
- The right time for that is between autumn 2018 and spring 2019 - when the terms of Brexit are known, but before it is too late to change course and before the impact of Brexit has taken effect.

The Scottish Government will continue to do all it can to protect Scotland's interests

- The Scottish Parliament voted by a clear majority for Scotland's place in the Single Market to be protected, and agreed that "alternative approaches within the UK should be sought that would enable Scotland to retain our place within the single market". We will continue to work to that mandate.
- We continue to be ready to engage with the UK Government on the compromise proposals that we published in December 2016; proposals to stop the disaster of a hard Brexit, which could cost 80,000 Scottish jobs within a decade and cost people an average of £2,000 in wages.
- We are also looking to the UK Government to agree a means by which the Scottish Government can play a direct and representative role within the negotiations with the EU.
- And we will do everything we possibly can, legislatively, practically and in every other sense to protect the rights of EU nationals in Scotland.

POLAND'S REACTION TO THE EU REFERENDUM

[REDACTED]

Mr Andrej Duda, President of Poland, said that his country intends to maintain the closest possible relations with Britain as regards economic, military and political cooperation. He added that the referendum result would not change the fact that Britain and Poland shared historical ties.

Mr Witold Waszczykowski, Polish Minister for Foreign Affairs, said that *"the UK will be outside the EU but nevertheless still connected to the Union. Consequently, the process of separation with the EU does not have to be forceful or rushed"* (28/06/2016).

Mr Mateusz Morawiecki, Deputy First Minister, said that Poland wants to play the role of the UK's intermediary in the Brexit talks, but tariff-free access to the Single Market will require concessions on the free movement of people. *"Our approach to Brexit is going to be very constructive. Poland could be a good friend for the UK [...] Poland will be in an intermediary position and we could help the UK to go through this process so the EU is kept together"* (05/08/2016).

Mr Morawiecki also said that Britain is likely to retain far-reaching access to the Single Market after it leaves the EU and to keep paying some kind of contribution to the EU budget. *"We believe that [...] while Britain will not be part of the Single Market, there will be no customs and we will try not to impose quotas on each other and in exchange Britain will participate in some way in the EU budget"* (01/02/2017).

Mr Jarosław Kaczyński, Chairman of the ruling Law and Justice Party, said that Poland will oppose punitive actions against the United Kingdom in the upcoming Brexit negotiations. *"Poland stands ready to help its old friend Britain reach the best possible Brexit deal"* (07/02/2017).

[REDACTED]

BRIEFING NOTE 5

Meeting and lunch with

Paul Gogolinski, Global Scots and St Andrews Foundation
Iain Leyden, St Andrews Foundation

20 February 2017, 12:00 – 13:30

Key Messages	<ul style="list-style-type: none">• The Scottish Government greatly values its engagement with other European countries and welcomes efforts to develop business and trade links with Poland.• The establishment of an innovation and Investment Hub in Berlin this year will provide a base from which to develop commercial ties further.• The Scottish Government is keen to build and strengthen the existing links we have with Poland through culture. We value the role of the Scottish diaspora in this effort.
Who	Paul Gogolinski, Managing Director, Total Fleet Solutions (GlobalScot) Iain Leyden, Country Manager, Turner and Townsend Mr Gogolinski and Mr Leyden are members of the Management Board of Scots in Poland (St Andrews Foundation) , an association promoting Scottish culture and supporting charitable causes in Poland.
What	Lunch Meeting
Why	To engage with leading members of the Scottish diaspora in Poland and learn more about the activities of the St Andrews Foundation. To discuss trade and investment opportunities for Scottish companies including export opportunities and scope for attracting additional Polish investment in Scotland.
Where	Dyspensa Restaurant Ul. Mokotowska 39, 00-551 Warszawa +48 22 629 99 89
Official Support	[REDACTED] , Head of European Relations [REDACTED] , Private Office
Attached documents	Annex A: Core Briefing Annex B: Biographies See also T&I briefing, pag. 54 T&I 4-point plan, pag. 56

CORE BRIEF

GlobalScot (narrative provided by SDI)

GlobalScot is a diverse network of business leaders, entrepreneurs and executives with a connection to Scotland and a strong desire to see Scottish businesses succeed locally and in the wider world.

Started by Scottish Enterprise in 2001, the network has helped transform the face of Scottish business, giving hundreds of emerging and growing companies in Scotland a head start to compete in a global marketplace. GlobalScots are experienced professionals who have built their reputations in the highest echelons of the international marketplace. Their insight and intelligence is invaluable to companies as is their background knowledge on the territories they are targeting. Their connections in the international marketplace can help open doors to new customers and suppliers, potential partners and key contacts.

Scots in Poland – St Andrews Foundation

The objectives of the St Andrews Foundation are to:

- promote Scottish cultural activities in Poland;
- provide financial support to selected Polish charities;
- run events with a Scottish theme such as the annual Caledonian Ball in Warsaw;
- promote good relations between Poles and Scots.

The managers of the St Andrews Foundation serve on a voluntary basis and don't receive any remuneration or benefits in kind from the Foundation.

The St Andrew's Caledonian Charity Ball held in November 2016 raised more than £36,000 for two selected children's charities.

The foundation is currently looking to to have more events in their calendar such as a Burns supper in January and Highland Games in the summer.

BIOGRAPHIES

PAUL GOGOLINSKI – GlobalScot, Managing Director of Total Fleet Solutions



Born 1960 in Aberdeen.

He is the owner and Managing Director of Total Fleet Solutions, an independent Fleet Management and Rental Consultancy.

Previous positions:

- 2010 – 2012 Managing Director, Business Lease Poland,
- 2004 – 2009 Managing Director, Daimler Fleet Management
- 2005 – 2008 Founder and First President of Polish Rental and Leasing Assoc.

[REDACTED]

IAIN LEYDEN – ST ANDREWS FOUNDATION



Originally from Airdrie in North Lanarkshire, educated at Glasgow University and Glasgow Caledonian University.

He worked for Mace Limited in London 1999-2002 and was transferred to Poland in 2001 to manage the construction of Zlote Tarasy (a €235M mixed-use office and shopping Centre project in Warsaw).

He started his own consultancy firm in 2005 called Caledonian Project Management, which peaked just before financial crisis and the following recession.

He has worked for real estate agencies, (King Sturge and Colliers International), and global construction consultancies (Turner and Townsend and Europtima), in Director, MD and Regional roles in CEE since 2008.

He is married to Polish-American Alex Leyden and has two kids aged 10 and 17.

BRIEFING NOTE 6

Meeting with Jarosław Sellin, Secretary of State for Culture and National Heritage

20 FEBRUARY 2017, 14:00 – 15:00

Key Messages	<ul style="list-style-type: none">• The Scottish Government is keen to build and strengthen the existing links we have with Poland through culture and hear about <u>Poland's plans to celebrate its Year of National Independence in 2018</u>.• Keen to learn from other countries as we develop our own Cultural Strategy, learn from Wroclaw as 2016 <u>European Capital of Culture (given Dundee's bid for 2023)</u> and highlight our work to promote the 70th Anniversary of the Edinburgh Festivals.• The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.• We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK. We are not seeking to negotiate with Member States but rather to "inform".• Leaving the EU would be a significant <u>setback for equality and human rights</u> in the UK. It is also essential that UK actions do not undermine or weaken wider European commitment to Human Rights. EU law and the European Convention on Human Rights currently provide a robust framework of guarantees. The EU has been particularly effective in confronting discrimination in a range of areas. We will do all that we can with the powers that we have to maintain these protections and continue to advance human rights and equality for everyone in Scotland, including resident Polish nationals.• Polish nationals remain welcome in Scotland and we continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain.
Who	Mr Jaroslaw Sellin , Secretary of State, Ministry of Culture and National Heritage
What	Courtesy meeting. Mr Sellin has required an interpreter . The SG will cover the cost.
Why	This meeting will provide an opportunity to further develop the relationship between Scotland and Poland through discussion on current and future cultural links between our countries.
Where	Ministry for Culture and National Heritage Ulica Krakowskie Przedmieście 15/17 00-071 Warsaw

Official Support	<p>[REDACTED], Head of European Relations [REDACTED], Private Office</p> <p>Ms Sarah Tiffin, DHM Warsaw, will attend this meeting too.</p>
Attached documents	<p>Annex A: Core Briefing Annex B: Biography Annex C: Background Information Annex D: Poland – Cultural Links</p>

CORE BRIEFING

Purpose of meeting

This bi-lateral meeting provides an opportunity to highlight current links between Scotland and Poland and strengthen our relationship by discussing potential areas for future collaboration, focusing on cultural engagement.

Polish language in Scotland (see note 15, page 62 for more info)

Scotland is a culturally diverse country which values both its indigenous languages and traditions and the contribution made by individuals and communities who have come to Scotland from other countries. We are very much part of the wider European community of nations.

[REDACTED]

As regards the 1+2 policy we do not encourage one language over another but we are pleased to see interest in Scotland in a variety of languages as reflects local circumstances (which will help support children in learning a diversity of languages). We see Polish appearing in Local Authority strategies as the second additional language that is being offered from P5. Plans for implementation of L3 are at varying stages across the country and it is far from complete.

Topics for Discussion

*Please note that further information on each of these topics is included in the Background Note at **ANNEX C**.*

- **Ask to hear about Poland's plans to celebrate its Year of National Independence in 2018.**

In 2018, Poland will celebrate the centennial of the restoration of its independence after the First World War. Major cultural celebrations are being planned to mark this centenary – a year-long programme running up to the actual date of 11 November 2018.

- **Highlight the development of Scotland's Cultural Strategy.**

The Scottish Government is currently developing a national culture strategy on the basis that culture impacts everything that we do as individuals, as communities and as a nation on the international stage; and delivers across a broad range of policy areas, for example, health and wellbeing. **As part of this process we are looking to gain learning from other nations on how they value and promote culture. It would therefore be interesting to hear:**

- How the Polish Government promotes the value of culture across the Poland and its effectiveness?
- Does Poland have a national policy on culture which effectively links to and support cultural policies at a local level?
- How do they recognise and value different cultural expression (particularly post-Brexit).

- **Explain how the Scottish Government is supporting the Edinburgh Festivals' 70th anniversary celebrations in 2017.**

In recognition of the 70th anniversary of the founding of Edinburgh's festivals, (the Edinburgh International Festival, the Fringe and the Edinburgh International Film Festival were all launched in 1947) the Scottish Government is providing an additional £300,000 of funding through the Edinburgh festivals EXPO fund. Each festival will develop its own celebrations of the anniversary and its specific expofunded projects.

- **Ask about the experience of Wroclaw as European Capital of Culture in 2016, particularly in relation to Scotland's bid for Dundee to become European Capital of Culture in 2023.**

The European Capital of Culture is a city designated by the European Union for a period of one calendar year during which it organises a series of cultural events with a strong European dimension. Preparing a European Capital of Culture can be an opportunity for the city to generate considerable cultural, social and economic benefits and it can help foster urban regeneration, change the city's image and raise its visibility and profile on an international scale. Dundee will bid for this title in 2023 when the European Capital of Culture will be a city from the UK.

- **Discuss other examples of successful engagement with Poland; Wojtek the Bear, Great Polish Map of Scotland and Digital Heritage.**

Wojtek the Bear

Wojtek the bear was the mascot of a company of the Free Polish Army in the Second World War. He was given a name, rank and serial number and fought bravely alongside the soldiers who adopted him as an orphan cub – even carrying munitions at the Battle of Monte Cassino in 1944. After the Italian campaign, he settled in Scotland with the Polish soldiers in a displaced persons camp, and when the camp closed in 1947 he settled in Edinburgh Zoo, where he lived until he died in 1963.

Polish Great Map of Scotland

The Polish Great Map of Scotland is a fifty metre wide, three dimensional map of Scotland which was built in the mid-1970s in the grounds of the Barony Castle Hotel, Eddleston near Peebles. The map was built as a thank you to the people of Scotland who hosted Polish forces in the area in 1940.

Digital Heritage

As part of follow-up to the Cabinet Secretary's visit to Poland in May 2014, a delegation of Polish officials paid a visit to Scotland in November 2014. The two-day programme included meetings at the Museum of Transport, GSA Digital Design Studio, National Museum of Scotland, the Digital Curation Centre in Glasgow and the Bannockburn Visitor Centre. The purpose of the visit was to showcase some of Scotland's use of technology in this field, with the aim of identifying opportunities for future cooperation between Scotland and Poland.

Following the visit, Prof. Małgorzata Omilanowska, Polish Minister of Culture and National Heritage, wrote to Ms Hyslop inviting a return study visit to Poland by Scottish officials in 2015. Ms Hyslop responded positively.

- **Highlight Scotland's first Historic Environment Strategy – *Our Place in Time***

Scotland's first historic environment Strategy (*Our Place in Time*) was published in 2014. Developed in close collaboration with a wide range of stakeholders, the Strategy sets out a vision, definition and desired outcomes for the historic environment as well as a set of overarching principles and strategic objectives which will help achieve the vision that we can better understand, protect and value our historic environment.

- **Discuss the work of Scottish artist Richard Demarco**

Artist and founder of the Traverse, Richard Demarco has built a long and respectful relationship with Poland. He has been in extended conversations with Scottish Government, National Galleries of Scotland (NGS) and Creative Scotland about his archives, which includes extensive Polish material. NGS are in discussions on distributing elements of the holdings in Summerhall of which there exist multiple copies to institutions around Europe, and there are several Polish institutions in mind.

BIOGRAPHY

Mr JAROSLAW SELLIN, Secretary of State for Culture and National Heritage



Biography

Jarosław Sellin was appointed Deputy Minister at the Foreign and Culture and National Heritage Ministry on 19 November 2015. He was elected to the Sejm, the lower house of the Polish Parliament, on 25 September 2005. He is a member of the Law and Justice party.

Education

After graduating from the University of Gdansk, Jarosław Sellin worked as a teacher, and later as a lecturer in history at the University of Gdansk.

Career

From 1990 to 1998, he was a journalist at a newspaper „Młoda Polska” [Young Poland]. In 1998, he was the government spokesperson in the Administration of Jerzy Buzek.

From 1999 to 2005, he was a member of the National Council of Radio and Television.

He served as Deputy Minister of State for Culture and National Heritage from 2005 to 2007.

During the presidential election of 2015, he served as the deputy campaign manager of President Andrzej Duda.

On 19 November 2015, Jarosław Sellin was once more appointed Deputy Minister at the Foreign and Culture and National Heritage Ministry.

Year of National Independence in 2018

- In 2018, Poland will celebrate the centennial of the restoration of its independence after the First World War. Major cultural celebrations are being planned to mark this centenary – a year-long programme running up to the actual date of 11 November 2018.

Increased funding for Culture

- In 2016, Jarosław Sellin, announced significant increases in funding for culture in Poland. Mr Sellin revealed that overall spending on culture would increase by 9.5 percent, while cultural heritage sites around the country would see the biggest boost in funding, with an increase of 50 percent relative to 2015. He stated that “overall spending on culture from the state budget in 2016 will be 9.5 percent higher than in 2015, with spending on art education up by 5 percent, university art education by 5.5 percent, and on culture and protection of cultural heritage by 13.5 percent.”
- Mr Sellin also announced that there would be a 100 percent increase in funding for a cultural programme entitled “Patriotism for tomorrow”.
- Mr Sellin disclosed these figures as he was laying out plans for the ‘Independence 2018’ programme. The programme will include the opening of new institutions as well as cultural events and street events “We want the hundred years of independence to be celebrated throughout 2018, and not just in November,” he stated, noting that the Polish History Museum would be one of the key projects for 2018, with PLN 11.6 million (approx. US\$2.9 million) allocated to it for 2016.

Scottish Government Cultural Strategy

- Culture impacts everything that we do as individuals, as communities and as a nation on the international stage; and delivers across a broad range of policy areas, for example, health and wellbeing.

Top Lines

- The Scottish Government is committed to the development of a culture strategy for Scotland which will be co-produced with stakeholders from across the sector.
- The Strategy will establish a high level framework of agreed aims and objectives with the principles of increased access, equity for all and pursuit of excellence at its core.
- Our culture has intrinsic value but also contributes both directly and indirectly to the health, wealth and success of our nation, defining Scotland as a diverse and distinct society with creativity and innovation at its heart.
- The strategy will foster connectivity and promote partnership working across the sector and beyond to build capacity, enhance skills and share knowledge in pursuit of the core principles.

Status of Cultural Strategy

- Early conversations have begun with stakeholders to scope out some of the key themes, issues and questions to which the strategy should respond. Informed by those early discussions, officials are currently designing the next phases of the strategy development process which will have an emphasis on effective stakeholder engagement to further scope, design and deliver the strategy through co-production.
- The estimated timetable for the publication of the Strategy is currently June 2018.

Edinburgh Festivals 70th Anniversary Celebrations in 2017

Toplines

- A **total of £2 million** will be invested in Edinburgh's Festivals in 2017/18 through the continuation of the Scottish Government's Expo fund with £1.8 million for festivals, including the Made in Scotland programme, plus £200k direct to Festivals Edinburgh.
- **An additional £300K of Expo funding** was provided to support Programme for Government investment to mark Edinburgh's 70th anniversary as a festival city in 2017.
- Since 2008 the Scottish Government Expo fund has provided the members of Festivals Edinburgh, with **over £19m** in funding [£19,280,401 up to 2017/18] and has allowed the Edinburgh Festivals to create a legacy of important new work.

Scottish Government Expo

- The Edinburgh Festival Expo Fund continues to provide an important opportunity build innovation across the festivals, to maximise the opportunities that Edinburgh's Festivals provide for the international promotion of Scottish artists of the highest quality and raise the international profile and exposure of the creativity of Scotland through ambitious projects involving Scottish artists and thinkers at Edinburgh's Festivals.
- Collectively, the projects funded in 2017/18 form a programme of high quality creative initiatives across all art forms. A number of the projects recommended demonstrate an expanded impact of Expo investment through Scotland wide touring and international partnerships.
- The Scottish Government Edinburgh Festivals Expo Fund recognises the exceptional creative talent that exists in Scotland and gives it an international platform on which to excel. It is available to all 11 festivals to support the development of Scottish-based

Edinburgh's Festivals are Scotland's world-leading cultural brands

- The Edinburgh Festivals play a key role in fostering Scotland as a nation where people are confident to express their creativity, and a nation that is confident in participating on the world stage.

- The Edinburgh Festivals act as **economic powerhouses** generating over a quarter of a billion pounds worth of additional tourism revenue for the Scottish economy (£313m) each year, according to the Edinburgh Festivals 2015 Impact Study.
- The Edinburgh Festivals attract **audiences of more than 4.5 million** annually putting them on a par with the FIFA World Cup, both being second to the Olympic Games.
- The Edinburgh Festivals, whilst distinctly Scottish, support our international outlook by offering highly prized platforms and showcases for performing companies and artists, thinkers and scientists from around the world. They also provide cultural platforms and forums for national and international debate

2023 European Capitals of Culture Programme

- A city from the UK is due to be European Capital of Culture (ECoC) in 2023 and a city from Hungary will be the other ECoC during 2023. At the moment Leeds, Milton Keynes, Nottingham and **Dundee** have expressed an interest in bidding to become (ECoC) in 2023. The UK has previously had two cities designated as the ECoC (Glasgow 1990 and Liverpool 2008). The ECoC is hosted by two EU member states each year with every third year an additional associate member state hosting the title.
- Dundee City Council's aspiration is to bid to become European Capital of Culture in 2023. They have put a considerable amount of time, effort and expense into scoping out their bid and are excited about the many benefits such a bid would generate in Dundee, Scotland, the rest of the UK and Europe.
- On 29 November 2016, following uncertainty about whether DCMS were going to launch the competition, Ms Hyslop wrote to her counterpart in the UK Secretary State for Culture, Karen Bradley. Ms Hyslop sought urgent clarity on the UK Government position on hosting the European Capital of Culture competition in 2023 and for confirmation of when DCMS will officially launch competition bids.
- **On 16 December 2016 DCMS announced a nationwide competition to find the 2023 European Capital of Culture. UK Government Culture Secretary Karen Bradley said:** *"This Government is committed to building an economy that works for everyone, so all parts of the United Kingdom can benefit from economic growth and prosperity. Celebrating the cultural heritage and innovation in Britain's cities is part of our plan for an outward-looking, globally-minded and dynamic country. The United Kingdom is leaving the European Union, but we are not leaving Europe. We want that relationship to reflect the kind of mature, cooperative relationship that close friends and allies enjoy."*
- **On 16 December Cabinet Secretary for Culture Fiona Hyslop said:** *"I wrote to the UK Government last month to establish whether it intended to go ahead with its commitment to be the host country for the 2023 European Capital of Culture Programme and for clarification on when the bid process would open. I am pleased that progress has finally been made which will help interested cities, including Dundee, develop their plans. Culture plays a valuable role in promoting outward-*

looking, welcoming and progressive values, which are more important now than ever.”

Aims

- The European Capital of Culture competition is designed to celebrate European citizenship promoting ideas, sharing knowledge and best practice across a range of global issues from climate change to demographic change and digitisation, using culture to unite nations across Europe. The programme sits within Creative Europe. The stated aims of the programme are to:-
 - Highlight the richness and diversity of cultures in Europe
 - Celebrate the cultural features Europeans share
 - Increase European citizens' sense of belonging to a common cultural area
 - Foster the contribution of culture to the development of cities
- 1.
- 2. In addition to this the event is an excellent opportunity for:-
 - Regenerating cities
 - Raising the international profile of cities;
 - Enhancing the image of cities in the eyes of their own inhabitants
 - Breathing new life into a city's culture
 - Boosting tourism

Competition Process/Criteria

- To be eligible to participate in the competition, the state of the bidding city has to be associated to the EU's Framework Programme Creative Europe. Currently EU Member States as well as EEA/EFTA states and candidates or potential candidates to join the EU are associated to the Creative Europe programme. Previously non-EU countries Norway and Iceland have hosted the title as associate members as part of agreements negotiated with the EU. There are legal implications in hosting or withdrawing – there is no certainty the other EU countries would allow the UK to host in 2023 if/once article 50 is triggered. UK lawyers are looking into all aspects and it is complex.
- Cities are chosen through a competition process, for the UK this is managed by DCMS. A cross-EU panel of experts will select the winning UK city to hold the ECoC title. For 2023 the first stage selection process and shortlisting taking place in autumn 2017, a final stage early in 2018, with a decision expected by summer 2018.
- Brexit may impact on the UK's ability to host the 2023 European Capital of Culture. The ECoC was devised in 1985 as a way to bring Europeans together by highlighting the richness and diversity of European cultures and raising awareness of common history and values. The 2023 slot is currently held for a full EU member state. However there are slots for non-EU countries associated with Creative Europe, so the UK could still potentially be given a slot in 2023 (with an administrative change) or another year as long as it remains formally associated with Creative Europe.

Successful Cultural Collaborations

Wojtek the Bear

- Wojtek the bear was the mascot of a company of the Free Polish Army in the Second World War. He was given a name, rank and serial number and fought bravely alongside the soldiers who adopted him as an orphan cub – even carrying munitions at the Battle of Monte Cassino in 1944. After the Italian campaign, he settled in Scotland with the Polish soldiers in a displaced persons camp, and when the camp closed in 1947 he settled in Edinburgh Zoo, where he lived until he died in 1963.
- **Background to memorial:** The Wojtek Memorial Trust was founded in 2009 with the aims of promoting public knowledge and understanding about Wojtek, his links with the peoples of Poland and Scotland, and their links with each other. The City of Edinburgh Council granted planning consent on 16 September 2013 to erect a statue of a Polish Soldier and Wojtek the Bear in Princes Street Gardens. The life and a quarter size statue is in bronze on a granite base. Alongside there is a 4m length bronze pictorial depicting the journey of the soldiers to Scotland. The Scottish Government provided a contribution of £20k towards the cost of the interpretation panel and hosted a reception in support of the Trust.
- On the 7th of November 2015, the Cabinet Secretary for Culture, Europe & External affairs, Fiona Hyslop MSP, joined representatives of the Polish Government, Edinburgh City Council, the Wojtek Memorial Trust, veterans, invited guests, and members of the public, in unveiling a memorial to Wojtek “the soldier bear” in Princes Street Gardens.

Polish Great Map of Scotland

- Polish Great Map of Scotland is a fifty metre wide, three dimensional map of Scotland which was built in the mid-1970s in the grounds of the Barony Castle Hotel, Eddleston near Peebles. The map was built as a thank you to the people of Scotland who hosted Polish forces in the area in 1940. The map is set in a sunken pit, flooded with water with fifty gravity powered water springs, marking the land’s lochs and rivers.
- **Background:** The map was the brainchild of Krakow-born Jan Tomasik (pron. Tomaashik), a sergeant in the 1st (Polish) Armored Division, who had been stationed in Galashiels and had married a Scottish nurse in 1942 after being treated in the town’s Peel Hospital for the effects of a wound.
- **Restoration:** Mapa Scotland formed in 2010 to restore and conserve the map. Category B-listed status was secured for the map in 2012. In September of the same year it was the subject of a debate in the Scottish Parliament sponsored by Christine Grahame MSP. (The proceedings were simultaneously translated into Polish; the first occasion they had been simultaneously translated into a language other than Gaelic.). Funding was raised locally, and grants given by Barony Castle LLP, BCCF Environmental, Consulate General of the Republic of Poland in Edinburgh, European Leader Fund, Heritage Lottery Fund, Scottish Borders Council and the Scottish Government.
- As of autumn 2016, all the major civil engineering tasks have been completed as well as landscaping and accessibility to the site. Information panels and a new viewing

tower have also been installed which has resulted in a large increase in visitor numbers; local, national and international.

Digital Heritage Connections – Polish officials’ visit to Scotland (Nov 2014)

- As part of follow-up to the Cabinet Secretary’s visit to Poland in May, SG Culture and Historic Environment Division coordinated in late November 2014 a visit from a group of officials from the Polish Department of International Relations, the Polish Cultural Institute, the Universities of Technology in Warsaw and Gdańsk, the National Maritime Museum in Gdańsk and the Museum of King Jan III's Palace at Wilanów.
- The two-day programme included meetings at the Museum of Transport, GSA Digital Design Studio, National Museum of Scotland, the Digital Curation Centre in Glasgow and the Bannockburn Visitor Centre. The purpose of the visit was to showcase some of Scotland’s use of technology in this field, with the aim of identifying opportunities for future cooperation between Scotland and Poland.
- Following the visit, Prof. Małgorzata Omilanowska, Polish Minister of Culture and National Heritage, wrote to Ms Hyslop inviting a return study visit to Poland by Scottish officials in 2015. Ms Hyslop responded positively.
- As a result of the visit, Dr Lyn Wilson, Project Manager of the Scottish Ten project, was invited to deliver a keynote address on the project at the Condition.2015 Conference in Gdańsk in May. This was a success, and Prof Marcin Klos from the National Maritime Museum in Gdańsk is keen to establish more formal collaboration with the project in 2015, to include funding partners from Norway also.

[REDACTED]

Scotland’s first Historic Environment Strategy – *Our Place in Time*

- Scotland’s first historic environment Strategy (*Our Place in Time*) was published in 2014. Developed in close collaboration with a wide range of stakeholders, the Strategy sets out a vision, definition and desired outcomes for the historic environment as well as a set of overarching principles and strategic objectives which will help achieve the vision that we can better understand, protect and value our historic environment.
- The key aim of the Strategy is:

“To ensure that the cultural, social, environmental and economic value of Scotland’s heritage makes a strong contribution to the wellbeing of the nation and its people”.
- The Strategy is for the whole historic environment of Scotland and is owned, not by Government, but by the people of Scotland.
- The Strategy provides a framework for all parts of the sector (and beyond) to work in partnership to deliver the Strategy’s common purpose, making effective use of the skills, experience and resources of all parties to realise the benefits of our historic environment.

- A governance structure was set up to help support delivery of the Strategy made up of an overarching Strategic Historic Environment Forum which is chaired by the Cabinet Secretary for Culture, Tourism and External Affairs; an Operational Group (now superseded by a new CEO Forum see para 7 below); and, a series of working groups which were set up to address specific issues affecting the historic environment.
- There has been considerable progress in realising the shared vision since the launch of the Strategy in 2014 through increased collaborative working across the sector. Key achievements to date include:
 - The creation of Historic Environment Scotland the new lead public body for Scotland's historic environment
 - Important new work commissioned on climate change and skills straining provision in Scotland.
 - The development and publication of a common statement on 'Landscape and the Historic Environment'.
 - Scotland's Historic Environment Audit published in 2014 & 2016
 - A draft Archaeology Strategy developed and published.
- With the establishment of Historic Environment Scotland (HES) the new body has assumed the lead role in co-ordinating and reporting on activity across the Strategic framework. HES has recently reviewed the delivery model and it has been agreed that the Operational Group will be replaced by a CEO's Forum made up of the Chief Executives of delivery partner organisations. This new group will report to the Strategic Forum and also provide a mechanism for monitoring progress, addressing issues and concerns, identifying common threads and emerging themes, and ensuring momentum is maintained.
- The aims of the various working groups which have been set up under the strategic framework are as follows:
 - Built Heritage Investment Group
To work collaboratively with public, private and voluntary sector partners to develop a national investment policy and plan for Scotland's historic built environment.
 - Climate Change Group
To work with public, private and voluntary sector partners to improve energy efficiency and climate change adaptation in traditional buildings.
 - Heritage Tourism Group
To work with public, private and voluntary sector partners to deliver the ambition and targets of the Heritage Tourism 2020 Strategy, People Make Heritage.
 - Local Authority Historic Environment Group
To consider how the historic environment is managed and maintained, including: the potential for existing and future delivery models; working together to empower local communities; and, examining the potential for shared services.

- Skills and Expertise Group

To work with public, private and voluntary sector partners to identify the existing and future skills needs of the sector and develop initiatives that address those needs.

- Volunteering Group

To demonstrate and promote the value of volunteering to the historic environment and establish mechanisms of engagement for the individual, communities and organisations.

The Work of Scottish Artist Richard Demarco

- Artist and founder of the Traverse, Richard Demarco has built a long and respectful relationship with Poland. He has been in extended conversations with Scottish Government, National Galleries of Scotland (NGS) and Creative Scotland about his archives, which includes extensive Polish material. NGS are in discussions on distributing elements of the holdings in Summerhall of which there exist multiple copies to institutions around Europe, and there are several Polish institutions in mind.
- These discussions include looking to the Polish cultural ministry providing a financial contribution towards the cost of this material being made available. A recent bid from the NGS for Heritage Lottery Funding for this project was unsuccessful.
- Richard Demarco was invited by Krzysztof Dudek, Director of The National Centre for Culture of Poland, to go to Poland in 2007 to visit Wroclaw, Cracow, Lodz and Warsaw, giving lectures on cultural perspective of modern Europe. He also talked about his archive and Polish artists who had attended the Edinburgh Festival – the largest arts festival in the world. (along with Professor Elaine Shemilt, Senior Lecturer, Duncan of Jordanstone College of Art, Dundee University, Richard Ashrowan and Alexander Hamilton, film-makers and his deputy, Terry Ann Newman)
- His contacts included: University of Warsaw; Adam Mickiewicz Institute; National Museum; National Centre for Culture Poland; Foundation for the work of Boguslaw Schaeffer; Muzeum Sztuki; National Film; Art University Poznan; Academy of Fine Art and Design; Director Museum of History; Shakespeare Theatre; Museum of Contemporary Art in Krakow; Cricoteka.
- Demarco has received numerous awards from Poland including awarded Polish Gold Order of Merit 1976; The Polish 'Bene Merito' Medal 2010; The Gold 'Gloria Artis' Medal of Poland 2012.

2017

- The Artistic Director of DOCUMENTA in 2017 - the most prestigious exhibition of contemporary art which takes place every five years in Kassel, Germany - is Polish critic and curator, Adam Szymczyk, who is including the work of a number of Scottish artists, including Douglas Gordon, David Harding and Ross Birrell.
- Following on from this Fablevision project **Govan/Gdansk – Riverside Solidarity** (January – December 2017) looks at the post-industrial waterfronts of two European cities, both experiencing problems and opportunities as they regenerate their shipyard areas. Beginning with four artist residencies the project will work through public art, community engagement and three interdisciplinary symposia - in January 2017 in Govan, to launch the project, in Gdansk at the midpoint, and on completion with a touring exhibition in Govan and Gdansk.

2016

- A grant of £5,000 was awarded by Creative Scotland to Polish Art Europe Ltd in October 2016 and was part of over £800,000 of National Lottery Funding provided through **Creative Scotland's Open Project Fund** to 40 recipients. This included individual artists and organisations working across the arts, screen and creative industries. The award goes towards funding for **Edinburgh's Play Poland Film Festival** - an annual showcase of Polish Visual Art and Cinema – which included screenings of contemporary Polish films and companion events including Q+As with artists and directors and a series of workshops.
- An exhibition Govan/Gdansk which links the shipyards of Govan in Glasgow and Gdansk in Poland and their post-industrial decline and resilience was shown at Street Level Photoworks, Glasgow from 4th June – 31st July 2016. The exhibition featured the work of 4 photographers from Poland, Scotland (Jeremy Sutton-Hibbert from Document Scotland), England and France respectively.
- The Marc Brew Company, founded by Scottish disabled artist Marc Brew, performed at the Teatromania Festival in Bytom, Poland on 22 May 2016.
- Wroclaw in Poland, alongside San Sebastian in Spain, was given the title of European Capital of Culture for 2016.

BRIEFING NOTE 7

VISIT OF WARSAW'S OLD TOWN

15:00 – 15:50

What	Brief walk and visit of Warsaw's Old Town.
Who	[REDACTED], Policy Officer at the British Embassy in Warsaw, will accompany you in a brief tour of Warsaw's Old Town.
Where	See map at Annex B
Official Support	[REDACTED], Head of European Relations [REDACTED], Deputy Private Secretary
Attached documents	Annex A: Warsaw's Old Town – Key Info Annex B: Map and things to see

WARSAW'S HOLD TOWN – KEY INFO

During the Warsaw Uprising in August 1944, more than 85% of Warsaw's historic centre was destroyed by Nazi troops as a repression of the Polish resistance to the German occupation. It was set ablaze, blown up. Colorful tenement houses were surrounded with battlements, and churches, palaces, the Market Place as well as the Royal Castle were all totally destroyed.

After the war, Poles undertook an amazing challenge. The decision to rebuild Warsaw as the country's capital city was taken as early as January 1945. Soon, a Capital Reconstruction Bureau was set up. Over five years, they reconstructed the most beautiful district of the capital city. The entire Old Town was exactly and meticulously restored with the preservation of original fragments of buildings.

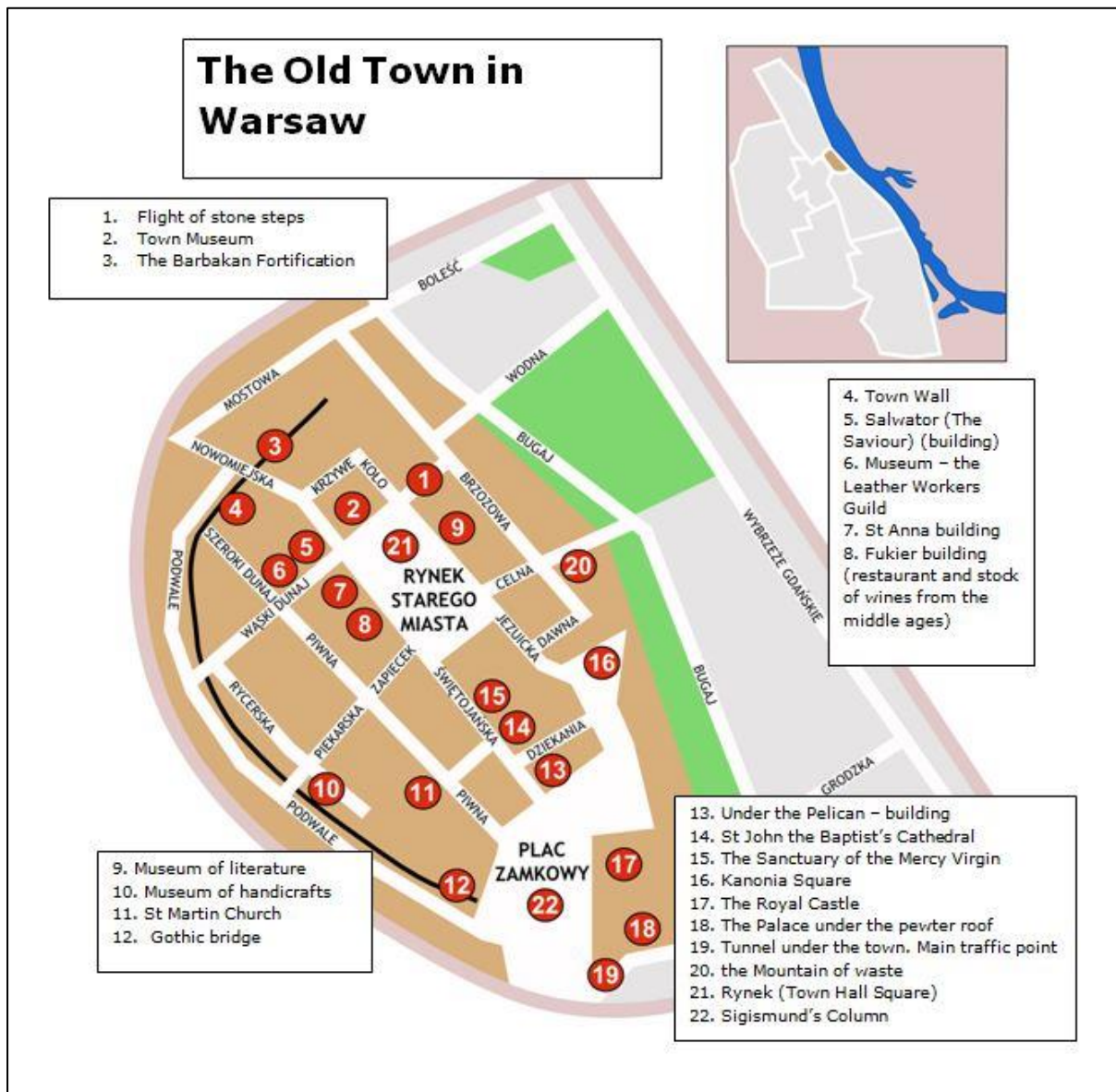
The reconstruction project utilised any extant, undamaged structures built between the 14th and 18th centuries, together with the late-medieval network of streets, squares, and the main market square, as well as the circuit of city walls. The reconstruction was possible due to preserved historic documentation, such as paintings and drawings by Canaletto.

The city was rebuilt as a symbol of elective authority and tolerance, where the first democratic European constitution, the Constitution of 3 May 1791, was adopted. The reconstruction included the holistic recreation of the urban plan, together with the Old Town Market, townhouses, the circuit of the city walls, the Royal Castle, and important religious buildings.

The Archive of the Warsaw Reconstruction Office, housing documentation of both the post-war damage and the reconstruction projects, was inscribed in the UNESCO Memory of the World Register in 2011.

The rebuilding of the Old Town continued until the mid-1960s. The entire process was completed with the reconstruction of the Royal Castle (opened to visitors in 1984).

MAP AND THINGS TO SEE



The Old Town Hall Square (21)

The Old Town Hall Square dates back to the 13th century where it used to be the centre of Warsaw's public life, hosting political speeches and executions. The buildings around it were wooden at the time, but what can be seen nowadays dates back the 15th century.

Royal Castle (17)

Warsaw's Royal Castle dominates the big Castle Square that marks the end of the historical Royal Route and the entry into the Old Town. It used to serve as the residence of the royalty between the 16th and 18th centuries, and since the last century it has been functioning as a gallery for the portraits of the Polish kings and a collection 18th-century paintings of Warsaw ordered by Poland's last king, S. A. Poniatowski.

Sigismund's Column (22)

Sigismund's Column, constructed in the middle of the 17th century, commemorates the Polish king Sigismund III Vasa who is known for having moved the capital from Krakow to Warsaw. The Corinthian column holds a bronze sculpture of the king with his armor that dominates the skyline of the Old Town. Similarly with the Royal Castle, the column was severely damaged during the war and reconstructed after it ended.

Church of St Anne (7)

One of the oldest churches in Warsaw. Completed in the second half of the 15th century, this Gothic church was a gift for the Order of St. Bernardine. It has been destroyed many times, and rebuilt in different styles each time. The current Neoclassical façade hides a rich baroque interior which includes some original elements: the main altar and three pairs of lateral ones, the organ and the pulpit are all from the 18th century. The church, which is located near the major universities of Warsaw (the University of Warsaw, the Academy of Fine Arts, the Fryderyk Chopin University of Music and Dramatic Academy) plays an important academic role.

Presidential Palace

If you walk down the Krakowskie Przedmieście street toward the Royal Castle, on the right side you will encounter the Presidential Palace, used from the 17th century until now by various noblemen and then all the Polish presidents. Its current look was determined in the 19th century, and that is why the neoclassical building glows with whiteness. The bronze monument standing in front the palace depicts prince Józef Poniatowski, the commander-in-chief of the Polish army during the difficult times of the early 19th century. This monument has been modeled after the Roman statue of Marcus Aurelius located on the Capitoline Hill.

BRIEFING NOTE 8

Roundtable at Polish Institute for International Relations (PISM)

20 FEBRUARY 2017, 16:00 – 17:15

Key Messages	<ul style="list-style-type: none">• After a positive campaign, Scotland has delivered a strong, unequivocal vote to remain in the EU, and the SG welcomes that. <p>[REDACTED]</p> <ul style="list-style-type: none">• The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.• We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK. We are not seeking to negotiate with Member States but rather to "inform".• The UK Government's pursuit of a hard Brexit, leaving not just the EU but the Single Market, presents a huge threat to jobs and prosperity in Scotland.• The Scottish Government is committed to deepening relations with Poland. The establishment of an innovation and Investment Hub in Berlin this year will provide a base from which to develop commercial ties further.• We value the contribution of the large Polish community living in Scotland and the important role it plays in enriching Scotland socially, culturally and economically. We continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain.
Who	Mr Slawomir Debski, PISM Director Mr Bartosz Wisniewski, Head of Research Office They will be joined by one or two PISM researchers dealing with European affairs, depending on their availability on the day.
What	Roundtable and discussion held under the Chatham House rule.
Why	To raise awareness with the Institute of Scotland's position on the outcome of the EU Referendum, our "Scotland's Place in Europe" proposals and our plan to give Scotland a choice as set out in the FM's speech of 13 March. To get the Institute's thoughts on the Brexit process and our plans to give Scotland a choice. [REDACTED]

Where	Polish Institute of International Affairs 1a Warecka Street, 00-950 Warsaw
Official Support	[REDACTED] , Head of European Relations [REDACTED] , Deputy Private Secretary
Attached documents	Annex A: Core Briefing Annex B: Biographies Annex C: Summary of Scotland's Place in Europe

CORE BRIEFING

Polish Institute of International Affairs

PISM is an analytical institution established by an act of Parliament in 1996 to carry out research and provide expertise in international affairs. PISM disseminates information on contemporary international issues and maintains contacts with academic and political centres in Poland and abroad. The Institute runs courses for public servants, maintains a library (open to the public; 165,000 books and journals), organises conferences, and publishes books, periodicals and documents on Polish foreign policy and international matters.

The funding for PISM comes from the budget. The director is appointed by the Prime Minister for a term of five years, following consultation with the minister of foreign affairs. The minister supervises the Institute and appoints its advisory council, which includes a representative of the President of the Republic of Poland, academics and officials.

SLAWOMIR DEBSKI, PISM Director

Sławomir Dębski is Director of the Polish Institute of International Affairs (PISM), a position he also held from 2007 to 2010. He is a historian and political scientist and was granted a PhD in history from Jagiellonian University in 2002.

Between 2011 and 2016, he was Director of the Centre for Polish-Russian Dialogue and Understanding and the Editor-in-Chief and part of the Editorial Board of the "Intersection Project". He has been a member of the Polish-Russian Group for Difficult Matters since 2008. He was Editor-in-Chief of the Russian-language quarterly *Evropa* as well as the bi-monthly *Polski Przegląd Dyplomatyczny* (Polish Diplomatic Review). He is the author of the book *Między Berlinem a Moskwą. Stosunki niemiecko-sowieckie 1939–1941* (Between Berlin and Moscow: German-Soviet Relations, 1939-1941), which won the Klio and an award from *Przegląd Wschodni* (Eastern Review), as well as articles and collections of sources on diplomatic history.

His key areas of expertise include Polish foreign policy, external policy of the EU, Russian foreign policy, German-Russian relations, NATO and global security, and the history of diplomacy.

BARTOSZ WISNIEWSKI, Head of Research Office

PISM research fellow between 2008 and 2013. Previously worked as market analyst with United Oilfield Services (an onshore oil and gas service company) and industry specialist responsible for aviation and oil and gas sectors with the International Trade Administration. Author and co-author of numerous reports, policy papers and academic research in area of U.S. foreign and security policy, US-Polish relations, energy in

international politics and international relations theory. Graduate of the University of Warsaw and the Warsaw School of Economics. Also, studied at universities in Mannheim and Frankfurt am Main. Fluent in English and German.

Introduction

On June 23, the people of Scotland voted emphatically to remain within the European Union. The Scottish Government has a clear mandate and the support of the Scottish Parliament to protect Scotland's future relationship with the EU.

We believe that the UK Government should accept that both Westminster and the Scottish Parliament, along with the other devolved administrations, must be fully involved in the negotiations as equal partners through discussions at the Joint Ministerial Committee.

Leaving the Single Market will impact negatively on Scotland's future social and trading relationships with the European Union; this could cost the Scottish economy up to 80,000 jobs and see real wages drop by £2,000 a year. The Scottish Government is determined to protect Scotland's place within the European Single Market and remains committed to the shared values that underpin the European Union: solidarity, cooperation and democracy.

Our Strategy

Through negotiating with the UK Government, we aim to protect Scotland's interests by

- Identifying a separate solution for Scotland which guarantees Scotland's membership of the European Single Market while remaining part of the UK, even if the remainder of the UK chooses to leave.
- Ensuring that the powers of the Scottish Parliament are fundamentally revisited to continue to protect Scotland's interests within the UK.

The Scottish Government's original priority was to influence the UK Government to maintain membership of the European Single Market for the UK as a whole. However, the UK Government has made it clear that it will be leaving the European Single Market. Nevertheless, we continue to believe that Scotland can maintain its membership of the European Single Market while the remainder of the UK leaves. Such a differentiated solution is based on examples from across the EU and would allow Scotland to remain a member of the European Single Market, while providing a structure for continued free trade and movement across the UK.

Further Powers

A consequence of the EU referendum is the need for a fundamental review of the powers of the Scottish Parliament to avoid excessive concentration of power at Westminster. Further powers are necessary in the following three broad areas:

- a) Matters which are no longer subject to EU Law and that currently sit within Scottish Parliament competence must remain the responsibility of the Scottish Parliament.
- b) Other areas of EU competence where devolution would allow the Scottish Parliament and Government to protect key rights in areas like employment, which are currently provided by EU membership.
- c) Further devolution to protect Scotland's interests, in areas like immigration and international engagement. This would also include the powers necessary for a differentiated solution for Scotland.

Conclusion

The Scottish Government seeks agreement from the UK Government that a differentiated option for Scotland, that will allow Scotland to remain inside the European Single Market, will be pursued in negotiations with the EU.

We find ourselves in an unprecedented position which is not of our making. It threatens our economy and our society and is incompatible with the kind of country we are now and want to be in future. We look to the UK Government to work with us in a creative and productive way to protect the interests of Scotland in its relationship with Europe.

Top Lines

- Although there was agreement from the Prime Minister to intensify joint work on the Scottish Government's proposals, time is running out for the UK Government if we are to have any prospect of reaching a UK-wide agreement.
- If it becomes clear that we are heading towards a hard Brexit, outside of the Single Market, the Prime Minister should be in no doubt that we intend to give the people of Scotland a choice over their future and on what kind of country we want to be.
- It is crucial that the UK Government recognises that the UK is a multi-national state, not a single nation; the Article 50 letter must include provision for differentiated approaches.
- As the UK Government is considering arrangements to take account of the particular circumstances of Northern Ireland and Gibraltar – they should also do so for Scotland.
- We embrace the so-called four freedoms and believe that, short of EU membership, full membership of the single market is the best outcome not just for Scotland but for the whole of the UK.
- Scotland should continue to be a member of the European Economic Area, even if the UK leaves the single market. This would safeguard social and environmental protections and would pave the way for additional close collaboration with the EU in other areas.
- A differentiated approach would allow Scotland to enjoy the benefits of the European single market in addition to – not instead of – free trade across the UK. There would be no need to make that choice.

BRIEFING NOTE 9

Interview with Polish Press Agency

20 FEBRUARY 2017, 17:45 – 18:15

Key Messages	<ul style="list-style-type: none">• The Scottish Government is committed to deepening relations with Poland. The establishment of an innovation and Investment Hub in Berlin this year will provide a base from which to develop commercial ties further.• The First Minister has invited Parliament to agree that she opens discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.• The people of Scotland must have a choice and the chance to decide our future in a fair, free and democratic way.• We have and will continue to try to influence the UK Government's position on the terms of leaving the EU. We recognise that the UK's position on the negotiations for leaving the EU are an internal matter for the UK• We value the contribution of the large Polish community living in Scotland and the important role it plays in enriching Scotland socially, culturally and economically. We continue to press the UK Government at every opportunity to end uncertainty and guarantee the rights of EU nationals to remain The UK Government's pursuit of a hard Brexit, leaving not just the EU but the Single Market, presents a huge threat to jobs and prosperity in Scotland.• Leaving the EU would be a significant setback for equality and human rights in the UK. It is also essential that UK actions do not undermine or weaken wider European commitment to Human Rights. EU law and the European Convention on Human Rights currently provide a robust framework of guarantees. The EU has been particularly effective in confronting discrimination in a range of areas. We will do all that we can with the powers that we have to maintain these protections and continue to advance human rights and equality for everyone in Scotland, including resident Polish nationals.
Who	Ms Agata Jablonska (editor) and Mr Lukasz Osinski (reporter)
What	Interview with Gazeta Wyborcza, Poland's largest newspaper
Why	To engage with Polish media. To sum up the visit and discuss general issues concerning the proposed referendum in Scotland.
Where	Your hotel, Business Centre (Mezzanine Level) Regent Warsaw, Belwederska 23, 00-761 Warszawa
Official Support	[REDACTED] , Head of European Relations [REDACTED] Deputy Private Secretary
Attached documents	TOP LINES AND NARRATIVE ATTACHED SEPARATELY [A SOCIAL MEDIA PLAN WAS SENT BY COMMS SEPARATELY]

RECOMMENDED RESTAURANTS FOR DINNER

Please note: British Embassy staff will be at hand to advise and provide assistance.

Belvedere - Cafe Łazienki Królewskie (*very close to your hotel*)

Ul. Agrykoli 1

00-460 Warszawa

+48 22 55 86 701

<http://www.belvedere.com.pl/>

Mala Polana Smakow (*very close to your hotel*)

ul. Belwederska 13

00-761 Warszawa

+48 22 400 80 48

<http://polanasmakow.pl/>

Ale Gloria

Plac Trzech Krzyży 3

00-535 Warszawa

+48 22 584 70 80

www.alegloria.pl

Butchery and Wine

Ul. Żurawia 22

00-515 Warszawa

+48 22 502 31 18

<http://www.butcheryandwine.pl/?lang=en>

Der Elefant

Plac Bankowy 1

00-144 Warszawa

+48 22 890 00 10

<http://derelefant.com/>

Ale wino

Mokotowska 48

Warszawa

+48 22 628 38 30

<http://alewino.pl/pl>

Dom Wodki

Pl. Teatralny

ul. Wierzbowa 9/11, Warszawa

+48 22 828 22 11

<http://www.restauracjaelixir.pl/>

U Kucharzy

Długa 52,

00-238 Warszawa

+22 826 79 36

<http://www.gessler.pl/>

Flaming

Ul. Chopina 5

00-539 Warszawa

+48 22 628 81 40

<http://www.flaming-co.com/>

Senses

ul. Bielańska 12

00-085 Warszawa

+ 48 22 331 96 97

<http://sensesrestaurant.pl/en>

Opasly Tom

Foksal 17

Warszawa

+48 22 621 18 81

<http://kregliccy.pl/opaslytom/>

T&I CORE BRIEFING

- Scottish (direct) exports to Poland valued at £265m in 2014.
- Scottish businesses doing business in Poland include: Souter Investments (bus services), Craig Group (shipping and energy), Ethos Energy Group.
- Poles have set up nearly 22,000 companies in the UK. Another 65,000 Poles are self-employed.
- Polish companies based/doing business in Scotland include: CST Global Limited (laser services); Lacross Language Consultancy.

	Key Fact	Supporting Information
Tourism		<ul style="list-style-type: none"> • 87,303 Polish nationals visited Scotland in 2015 contributing £19.66m to the local economy. Average length of stay was 7.1 nights with average spend per visit £225.
Economy	<ul style="list-style-type: none"> • GDP (purchasing power parity) £810 bn (2015 est.), £784.60 bn (2014 est.) • GDP growth rate 3.6% (2015 est.), 3.3% (2014 est.) • £1 = 5.23 Polish Zloty (PLN). 	<ul style="list-style-type: none"> • Poland's economy was the only country in the EU to avoid a recession through the 2008-09 economic down turn. • GDP per capita remains significantly below the EU average at £21,430 (2015 est.), while unemployment at 10.5% (2015 est.) continues to exceed the EU average. • 57% labour workforce employed in services, 30.4% in industry and 12.6% in agriculture. • World's 24th largest exporting nation – Germany largest partner (27.1%) followed by UK at 6.8%. Commodities include machinery and transport equipment 37.8%; intermediate manufactured goods 23.7%, miscellaneous manufactured goods 17.1%, food and live animals 7.6% (2012 est.). • Poland's economic performance could improve over the longer term if it addresses some of the remaining deficiencies in its road and rail infrastructure and business environment.
Scottish (direct) exports to Poland	<ul style="list-style-type: none"> • £265m in 2014 • £280m in 2013 • £245m in 2012 	<ul style="list-style-type: none"> • Scotland's 24th largest export territory in 2014. • In 2014 the top industry grouping for exports from Scotland to Poland was 'Manufacture of Food & Drink' followed by 'Chemicals and Mineral Products, Rubber and Plastics'.
Scottish Links	<ul style="list-style-type: none"> • 3 GlobalScots <ul style="list-style-type: none"> ○ Paul Gogolinski, Managing Director Total Fleet Solutions. ○ Martyn O'Reilly, Managing Director, Saltire International Management. ○ Alexander (Sandy) McMillan, Consultant, Development-Managers.com 	

<p>Examples of Scottish companies based/doing business in Poland</p>	<ul style="list-style-type: none"> • Souter Investments, a Scottish company established in Poland, launched an intercity express coach business serving the country's biggest cities Nov 2013 and four European capitals, Berlin, Bratislava, Prague and Vienna from a hub in Warsaw. • ClinTec International, Glasgow based company for clinical and outsourcing services have operations in Krakow, Poland. • Craig Group, HQ in Aberdeen, global shipping and energy services company in Warsaw, Poland, active in the supply chain for international Oil & Gas. • Ethos Energy Group, Aberdeen, leading independent service provider to power, Oil & Gas industry, joint venture between Siemens and Wood Group active in Wroclaw and Lubliniec. Recently awarded a contract for design, manufacture transportation & assembly of a hydropower station in Poland. • Poland represents an emerging area of interest for SDI. Whilst not a priority market, there is an understanding there may be opportunities for Scottish SMEs in some sectors, particularly around our premium textiles and food and drink products (both offering small volume but high-end niche opportunities).
<p>Recent Trade Activity</p>	<ul style="list-style-type: none"> ○ [REDACTED] ○ ○ Dec 2015/Jan 2016: SDI Düsseldorf office visited Poland to establish a network of business contacts and to explore opportunities for the Scottish Food & Drink industry. ○ March 2016: SDI Düsseldorf office visited Warsaw to explore wind energy opportunities in the Polish market. Feedback received in meetings and from local companies demonstrated the current regulatory environment is very difficult and in the short term no improvement is expected. • FY2014/15: 12 companies assisted to market by SDI. <ul style="list-style-type: none"> ○ December 2015: SDI conducted a fact finding mission to Poland and participated in a networking event organised by the British-Polish Chamber of Commerce Jan 2016. • FY2013/14: 34 companies assisted to market by SDI.
<p>FDI from Poland to UK/Scotland</p>	<ul style="list-style-type: none"> • 5 Polish-owned companies operate in Scotland at 5 local sites. Employment numbers and turnover not disclosed.
<p>Polish companies based/doing business in UK/Scotland</p>	<ul style="list-style-type: none"> • Of all nationalities who have set up businesses in the UK, Poles rank 6th behind Ireland, India or USA, but ahead of France, Italy, Australia and the Netherlands. More than 21,000 Poles have set up nearly 22,000 companies in the UK, while another 65,000 Poles are self-employed. • [REDACTED] •

TRADE AND INVESTMENT – 4 POINT PLAN

NO

Board of Trade

- Proposals for a Board of Trade were included in the current Programme for Government. The precise role and remit of the Board will be a matter for the Board itself but we anticipate its central function will be to provide advice to Scottish ministers on practical ways to improve Scotland's exporting performance, including for example by:
 - Advising on how to realise global market and sector opportunities, particularly post EU Referendum
 - Promoting a collaborative approach across the public, private and academic sectors.
 - Raising Scotland's ambition and global profile through international networks.
- The following Trade Board members were announced on 25 January:
 - James Withers
 - Linda Steedman
 - Afzal Khushi
 - Russell Dalgleish
 - Michelle Crossan Matos
 - Jane Richardson
 - Ian Donnelly
 - Eric Balish
 - Rachel Jones
- The Cabinet Secretary for Economy, Jobs & Fair Work will chair the Board and arrangements for the first meeting are underway .

Trade envoys

- We will appoint a number of Trade Envoys (also on a voluntary basis) whose role will be two-fold:
 - In Scotland, to champion export market opportunities and to rally businesses and relevant support organisations around those
 - Outside Scotland, to be the public face of Scottish exports for particular markets or sectors and to help 'open doors' to global opportunities.
- The role of the Envoys would be to complement and provide a focus for existing activity, to provide additional leadership and profile for that and to provide a challenge element to current activity.
- We anticipate that Envoys will operate where there are opportunities rather than in particular markets or sectors.
- Candidates for Trade Envoy have yet to be determined but we intend to come forward with initial appointees as soon as possible in the new year.

Berlin innovation & investment hub


- Germany has been selected because:
 - It is consistently in Scotland's top five export destinations - £1.75bn in 2015.
 - It is the 3rd largest inward investor to Scotland .

- Germany accounts for the 2nd largest number of visitors to Scotland and that is predicted to grow over the coming years.
- It is at the heart of the EU with significant opportunities for enhanced collaborative working with Scotland in areas such as manufacturing.
- The hub will:
 - Provide a platform for access to trade, investment and innovation opportunities
 - Give VisitScotland a base from which it can further develop the German tourist market.
 - Raise Scotland's profile in Germany and promote strengthened relations between our two countries.
- We envisage that the hub will bring together staff from Scottish Government, VisitScotland and SDI. However, staff numbers and precise resource requirements, including the specific location in Berlin, will be determined as soon as possible.

SDI in Europe

- We propose an increase in the number of people working for SDI in Europe from 20 to 40.
- Recruitment will be on fixed term contracts of up to 2 years and primarily from local labour markets to reduce costs.
- We believe that this additional resource will enable SDI to further develop its local expertise and focus on a number of key areas where we either have existing strengths like food and drink or where there is scope to exploit opportunities in new and emerging markets.
- Further market analysis will be done to ensure that the right resources are deployed in the right areas. Broadly, however, we will explore the potential in the priority areas outlined in our Trade & Investment Strategy, including digital technology and high value manufacturing, healthcare and the low carbon sector.

POLAND - COUNTRY SNAPSHOT

<p>Head of State: Andrzej Duda Prime Minister: Beata Szydło Foreign Minister: Witold Waszczykowski Europe Minister: Konrad Szymanski Next Election: 2019</p>	<p>Key Facts Population: (approx) 38m Ethnic Groups in Poland (2012): 91.56% Polish (others: Silesian, Ukrainian, Belarusian, German) UK Residents in Poland: 34,545 (source: UN, 2015) Polish Residents in UK: 831 000 (source: ONS, 2015) UK visitors to Poland: 753,000 (2015 Source: Polish Ministry of Sport and Tourism)</p>	 <p>The map shows Poland's geographical context. Major cities like Warsaw, Kraków, and Wrocław are marked. Neighboring countries include Russia, Lithuania, Belarus, Ukraine, Slovakia, and the Czech Republic. The Baltic Sea is to the north, and the Vistula and Oder rivers are shown.</p>
<p>Membership of International Organisations EU (2004) NATO (1999) UN WTO OSCE</p>	<p>Diplomacy Ambassador to UK: Arkady Rzegocki Ambassador to Poland: Jonathan Knott</p>	
<p>Poland and the UK Poland is the sixth largest EU country. The UK and Poland enjoy a growing trading relationship, which was worth over £15 billion last year. The UK is Poland's third largest export market (6.8% of total PL exports) and is the ninth largest exporter to Poland (2.7% of total imports). UK exports of goods and services to Poland have doubled over the past 10 years and reached GBP 5.6bn in 2015. Furthermore, Poland takes defence seriously, and Warsaw hosted the NATO Summit in July.</p> <p>The UK is home to the world's third largest Polish expat community (after the USA and Germany). In 2015, exports of UK goods to Poland were worth EUR 5.1 billion (£4.2 billion) and included mainly motor industry products and pharmaceuticals. Polish exports to the UK amounted to EUR 12.1 billion (£10.1 billion) and included mainly cars, car parts and equipment, and manufactured consumer goods. UK takes around 7% of Polish exports and is a top 3 export destination for Poland.</p>		
<p>Economy The Economy is recovering after a slowdown in 2012-13 - supported by strong domestic demand, rising investment (including from EU funds) and declining unemployment. The IMF predicted 3.2% growth in 2014 and 3.3% in 2015. The slowdown was characterised by private consumption and public investment, key engines for growth, falling considerably, and with unemployment rising to over 14% - though it was down to 10.3% in autumn 2014. The underlying fundamentals of the economy have, however, remained sound with inflation falling.</p> <p>Poland Key Economic Facts</p> <ul style="list-style-type: none"> Poland's nominal GDP is \$474.9 bn and GDP per capita of \$12 495 Poland was the only EU country to avoid negative growth following the financial crisis of 2007-8 EU economy as a whole remains smaller than at the start of 2009. During this period, Poland's cumulative growth is estimated at 16% The average growth rate of the Polish economy since the introduction of market reforms has been 3.3% Poland's is now the sixth-largest economy in the EU. Living standards have more than doubled between 1989 and 2012 According to PwC, Polish GDP will grow at an average real rate of around 2.5% per annum until 2050 The UK is Poland's second largest export market and is the tenth largest exporter to Poland In 2013, UK exports to Poland were worth £3.9 billion. Polish exports to the UK amounted to £7.8 billion Poland's imports from the UK rose faster (7.1%) than from any other major trading partner (China rose by 6.3%, USA by 5.3%) The UK's largest exports to Poland are medicinal and pharmaceutical products, road vehicles and telecommunication equipment 		
<p>Currency: Zloty (£1= 5 PLN) GDP: \$474.9bn (2013) GDP Per Capita: \$12,495 (2015) Inflation:- 0.9% (2015) Unemployment: 7.5% (2015) Deficit: 3.4% (2013) Growth: 3.6% (2015)</p>	<p>Exports (2013): \$242.18bn (total Merchandise and Commercial Services) 1 EU (28) 74.3% (WTO) 2 Russian Federation 5.4% 3 Ukraine 2.9% 4 US 2.2% <i>UK exports £3.8bn 2014 (£3.9bn 2013)</i></p>	<p>Imports (2013): \$238.1bn (total Merchandise and Commercial Services) 1 EU 57.4% 2 Russia 12.5% 3 China 9.5% 4 US 2.7%</p>

History

Poland's history as a state began near the mid-10th century. By the mid-16th century, the Polish-Lithuanian Commonwealth ruled a vast tract of land in central and eastern Europe. During the 18th century, internal disorders weakened the nation, and in a series of agreements between 1772 and 1795, Russia, Prussia, and Austria partitioned Poland among themselves. Poland regained its independence at the end of WW1 in 1918 only to be overrun by Germany and the Soviet Union in WWII. Under the Yalta agreement, and against its will, Poland became a Soviet satellite state following the war, but its government was comparatively tolerant and progressive. Labour turmoil in 1980 led to the formation of the independent trade union "Solidarity" that over time became a political force with over 10m members. Free elections in 1989 and 1990 won Solidarity control of the parliament and presidency, bringing the communist era to a close. A "shock therapy" programme during the early 90s enabled Poland to transform its economy into one of the most robust in Central Europe.

National Days

May 3 (Constitution Day) - Birth of the first written European constitution on 3 May 1791 in Poland.

November 11 (Independence Day) - commemorates the country's becoming independent from Austria and Germany after World War I.

World Press Freedom Index: Position 18 (UK is 34th) Transparency International Corruptions perception index: Position 30 (35th 2014 – UK is 10th)

Politics

President and Head of State is Andrzej Duda from the Law and Justice (PiS) party (since May 2015). Executive power is in the hands of Prime Minister Beata Szydlo (also from the Law and Justice Party) who has an outright Parliamentary majority following parliamentary elections in October 2015.

After seven years of almost unbroken success, Donald Tusk's departure for Brussels as Council President came as his Civic Platform (PO) party's popularity dipped following scandals. In May 2015 the opposition PiS candidate won the Presidential election and PiS went on to win Poland's first outright majority in national elections in October 2015. PiS now control both houses of Parliament and the office of President. PM Szydlo's Govt was sworn in during November 2015, and she is now focussed on her domestic programme – including increasing child benefit (500+ programme), lowering the retirement age, and supporting the coal sector.

POLAND COUNTRY PROFILE

Full name: Republic of Poland

Population: 38.5 million (official census, 2011)

Capital: Warsaw

Area: 120,696.41 sq mi

Main exports: Vehicle parts, cars, seats, furniture and video displays.

GNI per capita: US \$13,370 (2015)

National Day: 11 November (1918)

Government:

Head of State: Mr Andrzej Duda (August 2015)

Head of Government: Ms Beata Szydło (since November 2015)

Minister for Foreign Affairs: Mr Witold Waszczykowski (since November 2015)

Minister for Culture: Mr Piotr Gliński (since November 2015)

Parliament:

Sejm (lower house): 460 seats

Senate (upper house): 100 seats

To become law, a bill must first be approved by both houses. The Sejm can override a Senate refusal to pass a bill.

EU membership: since 2004

Number of MEPs: 51

Presidency of the Council of the EU: Last held the presidency in 2011

Polish Economy – Overview

Poland has grown rapidly over the last 25 years. The country's gross domestic product (GDP) has doubled in size (measured in real times).

Today, Poland is the eight-largest economy in the European Union in real GDP terms and the largest European economy outside the Eurozone. It has a buoyant private sector, internationally competitive export-oriented companies, as well as well-educated and skilled people. The Polish economy grew by 3.1% in annual terms in the second quarter of 2016. Such statistics, coupled with crises affecting euro zone countries, have made joining the single currency not as attractive as it once seemed for the Poles.

Strong economic growth has translated into significant welfare gains across the entire society, but benefits have not been shared equally. While Poland weathered the 2008 global financial crisis better than its neighbours, per capita income growth for the bottom 40 per cent has fallen behind the growth rate for the entire population. Although EU membership and access to EU structural funds have provided a major boost to the economy since 2004, GDP per capita remains significantly below the EU average. Moreover, a significant number of people in Poland is vulnerable to changes in economic circumstances. In recent years, Poland has also seen a moderate increase in the extreme poverty rate, which reached 7% in 2014.

There is also a clear regional divide, with eastern and central sub-regions characterized by higher poverty than western sub-regions.

Poland's challenge is to make economic growth more inclusive in the context of rapid population aging and demographic contraction due to emigration.

In August 2016 the government presented the draft budget for 2017, which foresees a fiscal deficit of 3.1% of GDP. Therefore, the country appears at risk of breaking the EU's 3% deficit rule due to the proposed government stimulus actions, including a lower retirement age, an increase in public wages, free medicines for senior citizens and more security spending.

[REDACTED]

Polish Diaspora in Scotland

Just over 1% (1.2% or 61,000 people) of the population recorded their ethnic group as White: Polish. The cities of Edinburgh and Aberdeen had the highest proportions at 3% of their total population. Polish people in Scotland were the most likely to have been born outside the UK, and this group had the lowest English language skills.

The 'White: Polish' ethnic group are over represented in the most deprived fifth of households (SIMD). They make up 2.6% of people living in these areas, but make up 1.3% of the Scottish population as a whole.

POLISH LANGUAGE LEARNING IN SCOTLAND

Background

- Polish native speakers in Scotland, including providers of Saturday classes have for several years been requesting that National Qualifications (e.g. Higher) in Polish to be introduced in Scottish schools.
- Dr Allan, SQA and Education Scotland met with the Polish Consul-General and representatives of the Polish community in 2014. Attendees explained their arguments for Polish SQA National Qualifications to the Minister, which were broadly as follows:
 - Polish community in Scotland standing at 61,000
 - Teenage Polish learners are failing in Scottish qualifications because of relatively poor understanding of English (and not enough time to learn English to a sufficient level before taking exams).
 - Introducing Polish to the curriculum would support integration, culture and bilingualism.
 - It would be in line with forward dynamism of Curriculum for Excellence.

Options for Qualifications in Polish

- The request for a National Qualification in any Modern Language appears to be a relatively simple request, and indeed has been made by other communities, including those requesting similar developments in Punjabi and Japanese. However, **it is not a straightforward process** and a number of factors would need to be considered.
- **SQA's Modern Language qualifications are primarily intended for beginners, rather than native speakers.** Introducing a qualification in a native speakers' language, simply in order to provide them with an 'easy' option, has potential implications for the integrity of the language qualifications as a whole.

- In order for SQA to consider introducing a new suite of national courses, a minimum number of Polish learners would be required to ensure that there was a meaningful national standard of assessment across the country (the fewer the candidates, the more challenging it is to moderate standards across the country).
- GTCS registered teachers would also be required.
- SQA's key criteria in developing a Modern Language qualification includes projected uptake, development costs, availability of specialist appointees (Principal Assessors, Verifiers, Exam team members etc.)

Qualifications already in place

- SQA has specifically created a full suite of ESOL national courses and units which enjoy equal status to other mainstream subjects (unique to Scotland). This provision is aimed at enabling late arrivals in Scotland to develop their English language skills to allow them to successfully access and demonstrate their skills and knowledge in other subjects.
- SQA already has validated Polish as part of the suite of languages represented in the Languages for Work Purpose Units and Polish can also be studied as part of the SQA Languages for Life and Work Award. There is no significant uptake of these Units in Polish.
- We understand that Broughton High School in Edinburgh presented 13 pupils for Polish GCSE (all A passes) and St Augustine's High School, Edinburgh presented 20 GCSE and 8 A-Level pupils. There has also been demand from other Edinburgh schools to be presented for GCSEs.

The following work has been taken forward:

GTCS registered teachers

- Officials met with the GTCS and it was agreed that the GTCS would approach the current GTCS registered teachers from Poland to see if there was any interest in them becoming dual registered to teach Polish.

In 2015 the total number of teachers from Poland registered with GTCS was 149. Latest figures reveal that the number has now dropped to 103 of which 30 were identified as being potentially eligible for professional registration in Polish. GTCS contacted the 30 teachers to ask them to express an interest. **Out of 30 teachers GTCS has confirmed that 3 are now dual registered to teach Polish.**

[REDACTED]

ACTIONS ON WOMEN

Issue: INTERNATIONAL WOMEN'S DAY 8TH MARCH 2017

05/03/2017 - Sunday Herald, Front page headline: 'Scandal of women denied Scotland's Top Jobs'. The article discusses findings from the study 'Sex & power' by Engender.

The study reveals that of FTSE 100 companies women make up 0% top CEOs and 25% company directors. Also 7% senior police; 0% newspaper editors; 17% MEPs, 35% MSPs etc.

Emma Ritch, executive director Engender: "*white, non-disabled men hold the most power in Scotland. This overrepresentation will continue unless concerted and deliberate action is taken...women face persistent barriers to achieving leadership rolls*". First Minister is quoted stating Scottish Government led by example with a gender balanced cabinet and mentioned the 50:50 by 2020 initiative. Emma Ritch also advocated temporary measures such as quotas. An additional article in the Sunday Herald '**Do we need 50/50 quotas to close the gender gap?**' investigates if legislation is required to get equality of opportunity for women at work.

Issue: 21/2/17 - BBC news. *MPs on a select committee have attacked the government for failing to implement reforms aimed at eliminating the gender pay gap.*

The Women and Equalities Committee report and recommendations were published in March 2016 and received a Government response in January 2017. The Committee said the government had failed to act on its recommendations on tackling the structural causes of wage inequality. The government's response was "inadequate" and "deeply disappointing", the MPs said.

The committee has **highlighted three areas** where it wants the government to justify rejecting its recommendations. Committee chair Maria Miller said: "Without effectively tackling the key issues of **flexible working, sharing unpaid caring responsibilities, and supporting women aged over 40 back into the workforce**, the gender pay gap will not be eliminated.

Issue: 21/2/17 - UK climbs to highest ever position in PwC's Women in Work Index - but Scotland still has 15% pay gap between men and women. *If this gap were to be closed female workers would each earn an extra £5,300 per year. (£6.5 bn-across the whole of Scotland)*

The gender pay gap for the UK and Scotland has been calculated as the difference between the median gross weekly pay (including overtime) - Scotland sits at 15% less than the UK 17%.

The main SG measure for the Gender Pay Gap, in Scotland Performs, is based on the **median hourly earnings** excluding overtime for full-time workers. PwC have used **median gross weekly earnings** (including overtime) for full-time workers.

Top Lines

- Action on gender equality is central to Scotland's efforts to meet its international human rights obligations. Our record will be examined by the UN Committee on the Elimination of All Discrimination Against Women in February 2019.
- We are taking **decisive action to ensure women are represented in senior and decision making roles, including in the boardroom.**
- **By the end of this parliamentary year we will legislate for gender balance on public sector boards.**
- **We will continue to champion our Partnership for Change 50/50 by 2020 campaign**, encouraging organisations and businesses from the private, third, and public sectors, to make a voluntary commitment to work towards gender balance on their boards by 2020.
- **The First Minister is proud that the Scottish Government leads by example by having one of the very few gender-balanced cabinets anywhere – with all ministers, male or female appointed by merit.**

- **On International Women’s Day applications from young women aged 18-23 to be mentored by the First Minister opened.** The First Minister has invited other women leaders to join her to inspire and support the next generation of aspiring women leaders.
- **Equality for women is at the heart of the Scottish Government’s vision for an equal Scotland** and closing the gender pay gap is crucial for this Government, both in terms of promoting equality and boosting economic growth.
- **The gap in Scotland is decreasing.** The full-time pay gap fell to **6.2% last year, which compares with a UK-wide gap of 9.4%.** However, we are not complacent and are taking decisive action to tackle the drivers and causes of the gender pay gap and address this persistent issue.

We are taking decisive action to ensure women are represented in senior and decision making roles, including in the boardroom

- We will **legislate for gender balance on public sector boards** by the end of this parliamentary year.
- Using the new powers transferred through the Scotland Act, **the Gender Representation on Public Boards (Scotland) Bill** will lock in the gains we have already made to improving the number of women on public boards.
- A consultation on the draft Bill was launched on 5 January and will run until 17 March 2017.
- We will continue to champion our **Partnership for Change 50/50 by 2020 campaign**, encouraging organisations and businesses from the private, third, and public sectors, to make a voluntary commitment to work towards gender balance on their boards by 2020.
- **191 organisations have already signed up**, including Virgin Money and the law firms MacRoberts and DWF. On 12 September the 5 National Performing Companies: Scottish Ballet; Scottish Opera; Scottish Chamber Orchestra; National Theatres Scotland, and Royal Scottish National Orchestra signed up to the Partnership.

We will support organisations, networks and individual women and girls to champion gender equality

- The First Minister has backed the **Girl guiding Scotland’s WOW woman initiative** which aims to celebrate female role models and encourage and empower girls to discover their own leadership potential.
- **On International Women’s Day applications from young women aged 18-23 to be mentored by the First Minister opened.**
- The First Minister invited other women leaders to join her to inspire and support the next generation of aspiring women leaders.

Tackling the gender pay gap is a priority

- **It is not acceptable in 2017 for women to be discriminated against**, under-represented in senior positions, including in the boardroom, or subject to violence or abuse in any form.
- We are providing **£205,000 to Close the Gap in 2016-17** to challenge and change employment practices and workplace cultures to support gender equality and close the pay gap.
- Under the **Equality Act 2010 Scottish Specific Duties** listed public authorities in Scotland are required to gather employee diversity information and use it to inform employment practices, and to publish their gender pay gap every 2 years and an equal pay statement every 4 years.

- We **recently lowered the threshold for listed public authorities to publish their gender pay gap** and equal pay statements, from those with more than 150 employees to those with more than 20 employees.
- **Leaving the EU** would be a significant setback for equality. EU law currently provides a robust framework of guarantees, through the prohibition of discrimination in a range of areas. We will do all that we can with the powers that we have to maintain these protections and continue to advance equality and equality of opportunity in Scotland.

We are taking action to ensure women's equality in the workplace

- We are **working with the EHRC to tackle pregnancy and maternity discrimination**. The Minister for Employability and Training is chairing a working group whose remit includes creating guidelines for employers to ensure best practice, as well as improving access to guidance for pregnant women and new mothers.
- As part of the delivery of our Economic Strategy we established the **Fair Work Convention** and launched the **Scottish Business Pledge**. The Convention published their framework on 21 March 2016 with one overarching recommendation that organisations deliver fair work by providing an effective voice, opportunity, security, fulfilment and respect.
- We committed to paying the **Living Wage to adult social care workers - giving up to 40,000 people, mainly women**, doing some of the most valuable work in Scotland a well-deserved pay rise.

We are committed to promoting and supporting flexible working practices

- This Government provided £178,700 for 2016-17 to the Family Friendly Working Scotland Partnership to support and promote the development of family friendly workplaces across Scotland.
- Through Family Friendly Working Scotland we are promoting the 'Happy to Talk Flexible Working' strapline to be used on job adverts, as a signal that a job can be done flexibly from day one. **The Scottish Government as an employer has adopted this strapline.**
- We know the legal powers governing parental leave and parental pay are reserved to Westminster, and indeed **Shared Parental Leave** is a UK Government policy.
- Despite this we are committed to supporting employers and employees in Scotland to take advantage of Shared Parental Leave through our support for the Family Friendly Working Scotland Partnership. The Partnership continues to identify and disseminate best practice around Shared Parental Leave, with a view to developing case studies.
- Having Fathers Network Scotland involved in the Partnership will be helpful to this process.
- We are delivering on our commitment for a **Returner's programme** initially in the Science sector, which will allow women to get support when entering a traditionally male area of employment.
- These projects will help women who have taken a break from the workplace to update their skills and knowledge and also smooth the transition back into the workplace for both women and employers.
- We will look to develop returner programmes in other sectors where we identify a need. [Financial sector].
- We are already taking decisive action to address this issue but the First Minister looks forward to the forthcoming **Economy, Jobs and Fair Work Committee**

inquiry into the gender pay gap, to see the evidence gathered and if there are other steps we can take to reduce the pay gap further.

Scotland performs better than the UK on women's employment and inactivity rates and the gender employment gap has narrowed significantly in Scotland since 2007

- Scotland has a higher female employment rate (70.5% vs 69.8%), and lower female inactivity rate (26.0% vs 26.7%) than the UK as a whole.
- The difference between male and female employment rates in Scotland has decreased from 11.4 to 6.6 percentage points (Nov-Jan 2007 compared to Nov-Jan 2016). (Over this period, the Scottish male employment rate decreased by 3.0 p.p. while the female employment rate rose by 1.7 p.p.)
- The gender employment gap in the UK decreased over this period (from 12.4 p.p. to 9.5 p.p.)
- **Modern Apprenticeship participation has improved:** In 2015/16 41% (10,505 of 25,818 total) of MA starts were women compared to 27% (2,857 of 10,579 total) in 2008/9.

We will continue to transform our system of early learning and childcare: improving outcomes for children, and supporting more women back in to work

- All 3 and 4 year olds and around a quarter of 2 year olds are **now entitled to 600 hours a year of early learning and childcare.**
- By the end of this parliament **we will almost double the hours to 1140 a year** and we will work with our partners to achieve this, as we did with commitment to 600 hours.
- **Scottish Government's commitment is to a universal entitlement for 3 and 4 year olds**, not tied to parents' employment status, as will be the case in England with their 30 hour commitment. **It also applies to those 2 year olds** who will benefit most from receiving high quality early learning and childcare: no 2 year olds will be eligible in England.
- The total benefit to families from 1140 hours of funded entitlement is estimated to be **worth over £4,500 a year per child**, enabling more families to keep more of their income

Women continue to form the majority of college student enrolments - 51% in 2015-16

- The number of **women** on full-time courses is up by **over 12%** since 2006-07. We have record levels of FE student support: over **£106m** this academic year (2016-17) in bursaries, childcare and discretionary funds.
- Many part-time opportunities are still available at college - **the majority of the total enrolments at college are still on part-time FE courses** (65.9% in 2015-16).
- SFC is addressing gender imbalance on college courses – in line with recommendations of the Commission for Developing Scotland's Young Workforce and as part of its gender action plan [published on 12/8].

We are strengthening the criminal justice response and investing significant funding to tackle all forms of violence against women (VaW), including domestic abuse

- **£24.07m** (2015-17) from the equality budget to support a range of projects and initiatives - on 16 Feb Ms Constance invited applications for 3 year rolling funding for VaW work (2017-20).
- **£20m** (2015-18) from Justice portfolio to tackle VaW over the next three years.

- In March, Parliament passed the **Abusive Behaviour and Sexual Harm Act**, which will, once implemented, create a specific offence of sharing private intimate images without consent. The new Act includes a new **statutory domestic abuse aggravator** to ensure courts take domestic abuse into account when sentencing an offender and statutory jury directions for certain sexual offence cases.
- We will introduce legislation to create 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 that cannot easily be prosecuted using the existing criminal law.
- We are implementing Equally Safe, Scotland's strategy to prevent and eradicate all forms of violence against women and girls – we will bring forward delivery plans this year.

HUMAN RIGHTS

Top Lines

- Scotland is committed to meeting its international human rights obligations for everyone in Scotland. Our vision is for a Scotland where everyone is able to live with human dignity.
- That vision encompasses *everyone* resident in Scotland. Polish nationals enjoy the same rights and equality of esteem and opportunity – not simply because of EU law or the ECHR, but because Scotland values all members of our society.
- We strongly oppose any attempt by the UK Government to weaken or undermine the UK's commitment to the European Convention on Human Rights, and to the Council of Europe.
- We also have significant concerns about the impact of Brexit on EU fundamental rights, and will work to ensure that human rights and equality safeguards are built in to any Brexit agreement.
- It is essential to ensure that Brexit, and UK actions, do not undermine or weaken the wider EU and European consensus on human rights. The Scottish Government will look to work with European partners to ensure that both ECHR and EU fundamental rights are upheld.
- In the event of Scottish independence, human rights and equality will be at the heart of Scotland's new constitutional arrangements – carrying forward the existing strong model of implementation found in the Scotland Act.
- Scotland's established constitutional tradition is closer to mainstream European practice than to Westminster (eg the People are sovereign; the Scottish Parliament and Scottish Ministers cannot act in ways that breach core human rights; Acts of the Scottish Parliament are subject to constitutional review on human rights grounds and can be struck down by the courts).

Further Background

- Scotland sees ECHR and EU fundamental rights as a floor and not a ceiling. We are actively working to explore ways in which the full UN and Council of Europe frameworks of human rights can be given further and better effect.
- For example, we recognise the human right to social security, we are working to better implement the rights of children, we are exploring how to deal more effectively with the right to an adequate standard of living and to secure the right to adequate food.
- We have explicitly adopted a policy of ensuring access to higher education on the basis of ability to learn rather than the ability to pay, in line with the International Covenant on Economic, Social and Cultural Rights. The right extends to EU citizens resident in Scotland.
- All EU citizens resident in Scotland have the right to vote in Scottish Parliament and local government elections. We welcomed their participation in the 2014 Independence Referendum.

Poland's Human Rights Record

- Poland is bound by the same ECHR and EU law obligations as Scotland. It has also ratified the same core UN human rights treaties.
- There have been significant criticisms of Poland's constitutional arrangements in recent years, and developments which have undermined the rule of law. The UN Human Rights Committee has expressed concern about "the negative impact of legislative reforms [in 2015 and July 2016] to the law on the Constitutional Tribunal, and the fact that some judgments of the Constitutional Tribunal have been disregarded,"
- **[REDACTED]**

Key Human Rights Criticisms of Poland (Human Rights Watch)

"Poland's lengthy investigation into secret CIA detention continues amid criticism and a lack of transparency. The European Court of Human Rights ruled in 2014 that Poland was complicit in the rendition, secret detention, and torture of two terrorism suspects. The Committee for the Prevention of Torture has warned about a significant number of allegations of ill-treatment in police custody. Few hate crime prosecutions are brought before the courts, despite rising incidents. The UN committee on the elimination of discrimination against women recommended less restrictive conditions and clear standards for legal abortion, while conscientious objection by medical professionals made it difficult for women to obtain legal abortions."

EHRTS

March 2017

Amnesty International UK

BRIEFING



POLAND – 16 March 2017

[REDACTED]

- The UK Government's pursuit of a hard Brexit, leaving not just the EU but the Single Market, presents a huge threat to jobs and prosperity in Scotland.
- The Scottish Government's compromise proposals, published before Christmas, have yet to be addressed by the UK Government; Scotland's efforts of compromise have been unheeded and, to date, the UK Government has not acted in good faith by giving our proposals any serious consideration.
- If Scotland can be ignored on an issue as important as our membership of the EU and the single market, then it is clear that our voice and our interests can be ignored at any time and on any issue.
- That is why the Scottish Government will take the steps necessary to ensure that Scotland has a choice of whether to follow the UK to a hard Brexit – or to become an independent country, able to secure a real partnership of equals with the rest of the UK and our own relationship with Europe.
- The people of Scotland must have a choice and the chance to decide our future in a fair, free and democratic way.
- The First Minister has invited Parliament to agree that she open discussions with the UK government on the details of a section 30 order so that the Scottish Parliament can legislate for an independence referendum, to be held between the autumn of 2018 and the spring of 2019: once the terms of the Brexit deal are known and before it is too late to change course.
- In the meantime, the Scottish Government will continue to do all it can to protect Scotland's interests in Europe during the UK's negotiations to leave the European Union, and remains ready to engage with the UK Government on our compromise proposals for a differentiated position for Scotland and substantial changes to the devolution settlement.

As a government we have demonstrated that we are prepared to go the extra mile to reach a compromise; however it is clear that so far it is only the Scottish Government that has made any effort at a compromise or to secure an agreement

- It is crucial that the UK Government recognises that the UK is a multi-national state, not a single nation.
- The **Article 50 letter must include provision for differentiated approaches** to allow Scotland to enjoy **the benefits of the European single market in addition to – not instead of – free trade across the UK.**
- Although there was agreement from the Prime Minister to intensify joint work on the Scottish Government's proposals, time is running out for the UK Government if we are to have any prospect of reaching a UK-wide agreement before Article 50 is triggered.
- We have played a part in bilateral engagement with the UK Government in good faith, however that forum has to date fallen far short of delivering a genuine exchange or a serious consideration of our interests.

Our efforts at compromise have so far gone unheeded, and therefore we are taking steps to ensure that the people of Scotland will have a choice.

- The option of 'no change' is no longer available and the people of Scotland should have an informed choice over the nature of that change
- By asking the Scottish Parliament to agree that we should take forward the section 30 process for a referendum we are taking the necessary steps to make sure that the people of Scotland are able to exercise the right to choose their own future at the end of the Brexit process.
- The right time for that is between autumn 2018 and spring 2019 - when the terms of Brexit are known, but before it is too late to change course and before the impact of Brexit has taken effect.

The Scottish Government will continue to do all it can to protect Scotland's interests

- The Scottish Parliament voted by a clear majority for Scotland's place in the Single Market to be protected, and agreed that "alternative approaches within the UK should be sought that would enable Scotland to retain our place within the single market". We will continue to work to that mandate.
- We continue to be ready to engage with the UK Government on the compromise proposals that we published in December 2016; proposals to stop the disaster of a hard Brexit, which could cost 80,000 Scottish jobs within a decade and cost people an average of £2,000 in wages.
- We are also looking to the UK Government to agree a means by which the Scottish Government can play a direct and representative role within the negotiations with the EU.
- And we will do everything we possibly can, legislatively, practically and in every other sense to protect the rights of EU nationals in Scotland.

Visit/Announcement	Time (UK)	Tweet	Image	Channel
20 March				
Tweet trailing Minister's visit to Poland.	0900	Europe Minister @Alasdairallan in Poland meeting reps from government, Scottish entrepreneurs and local organisations. #scotpoleu	Poland/Scotland flag.	@scotgoveurope RT @scotgoveconomy
Minister meets, Marek Ziółkowski, Undersecretary of State for Europe.	1200	.@Alasdairallan meeting Undersecretary of State for Europe @ZiolkowskiM1 @PolandMFA. #scotpoleu	Pic supplied by Craig Egner/Paul Houlihan	@scotgoveurope RT @scotgoveconomy
Minister meets GlobalScot and St Andrews Foundation.	1300	.@Alasdairallan meets @IainLeyden & Paul Gogolinski from #GlobalScot and St Andrews Foundation. #scotpoleu	Pic supplied by Craig Egner/Paul Houlihan	@scotgoveurope RT @scotgoveconomy
Minister meets with Mr Jaroslaw Sellin, Secretary of State for Culture and National Heritage	1500	.@Alasdairallan meeting with Mr Jaroslaw Sellin, Secretary of State for Culture and National Heritage @MKiDN_GOV_PL #scotpoleu	Pic of Dr Allan and Mr Sellin, supplied by Craig Egner/Paul Houlihan	@scotgoveurope RT @culturescotgov
Minister visits the Old Town with Embassy staff	1600	.@Alasdairallan discovering the wonders of Warsaw Old Town, @UNESCO World Heritage site. @ewarsaw #scotpoleu	Pic of Old Town supplied by Craig Egner/Paul Houlihan	@scotgoveurope RT @culturescotgov
Roundtable at Polish Institute for International Affairs.	1700	.@Alasdairallan meeting with @SlawomirDebski and @BM_Wisniewski at @PISM_Poland. #scotpoleu	Pic supplied by Craig Egner/Paul Houlihan	@scotgoveurope RT @scotgoveconomy

To: First Minister
Cabinet Secretary for Culture Tourism and External Affairs

VISIT TO WARSAW: 20 MARCH 2017

OVERVIEW

1. I visited Warsaw on 20 March. The purpose of my visit was to underline the Government's commitment to strengthening ties with Poland, to emphasise the importance we place on the 90000 Poles living in Scotland (in terms of their contribution to our society, economy and culture) and to explain how we intend to protect Scotland's relationship with the EU in the context of the First Minister's statement of 13 March 2017.

Government meetings

Foreign Affairs

2. I met with Marek Ziolkowski, Under Secretary of State at the Polish Foreign Ministry.

[REDACTED]

3. I set out the importance to us of the Polish diaspora in Scotland and the rationale underpinning our decision to ask the Scottish Parliament for a mandate to seek powers to hold a referendum on independence. I stressed that we were seeking to "inform" not negotiate and that we would continue to try and engage with the UK to secure our negotiating objectives, particularly around single market membership. [REDACTED]

We agreed it was important to deepen trading links between Scotland and Poland with the Ministry also highlighting the wider economic opportunities in central Europe. I emphasised that the development of a Scottish Investment and Innovation hub in Berlin would help in that regard and would provide a base for further commercial engagement with Poland.

Culture

4. I set out similar messages on the Polish diaspora and our constitutional future when I met the Polish Culture Minister Jaroslaw Sellin. [REDACTED]

5. We discussed the possibility of Scotland taking part in some way in the Polish centenary celebrations next year which will mark 100 years of independence. The Culture Minister is leading work to scope out a five year programme of events with the Government-funded Adam Mickiewicz Institute assuming responsibility for planning and operational delivery (activity is planned in both Russia and Austria as well as Poland). 11 November 2018 will be a key date for an event in Poland which will also coincide with Armistice day here.

6. I touched on ideas I'd discussed with global Scots in Poland about finding a suitable way of marking the long history of Scots in Poland possibly through an event - Gdansk being a possible location. I will ask Culture officials to explore further. [REDACTED]

I also agreed that officials would pick up with the Polish Consul General in Scotland the extent to which there was interest/appetite in the Polish Community to “up the ante” in terms of marking Polish Constitution Day (3 May) overseas.

7. Lastly, I underlined our commitment to human rights and women’s rights pointing to the use of culture and the arts in Scotland to express those commitments. [REDACTED]

Scots in Poland.

8. I met Paul Gogolinski and Iain Leyden - both Board Members of the St Andrew’s Society (Poland) which hosts events to raise the profile of Scotland and raises money for sick children in Poland. Paul is also a global Scot. Both were keen to see how the long history of Scots in Poland could be formally marked through an exhibition or event and how the Scottish diaspora in Poland could be more effectively identified. I have asked officials to look into this. [REDACTED]

Polish Institute for International Affairs

9. My visit concluded with meeting the Institute’s Director Slawomir Debski and his team for a round table on Brexit. The Institute is funded by the Foreign Ministry and undertakes research and analysis on behalf of the Polish Government. [REDACTED]

[REDACTED]

CONCLUSION AND KEY OUTCOMES

[REDACTED]

11. In terms of outputs the visit :-

- enabled us to underline our commitment to deepening our links with Poland and emphasise the importance we attach to the Polish diaspora in Scotland as well as the need to end the uncertainty about their rights to remain. This was well received.
- allowed us to explain the rationale underpinning our decision as a Government to seek the powers to call an independence referendum [REDACTED]
- helped identify a number of leads for possible cultural cooperation including around the Polish independence centenary (2018) and celebrating the history of Scots in Poland which I would like officials to explore.
- suggested to me that we look at how we might deepen trading links with Poland (and central Europe) in key sectors - using the Berlin hub (when established) as a point from which to service this work.

GOVERNMENT MEETINGS

Marek Ziolkowski, Under Secretary of State for Europe, Polish Foreign Ministry
Jaroslaw Sellin, Secretary of State, Polish Ministry for Culture and National Heritage,
Sarah Tiffin, Deputy Head of Mission, British Embassy, Warsaw

OTHER ENGAGEMENTS, VISITS & MEETINGS

Paul Gogolinski, Global Scot and Board Member of the St Andrew's Foundation

Iain Leyden, Board Member of the St Andrew's Foundation

Mr Slawomir Debski, Director, Polish Institute of International Affairs

Mr Bartosz Wisniewski, Head of Research Office, Polish Institute of International Affairs

Interviews with Gazeta Wyborcza, a leading Polish broadsheet, TOK radio and the Polish Press Agency

Minister Sellin

- welcomed Dr Allan. Expressed gratitude to Scotland for its welcome of Polish citizens historically and through care of Polish second world war burial sites.
- thanks for the momentum to build a memorial to General Maczek in Edinburgh. Committee
- estimate 100,000 Polish citizens in Scotland. Welcome Scotland's openness to Polish people/Polish language important
- Mentioned Festivals. Elizabethan theatre at Gdansk modelled on "The Globe". Theatre Groups visited in 16/17 century
- Welcome to work with the (Polish) Ministry to celebrate the history of Scots in Poland – event or exhibition

Dr Allan

- restoring the "Great Map"
- Wojtek
- how do we best commemorate Scots in Poland
- Could we work on an event – perhaps in Gdansk

Minister Sellin

[REDACTED]

Dr Allan

- 62% Scots voted to remain
- Parliament voted on Tuesday to seek a Referendum (on independence)
- UKG clearly think the UK as a whole made the decision to leave and plan is the UK should do

Minister Sellin

[REDACTED]

Dr Allan

PM says now is not the time - after we leave....

Not suggesting an Indy Ref now – rather end of 2018/beginning of 2019

Mentioned the compromises we sought

Single market/freedom of movement etc (Scotland's Place in Europe)

Minister Sellin

[REDACTED]

Dr Allan

Year (Centenary) of Polish independence. Want to organise events in Scotland

Minister Sellin

In charge of events in Poland – 5 year programme of events – foreign guests – (organised by) Adam Mickiewicz Institute

[REDACTED]

Her Majesty's Ambassador

[REDACTED]

Minister Sellin

11 Nov about joy in Poland. Will focus on celebration in Poland – but will be a five year programme. [REDACTED]

Dr Allan

Raised Wroclaw issue and how it has helped Dundee

Minister Sellin

Wroclaw was very ambitious and cooperated with Edinburgh. Will put us in touch with them.

Dr Allan

Partner cities in (in Scotland and Poland) – there was a list if partner cities can we given them a list

- empowerment if women in/through culture
- 50/50 Cabinet – central to our arts calendar and “illegible”
- expansion of rights of women through the arts – will be reflected in the output

Minister Sellin

[REDACTED]

3 May Polish events etc 3 May etc, 1 August etc national day
Celebrate St Patrick's day
1 August etc Museum of Moscow uprising etc 1920 Bolshoviks

Dr Allan

National Days – St Andrew's Day
3 May – plans for Scotland