

Fair Work Action Plan:

Annexes

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Our strategic objectives	
National Performance Framework	Apply Fair Work conditionality to grants, requiring payment of real Living Wage, and channels for effective workers’ voice by summer 2022, and determine how these conditions can be applied to non-departmental public bodies. Fair Work conditionality will be further extended with clear standards and minimum requirements to cover all forms of Scottish Government support within the limits of devolved competence in line with the landmark agreement with the Scottish Green Party. We will use all levers at our disposal to deliver on this commitment – including the use of grants, reliefs and licencing provisions.
	Work with employers and trade unions in sectors where low pay and precarious work can be most prevalent (including leisure and hospitality, and early learning and childcare) to promote sectoral Fair Work agreements and collective bargaining to achieve higher standards of pay, better security of work, and greater union representation.
	Take further steps to remove barriers to employment and career advancement for disabled people, women, those with care experience and people from minority ethnic groups.
Fair Work Objectives	By 2025, create more diverse and inclusive workplaces where workers have security of pay and contract, can develop and utilise their skills and have an effective voice in the workplace, Making Scotland a Fair Work Nation.
	To tackle labour market inequalities faced by women to reduce the gender pay gap in Scotland (target to be added following plan refresh spring 2022).
	To at least halve the disability employment gap by 2038 (from 2016 baseline of 37.4 percentage points).
	Work with partners and across Government to mainstream Fair Work across Ministerial Portfolios, with an initial focus on key sectors.

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Public sector leadership			
Headline action	What we will do	What this provides	Intended outcomes
<p>Headline action 1: We will lead by example on the Fair Work agenda, including sharing and learning of practice, by 2025. We will continue to embed Fair Work in all public sector organisations, setting out clear priorities in the roles and responsibilities of public bodies.</p>	<p>1.1. Scottish Government will undertake an equal pay audit examining pay gaps by gender, disability, race and age by March 2024. We will act on findings to review and refresh our recruitment and retention policies to address workplace inequalities by end of 2025.</p>	<p>Findings from the audit have been published. We have better data on SG pay gaps to inform our actions to reduce pay gaps, improve access to progression and decrease occupational segregation.</p>	<p>There is parity of pay and skills recognition across all workers.</p> <p>A better-informed approach can be taken to our recruitment and retention and progression practices.</p>

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<p>Headline action 2: We will continue to use conditionality to further embed Fair Work in all forms of financial support.</p>	<p>2.1. As part of the Bute House agreement and NSET, and within the limits on devolved competence, we will:</p> <p>2.1.1 Extend Fair Work conditionality with clear standards and minimum requirements to cover all forms of Scottish Government support within the limits of devolved competence. We will use all levers at our disposal to deliver on this commitment – including the use of grants, reliefs and licencing provisions.</p> <p>2.1.2 Consider how we can extend conditionality to the other Fair Work principles, including opportunity, security, respect and fulfilment by 2025.</p>	<p>Increased numbers of people being paid the real Living Wage.</p> <p>Improved effective voice and more people benefit from Fair Work practices.</p>	<p>People have increased incomes.</p> <p>Workers have better engagement with their employers and are able to negotiate over appropriate terms and conditions.</p>

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Headline action 2: We will continue to use conditionality to further embed Fair Work in all forms of financial support.	2.2. By 2023 update the Fair Work First criteria to better reflect priority action required to address labour market inequalities faced by women, people from racialised minorities, and disabled people, ensuring people can enter, remain and progress in work.	More employers implement Fair Work practices with a specific focus on addressing workplace inequality for women, people from racialised minorities, disabled people, and the over 50s.	Improved business performance. Workplace diversity is improved.

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<p style="text-align: center;">Headline action 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.1. By end 2023 we will work with partners to join up provision of advice and support for employers by establishing a central Fair Work resource, making it as simple and efficient as possible for employers to use. This would enhance and consolidate existing material to ensure employers have a clear route to access guidance, support and advice on Fair Work. It will involve:</p> <ul style="list-style-type: none"> • Advice and tools to promote the benefits of Fair Work and workplace equality • Good practice case studies • Advice on networking and establishing peer support groups • Collaboration with existing trusted business support services and partners. 	<p>Increased knowledge and skills among employers in implementing fair work practices as well as taking action on workplace inequalities.</p> <p>Assisting in the creation of advice networks for employers to access peer support.</p>	<p>Fair work practices are implemented in a more informed way.</p> <p>Improved business performance.</p>

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	<p>3.4. By the end of 2025 we will review and disseminate learning and best practice on the conclusion of the 2024 Workplace Equality Fund.</p>	<p>Increase in numbers of employers improving their equality and diversity policies.</p> <p>Increase in number of people in priority groups recruited and retained.</p> <p>Learning from fund is disseminated to more employers.</p>	<p>Employers more able to recruit the right people, with the right skills, at the right time.</p> <p>More diverse workforces which leads to increased productivity and, in turn, increased economic output for Scotland.</p> <p>A better informed approach can be taken on recruitment and retention and progression practices.</p>

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	<p>3.6. We will continue to promote existing and new advice and guidance on the benefits of flexible working to organisations across Scotland by working with public bodies to assess provision and highlight best practice throughout this parliamentary term (by 2026).</p>	<p>Continue to support organisations in Scotland to adapt flexible working practices that benefits employers and employees, especially female staff and workers over 50 years.</p>	<p>More employing organisations in Scotland will adopt flexible working practices experiencing benefits such as attracting diverse talent, reducing staff attrition, improving business reputation and creating a happier, more engaged workforce. More employees especially those with care and health commitment will enter, remain and progress in the workplace.</p>

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	<p>3.8. We will work with employers and trade unions, in sectors where low pay and precarious work can be most prevalent, to develop sectoral Fair Work agreements that deliver improved employment outcomes such as payment of the real living wage, better security of work, and wider “Fair Work First” standards.</p>	<p>The number of workers in typically low-paid sectors, such as women, people from racialised minorities and disabled workers have improved security of pay, contract and will start to experience the wider dimensions of fair work.</p>	<p>Higher standards of pay and conditions in typically low paid and precarious sectors with the narrowing of the gender, disability and ethnicity pay gaps.</p>

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<p>Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.1. Work with enterprise agencies and Business Gateway to promote Fair Work and deliver wider conditionality, and:</p> <p>4.1.1 By end of 2023 undertake a review of the Business Gateway website, utilising analytical and tracking techniques to ensure that disabled people find the website accessible, and are able to utilise the advice given to overcome the barriers they face.</p>	<p>Equitable and tailored access to support (including financial) when moving into self-employment.</p>	<p>People from all backgrounds receive appropriate advice and support to be able to consider if self-employment is the right route for them.</p> <p>Increase the diversity of self-employed people.</p>

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<p>Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.2. SG Employability Delivery: we will continue to work with Fair Start Scotland providers, within the timescales of the current contract, to implement a continuous improvement approach to enhance delivery and outcomes for disabled people and those furthest from the labour market, including racialised minorities and women. This will include drawing upon learning from Pathfinders/ test and learn projects being delivered by Disabled People’s Organisations and the pilot project on community engagement being delivered by CEMVO Enterprises CIC in 2022/23.</p>	<p>Appropriate and tailored access to support for disabled people, women, the over 50s, and people from racialised minorities to enter employment.</p> <p>Better data is collected and analysed on employability programmes and their impacts, including for those experiencing labour market inequalities. Where data and sample sizes allow, there is improved consideration of intersectional data.</p> <p>Provide relevant information and evidence on the reach and impact of employability programmes</p> <p>Direct input to development of employability support from those with lived experience (for example, of disability), ensuring development and delivery of person-centred services.</p> <p>Improved provision of specialist employability support (including Supported Employment and Individual Placement and Support).</p>	<p>People from all backgrounds receive appropriate advice and support to be able to consider what route to employment is the right route for them, and employment outcomes are improved.</p> <p>Better data enables employability programmes to be tailored appropriately to deliver tailored support.</p>

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<p>Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.3. Scottish Government to work with stakeholders to develop a Delivery Plan 2023-26, outlining the next phase development of No One Left Behind (NOLB) from April 2024.</p> <p>This will:</p> <p>4.3.1 Build Fair Work outcomes into the design of No One Left Behind by taking account of the lived experience and needs of disabled people, people from racialised minorities, women and the over 50s.</p> <p>4.3.2 Draw upon the findings and recommendations of the following:</p> <ul style="list-style-type: none"> • Health and Work Strategy Review (2019) • Supported Employment Review (2022) • Health and Work Support Pilot final evaluation (2022) • Individual Placement and Support Review (2022 – forthcoming) 	<p>continued from 4.2 above Appropriate and tailored access to support for disabled people, women, the over 50s, and people from racialised minorities to enter employment.</p> <p>Better data is collected and analysed on employability programmes and their impacts, including for those experiencing labour market inequalities. Where data and sample sizes allow, there is improved consideration of intersectional data.</p> <p>Provide relevant information and evidence on the reach and impact of employability programmes</p> <p>Direct input to development of employability support from those with lived experience (for example, of disability), ensuring development and delivery of person-centred services.</p> <p>Improved provision of specialist employability support (including Supported Employment and Individual Placement and Support).</p>	<p>continued from 4.2 above People from all backgrounds receive appropriate advice and support to be able to consider what route to employment is the right route for them, and employment outcomes are improved.</p> <p>Better data enables employability programmes to be tailored appropriately to deliver tailored support.</p>

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<p>Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.4. Skills Development Scotland (SDS) and Scottish Funding Council (SFC) will, on an annual basis, review disaggregated management information including the newly disaggregated Learning Disability statistics and take action where required where poorer outcomes or underrepresented groups are identified. This will include:</p> <p>4.4.1 Review the equality incentives for disabled people in relation to Work Based Learning (WBL) and make recommendations by end March 2024 with regard to impact on participation and achievement rates for disabled people.</p> <p>4.4.2 Review learning from pilot projects for Foundation Apprenticeships for disabled pupils and mainstream lessons learned by October 2023.</p>	<p>Improved evidence, overview and understanding on which to develop recommendations, tailor skills and training courses, and further actions to improve provision to be able to better support disabled people in relation to what they need and want.</p>	<p>Those accessing apprenticeships and Work Based Learning Further Education (FE) opportunities have improved knowledge and understanding of Fair Work and specifically effective voice and are able to make informed and supported choices. More disabled people take up and complete Apprenticeship opportunities/FE opportunities by continuing or going into suitable employment which supports decreasing DEG.</p> <p>Providers have better knowledge and understanding and are able to provide learning and support which have a real impact on labour market outcomes.</p>

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<p style="text-align: center;">Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.4.3 Use intelligence from training and learning providers and participants to develop and deliver disability equality-focused continuous professional development to build the capacity of learning providers to support disabled individuals and ensure a continuous development cycle is implemented by 2023.</p>	<p>Improved evidence, overview and understanding on which to develop recommendations, tailor skills and training courses, and further actions to improve provision to be able to better support disabled people in relation to what they need and want.</p>	<p>Those accessing apprenticeships and Work Based Learning Further Education (FE) opportunities have improved knowledge and understanding of Fair Work and specifically effective voice and are able to make informed and supported choices. More disabled people take up and complete Apprenticeship opportunities/FE opportunities by continuing or going into suitable employment which supports decreasing DEG.</p> <p>Providers have better knowledge and understanding and are able to provide learning and support which have a real impact on labour market outcomes.</p>

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<p>Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.5. Skills Development Scotland (SDS) will:</p> <p>4.5.1 Implement Scotland’s Career Review recommendations and develop a model to ensure future career services across sectors provide meaningful and accessible support for disabled people that is both tailored to their needs and available when they need it. The implementation phase of the Career Review is due to be completed by the end of 2022.</p> <p>4.5.2 Continue to implement the Principles of Good Transitions across our Career Information Advice and Guidance (CIAG), through targeted Continuous Professional Development for all customer-facing CIAG colleagues and managers by the end of March 2023.</p>	<p>We have implemented careers advice and guidance to enable disabled people to meet their ambitions and needs.</p>	<p>More disabled people are aware of their options; careers advisors are able to support disabled people into options suitable to their skills and needs; more disabled people enter options they want and need, helping to decrease the DEG.</p>

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Support for people to prepare for, access and sustain fair work			
Headline action	What we will do	What this provides	Intended outcomes
<p>Headline action 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.6 Health and Work: Aligning with the Scottish Government’s Fairer and More Equal Society (FMES) Programme by December 2023, Public Health Scotland (PHS) to:</p> <ul style="list-style-type: none"> • Collaborate with NHS Boards to develop the NHS Scotland contribution to achieving fair and healthy work outcomes for people across Scotland; and • Work with Scottish Government, Local Government and NHS Boards to define the health offer to enable those with health conditions to secure, sustain and progress in work. 	<p>Greater alignment and integration health and work policy offering improved access and support for people to access and sustain labour market outcomes.</p>	<p>Our economy is re-orientated towards wellbeing and fair work, delivering higher rates of employment and wage growth, reducing structural poverty, particularly child poverty, and improving health, cultural and social outcomes for disadvantaged families and communities.</p>

2. Annex B – Fair Work priorities being taken forward across government

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We will	Who	SG Area
Asylum and Refugee Integration		
<p>The Scottish Government, COSLA and Scottish Refugee Council are working together to support refugees to access work through our new refugee integration strategy. The strategy includes a theme on employability and welfare rights. It includes actions to provide information and advice on employability rights and options; develop opportunities for refugees to build their skills; support development of skills recognition; and improve access to ESOL (English for Speakers of Other Languages).</p>	Scottish Government	Connected Communities
Culture and Tourism		
<p>Review our National Events Strategy including Fair Work considerations, with meaningful Trade Union representation. The outcome of this review will set the long term vision for the events sector over the next 10 years, ensuring Scotland remains The Perfect Stage for events.</p>	Scottish Government	Culture, Tourism and Major Events

2. Annex B – Fair Work priorities being taken forward across government

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We will	Who	SG Area
Digital		
Include Fair Work throughout all aspects of the next iteration of Connecting Scotland and in particular in the development of a Full Business Case. The programme has targeted groups to date including young care leavers and people seeking support with employability as well as disabled persons. Through the evaluation undertaken so far, there has been a conclusive link between the device, connectivity and skills and support being provided, and the Fair Work agenda.	Scottish Government	Digital
Take forward the Scottish Tech Ecosystem Review which aims to broaden the talent pipeline and supports initiatives to raise awareness of gender bias with parents, families and teachers at all stages of the education process. Delivered the £1m Ecosystem Fund which supported a diverse range of meet ups, events and projects many of which supported women and minorities into tech.	Scottish Government	Technology Innovation and Entrepreneurship

2. Annex B – Fair Work priorities being taken forward across government

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We will	Who	SG Area
Early Learning and Childcare		
Continue to implement our strategy for evaluating the impact of the early learning and childcare (ELC) expansion programme to 1140 hours. This is an outcomes-based evaluation strategy and the primary focus is on measuring outcomes for children, parents and carers, and families.	Scottish Government	Early Learning and Childcare
Publish a School Age Childcare Delivery Framework, alongside a Strategic Childcare Plan. The Framework will outline what we are doing now and what we will do over the next 2 to 3 years to pave the way for a sustainable school age childcare system. The Framework will set out the approach and principles that we will apply to designing the future system.	Scottish Government	Early Learning and Childcare
Continue to work with partners to develop a new Strategic Framework for Scotland’s Childcare Profession. This will include actions to build on the good practice we have seen across the childcare sector to diversify the workforce in the context of the 1140 hours workforce expansion in recent years. This includes work to increase the number of men, racialised minorities and disabled people in the childcare workforce. We will continue to consider an approach to treat investment in childcare and social care as economic infrastructure.	Scottish Government	Early Learning and Childcare

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We will	Who	SG Area
Economic Development		
<p>Develop Community Wealth Building Legislation during this Parliament. The internationally recognised Community Wealth Building model of economic development is designed to tackle long standing systemic challenges facing local economies. The workforce pillar of this model places a focus on increasing fair work and developing local labour markets that support the wellbeing of local economies and the communities within them. The legislation will consolidate changes in practice, and enable local anchor organisations to use their economic leverage to deliver more for local people and communities, under devolved powers.</p>	Scottish Government	Economic Development
<p>Enable all 32 of Scotland’s local authorities to develop a CWB strategy and action plan as part of our Covid-19 Recovery Strategy. This begins the process of mainstreaming the support provided to our 5 Community Wealth Building pilot areas (Clackmannanshire, South of Scotland, Western Isles, Tay Cities/Fife and Glasgow City Region) to develop and deliver bespoke CWB action plans, all of which set out actions across all 5 pillars including Workforce, including commitments to work with local anchors to apply Fair Work lens to workforce policies and practices through development of anchor and/or employment charters.</p>	Scottish Government	Economic Development

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We will	Who	SG Area
<p>Take a sectoral approach to Community Wealth Building. We are engaging with a number of sectors (NHS, National Care Service and Housing) to help integrate CWB principles into their wider strategies, embracing their role as ‘anchors’ and the wider contribution they can make to reduce inequalities by taking a progressive and local approach procurement, asset management and recruitment and other workforce-related policies.</p>	Scottish Government	Economic Development
<p>Publish the Women in Enterprise Review focusing on areas including education, access to finance, support and mentoring for women in business. The report will recommend short, medium and longer term interventions aimed at helping to address any barriers facing women in enterprise and then make recommendations on any perceived gender gap in business ownership and opportunity in Scotland. Utilising resilient and relevant data to inform the review and act as the template for the measurement beyond.</p>	Scottish Government	Technology, Innovation and Entrepreneurship

2. Annex B – Fair Work priorities being taken forward across government

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We will	Who	SG Area
Education		
Continue to support and implement the recommendations of the Gender Equality Taskforce in Education and Learning (GETEL) to identify measures to address the lack of gender equality which remains evident in education and learning settings. The taskforce will advise on potential changes in practice and actions to support a gender-competent experience of education and training for all girls and women.	Scottish Government and Partners	Education and Learning
Introduce Scotland’s first National Transitions to Adulthood Strategy in this Parliamentary term to support disabled young people as they make the transition to adult life. We will also provide them, and those who look after them, with joined-up guidance and support to unlock better educational and employment opportunities and health outcomes.	Scottish Government	Children and Families

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We will	Who	SG Area
Employability		
Continue to provide grant funding to Unite to support the role of a Fair Work Apprenticeship Co-ordinator for the Construction Sector. The post was set up in part to encourage and promote fair work practices in relation to apprenticeships in the sector. The Fair Work Convention’s Construction Inquiry recommended Scottish Government continues to fund this post.	Scottish Government and Partners	Fair Work, Employability and Skills.
Address systemic inequalities in the labour market, contribute to a wellbeing economy and accelerate inclusive person-centred public services by maximising the number of long-term unemployed and economically inactive people and those farthest from the labour market progressing towards, entering and sustaining fair work.	Scottish Government and Partners	Fair Work, Employability and Skills
Create a more responsive, agile and joined up employability system in order to help people who face significant barriers progress towards, into and to sustain work.	Scottish Government and Partners	Fair Work, Employability and Skills
Improve the outcomes and impacts of our investment in employability and skills for the 6 priority family groups by collaborating across government and with stakeholders and users.	Scottish Government and Partners	Fair Work, Employability and Skills
Create the conditions to deliver more effective outcomes for employability service users. We will drive collective leadership across the system by engaging with strategic partners in the public, private and third sectors; working constructively across organisational and sectoral boundaries.	Scottish Government and Partners	Fair Work, Employability and Skills

2. Annex B – Fair Work priorities being taken forward across government

- 1. Annex A – Full list of actions
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We will	Who	SG Area
Environment and Forestry		
Ensure the principles of Fair Work support the core outcomes of the Environment Strategy for Scotland , namely that our thriving sustainable economy conserves and grows our natural assets, and our healthy environment supports a fairer, healthier and more inclusive society.	Scottish Government and Public Sector	Environment and Forestry
Health		
Deliver the Women’s Health Plan action to develop a menopause and menstrual health workplace policy, as an example of best practice, starting with NHS Scotland, and promote across the public, private and third sector. This is a medium term action, to be delivered by September 2024, and a working group has been established to develop this policy.	Scottish Government	Health and Fair Work
Continue to take forward implementation of the recommendations of the 2019 Review of Health and Work Strategy, including updating recommendations, where required, in light of the impact of COVID-19 and the ongoing cost crisis. This work aims to adapt our existing means of support to employees and employers on health matters to better reflect the changed situation caused by these events. As part of this approach, joint-working is being established with teams in Health and Social Care DG, the wider Scottish Government, and UK Government partners, such as the Health and Safety Executive and DWP.	Scottish Government	Population Health

2. Annex B – Fair Work priorities being taken forward across government

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We will	Who	SG Area
Drive cultural change within NHS Scotland to nourish a diverse and inclusive workforce. To achieve this ambition, we have a number of work streams currently underway, including; the development of anti-racist training resources, promoting the NHS National Ethnic Minority Forum, and the development of a reasonable adjustment passport.	Scottish Government	Health
Drive a supportive and enabling culture for people working in health, social care and social work across wellbeing, leadership and equalities. This will be informed by a new strategy that has been collaboratively developed, building on the ambitions set out in the Workforce Strategy and provides direction and focus to support the workforce.	Scottish Government	Mental Health
Work with employer groups and trade unions to promote mentally healthy workplaces. Building on a range of local and national services, we want mental health and wellbeing to be meaningfully discussed, promoted and supported, and for stigma and discrimination to be addressed.	Scottish Government, Business and Partners	Mental Health
Build mental health support into our employability initiatives. In addition, we will continue to strengthen links between mental health and employability policies, with a particular focus on improving support for those with mental health and wellbeing issues to secure and sustain employment. We recognise the importance of this activity in delivering good mental health for the whole population of Scotland, particularly within the context of the economic impacts of the pandemic.	Scottish Government and Partners	Mental Health

2. Annex B – Fair Work priorities being taken forward across government

We will	Who	SG Area
Marine Scotland		
Publish a Seafood Trade Strategy in 2022 which includes reference to and recommendations around Fair Work practices, and those existing initiatives which support this, as being fundamental to the success of the Seafood sector. This builds on the Blue Economy Vision for Scotland, published on 31 March 2022, includes a social-focused outcome in respect of equal access to employment opportunities as well as outlining the benefits of Fair Work.	Scottish Government and Public Sector	Marine Scotland
Procurement		
Build upon our updated statutory guidance, published in May 2022, by reviewing and refreshing our Fair Work and Procurement non-statutory guidance. We will also support local upskilling and implementation of policy through e-learning.	Scottish Government	Procurement

1. Annex A – Full list of actions
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2. Annex B – Fair Work priorities being taken forward across government

- 1. Annex A – Full list of actions
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We will	Who	SG Area
Skills		
Develop and implement a lifetime skills offer that supports those most in need to access upskilling and reskilling advice and support.	Scottish Government	Fair Work, Employability and Skills
Work with Scottish Apprenticeship Advisory Board (SAAB) to realise the outcomes of the Gender Commission report and recommendations into occupational segregation within Apprenticeships. This will include working with partners on the wider gender stereotyping issues which impact on subject choices.	Scottish Government and Partners	Fair Work, Employability and Skills
Ensure gender and broader equalities will be a key consideration in the development and delivery of projects supporting the Skilled Workforce programme within the National Strategy for Economic Transformation. Equality data from the evaluation of Individual Training Accounts and the Flexible Workforce Development Fund as well as that from shorter term programmes which responded to the pandemic including the National Transition Training Fund will be used to inform this work. New skills investment will focus on areas of jobs growth aligning with our national mission to create new jobs, good jobs and green jobs that are available to all regardless of gender.	Scottish Government	Fair Work, Employability and Skills

2. Annex B – Fair Work priorities being taken forward across government

- 1. Annex A – Full list of actions
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We will	Who	SG Area
Social Security		
Undertake a review of the Social Security Charter due to be complete by the end of 2023, in line with the principles of equality and non-discrimination in the Social Security (Scotland) Act. This will involve a co-design process involving equalities groups to ensure that the views of groups such as disabled people, women, racialised minorities and workers over 50 are reflected in the charter.	Social Security Scotland	Social Security Scotland
Develop policy and solutions which specifically target benefit take-up and the maximisation of income. Explore options to develop robust signposting and referral arrangements with a range of organisations that have existing relationships with Social Security Scotland. We plan to consult publicly on a draft position paper on the topic and seek opportunities to pilot approaches with key partners in 2023. As we evaluate progress and use lessons learnt from the initial pilots, we will explore how to apply this learning to referrals more broadly, as well as to the possibility of tailoring approaches to specific groups of people.	Social Security Scotland	Social Security Scotland
Tackling Violence Against Women and Girls		
Refresh Equally Safe, Scotland’s strategy for preventing and eradicating violence against women and girls, and its accompanying delivery plan, during the course of 2023. Extensive stakeholder engagement will shape the refresh and ensure a robust and ambitious strategy meeting societal challenge. The refresh will provide an opportunity to explore strengthen links between Equally Safe and the Fair Work.	Scottish Government	Fair Work and Equalities

2. Annex B – Fair Work priorities being taken forward across government

- 1. Annex A – Full list of actions
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We will	Who	SG Area
Transport		
Continue to develop and deliver the Accessible Travel framework to ensure disabled people and other groups can travel safely, get support if/when needed to travel, and know where to find support.	Scottish Government	Transport Scotland
Provide further advice on how transport policy impacts on the Gender Pay Gap when updating the Scottish Transport Appraisal Guidance. This follows the publication of the (STAG) 'Manager's Guide' in January 2022 where issues such as how transport infrastructure investment impacts on the ethnicity pay gap and intersectionality and appropriate guidance on Equality Impact Assessments was undertaken.	Scottish Government	Transport Scotland
Undertake research on women and girls' safety on public transport. The analysis from this research will be published before the end of 2022, with work to address the research recommendations taken forward in 2023. This follows evidence that safety concerns impact on how women and girls use public transport, and this has implications for accessing work. This is a particular issue for women and girls engaged in shift work or who work industries that operate during unsociable hours when the availability of public transport is reduced or not available.	Scottish Government	Transport Scotland

2. Annex B – Fair Work priorities being taken forward across government

- 1. Annex A – Full list of actions
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We will	Who	SG Area
Trauma-informed Workforce		
<p>Through our National Trauma Training Programme (NTTP), we will continue to raise awareness of the benefits of adopting trauma-informed and responsive approaches in the workplace, which includes improved mental health and wellbeing of the workforce and the potential to increase equality, diversity and inclusion. A Quality Improvement Framework for trauma informed systems, organisations and workforces is also in development. All members of the workforce can access freely available evidence-based trauma training resources, developed by NHS Education for Scotland (NES) and informed by experts by experience.</p>	Scottish Government and Partners	Mental Health

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

The tables below provide an overview of actions from the previous Fair Work, Gender Pay Gap and A Fairer Scotland for Disabled People: Employment Action Plans – as well as the new Anti-Racist Employment Strategy – and the status of each action. Actions which are noted as being **‘taken forward’** are actions from previous plans which have been refreshed either to take into account the changing labour market as a result of the pandemic, EU exit or the cost crisis, or from what the public told us during our Fair Work Nation consultation. Actions which are **‘in progress’** indicate where work is already underway. Actions which are **‘completed’** have achieved or delivered the intended outcome.

Fair Work	
Action	Status
Work with employers and partners to deliver Fair Work First.	Taken forward in refreshed action plan (Headline action 2)
Develop a Fair Work Framework benchmarking tool to help employers assess their current practices and provide guidance on how to make their workplaces fairer.	Completed – the Fair Work Employer Support Tool is now live.
Work with employers and employer organisations to develop support for small and micro employers seeking to adopt Fair Work practices in their businesses.	Taken forward Fair Work Employer Support Tool is now live also taken forward in refreshed action plan (action number 3.1)

- 1. Annex A – Full list of actions
- 2. Annex B – Fair Work priorities being taken forward across government
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3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Fair Work	
Action	Status
Taking forward action to refresh the Scottish Business Pledge to ensure closer alignment to the Fair Work Framework and build greater impact.	In progress. The review will look at how the application process and language surrounding Scottish Business Pledge can be adjusted to better suit the internal team, make the process more timely and manageable, better support business and make this easier for them and endorse Fair Work principles that are more in-keeping with their legal status and regulation framework. The review will examine and explore the purpose of the Business Pledge and how it benefits businesses alongside other available memberships/schemes and how this could be improved.
Instilling a Fair Work ethos in our future workforce and business leaders.	In progress. A review of teaching of Fair Work in business schools across Scottish universities was undertaken in 2020, co-led by employment experts from the Universities of Warwick and Glasgow, to assess the salience of Fair Work in schools' curricula. A report on this work is expected and will inform any further work required in this area.
Co-Host an International Fair Work Summit With The Fair Work Convention To showcase our Fair Work achievements nationally and internationally.	Taken forward The Scottish Government were unable to host an international summit due to the Covid-19 pandemic; however, we are promoting our Fair Work agenda internationally via the Global Deal partnership.
Extend the Workplace Equality Fund to align with the Fair Work First commitment.	Complete

1. Annex A – Full list of actions

2. Annex B – Fair Work priorities being taken forward across government

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4. Annex D – Measurement Framework

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

Fair Work	
Action	Status
Supporting trade unions to embed Fair Work in workplaces.	Taken forward in refreshed action plan (action number 3.8)
Increasing the number of workers in Scotland covered by collective bargaining.	Taken forward in refreshed action plan (action number 3.8 and 3.9)
Promote Fair Work in the collaborative economy.	Taken forward under Making Fair Work the Norm. See Annex B.
Promote Fair Work in the construction sector.	Complete – We are working to a shared vision for the construction industry and the public sector including key principles such as fair work, diversity and inclusion. This includes ensuring that we can deliver on the recommendations of the Fair Work Convention’s Construction Inquiry Report where possible. This includes recommendations around procurement, and so far we have have published statutory guidance which includes a new chapter titled Fair Work First requirements in procurement. The update reflects development of the Scottish Government’s policy on Fair Work First, including payment of the real Living Wage and the extension of Fair Work First from 5 to 7 criteria.

1. Annex A – Full list of actions

2. Annex B – Fair Work priorities being taken forward across government

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4. Annex D – Measurement Framework

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

Fair Work	
Action	Status
Responding to the Fair Work Convention's Social Care inquiry recommendations.	<p>In progress – The Fair Work in Social Care Group is responding to the Fair Work Convention’s Social Care inquiry recommendations including through the development of a Fair Work Framework for Adult Social Care Sector, and by developing a set of recommendations for minimum standards for terms and conditions reflecting Fair Work principles. This extends to the development of local standards that employees should expect that support effective voice. This work is now being taken forward in collaboration with key stakeholders including representative sector bodies, trade unions, and providers.</p> <p>The Scottish Government is also taking forward work to establish a National Care Service; through the NCS we will continue to improve terms and conditions for social care workers through the introduction of sectoral bargaining for the sector. However, our work on introducing sectoral bargaining is progressing ahead of the NCS, in line with the recommendations of the Fair Work Convention.</p>
Increasing the number of people employed who are paid the real Living Wage.	<p>In progress – this is an ongoing commitment. We have continued to provide funding to Living Wage Scotland to deliver our real Living Wage – and Living Hours – employers accreditation schemes and the Making Living Wage Places initiative.</p>

1. Annex A – Full list of actions

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Fair Work	
Action	Status
Promoting awareness and flexibility for unpaid carers in the workplace through Carer Positive.	Complete – We have delivered the Carer Positive scheme, which continued to support employers remotely during the Covid-19 pandemic, sharing good practice in relation to working carers, and running online events and learning sessions.
Ensure continued Ministerial direction and support through Fair Work and Gender Equality Ministerial Working Group.	Complete – The Fair Work and Gender Equality Ministerial Working Group concluded in 2021. We are continuing to engage with policy teams across Ministerial portfolios to mainstream Fair Work within all relevant business areas and embed Fair Work practices within the sectors and organisations we engage with and support. The Minister for Just Transition, Employment & Fair Work will chair the Fair Work Oversight Group.
Appoint a Scottish Government Fair Work Champion.	Complete – Interim Director for Fair Work, Employability and Skills Director has been appointed as Fair Work Champion.
Develop Directorate-level Fair Work Action Plans.	Covid-19 and resources limited implementation. The Minister for Fair Work wrote to all Cab Secretaries and Ministers setting out the First Minister’s expectation that Fair Work must be owned and progressed in each portfolio area and embedded within business planning.
Work with the Fair Work Convention to develop and implement a coherent and collaborative Fair Work narrative and communications strategy, which captures the essence of Fair Work in practice.	Complete – We produced a Narrative and promoted it to public sector partners, including the enterprise and skills agencies.

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Fair Work	
Action	Status
Engage with the UK Government and devolved nations on Fair Work and employment law.	In progress – this is an ongoing action. We have and will continue to engage with the UK Government on employment matters and our Fair Work priorities, as set out in the strategic context.
Demonstrate leadership as an employer by adopting Fair Work practices aligned with the Fair Work Framework.	Complete – Throughout the Covid pandemic the Scottish Government worked constructively with relevant trade unions to ensure workers within the SG and wider economy were treated fairly. The related Covid-19 Fair Work Statement was used to ensure high fair work standards across the public sector. We have also taken forward further commitments in the refreshed action plan (action numbers 1.1, 1.2 and 1.4)
Measuring our progress in delivering a Fair Work Nation.	In progress – this is an ongoing action. Our new measurement framework published alongside the refreshed action plan sets out measurement indicators we will use to measure our progress in becoming a leading Fair Work Nation.

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
We will develop an equality and human rights mainstreaming strategy that is underpinned by a comprehensive approach to data collation and analysis, and that harnesses the voices of those impacted to shape our approach and policies. As part of this strategy and to inform the development of approaches across the Scottish Government, we will establish an Economy Centre of Expertise on equality and human rights to drive progress in this area. We understand that the effectiveness of all of this work must be underpinned by support for policy makers to become more skilled in applying an equality analysis to their policies and in this case the impact they will have on women.	<p>In progress. Incorporated under – Public Sector and the Role of Leadership.</p> <p>The establishment of the Centre of Expertise for Equality and Human Rights was announced on 9 May 2022 (Tackling inequalities through economic recovery – gov.scot).</p>
Support the Fair Work Convention’s (FWC) role in supporting equality of opportunity and outcomes in the labour market and work with the Convention to promote understanding and application of the Fair Work Framework in workplaces across the country.	<p>In progress. Throughout the action plan we will work with the FWC.</p> <p>Our Fair Work vision is shared with the FWC. We have taken on board the recommendations from their Social Care and Construction inquiries and look forward to receiving further information on the FWC Hospitality inquiry.</p>

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
Work with our Non Departmental Public Bodies (NDPBs) and Agencies through our Sponsorships teams to reduce their gender pay gaps, including specific issues faced by women with other protected characteristics, such as disabled women within Scotland’s labour market through their service delivery.	<p>In progress. Incorporated under – Public Sector and the Role of Leadership.</p> <p>We encourage NDPBs and their sponsor teams to adopt and apply Fair Work First criteria, including action to tackle the gender pay gap and create more diverse and inclusive workplaces. We developed an introductory training module for public body board members and ministers have written to all public body chief executives setting out their Fair Work expectations.</p>
Undertake further analysis on the impact of the budget on gender including further consideration of distributional analysis and the intra-household distribution of resources.	<p>Complete. Published on 27 October 2020: Scottish Social Attitudes Survey 2019: intra-household distribution of resources.</p>

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
<p>Improve the intersectional data available for all policy officers across national and local government to help with the development of future policies filling gaps in information and boosting data.</p>	<p>In progress. We continue to publish routine statistics for women and other protected characteristics to monitor trends over time including Using intersectionality to understand structural inequality in Scotland: evidence synthesis and Scotland’s Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 – gov.scot (www.gov.scot) which provides employment, unemployment and inactivity estimates by age, sex, disability and ethnicity where possible.</p>
<p>Develop our sustainable procurement tools and guidance to help buyers across the public sector in Scotland identify and pursue equality outcomes in relevant procurements, and identify a suitable public contract requirement from which we can develop an exemplary case study of how public sector equality duties can be met with respect to gender and procurement.</p>	<p>Complete. Published: Sustainable Procurement Tools and Sustainable Procurement Guidance. See Annex B.</p> <p>Case Studies incorporated into refreshed action 3.1 under – Our Ask of Employers and Support Available.</p>

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
Undertake a review of the specific duties underpinning the public sector equality duty. That review will take into account stakeholders’ views and a range of evidence, including evidence provided by the Equality and Human Rights Commission, and lessons learned from seeking to mainstream equality in Scottish Government’s response, recovery and renewal work related to Covid-19. The aim will be to move from a culture of compliance to one that supports progress in delivering equality and a fairer Scotland.	In progress. Incorporated under – Public Sector and the Role of Leadership. The Scottish Government is currently reviewing the effectiveness of the Public Sector Equality Duty (PSED) in Scotland. We ran a public consultation from December 2021 to April 2022 and are now undertaking a detailed analysis of responses. Public Sector Equality Duty review – Scottish Government
Undertake an Equal Pay Audit to help us to understand the causes of the Scottish Government’s own gender pay gap	Taken forward in refreshed action 1.1 under – Public Sector and the Role of Leadership.
Support women to stay in or return to work after a career break at levels commensurate with their abilities and experience through our planned £5m three year Women Returners Programme. This programme will have a particular focus on supporting women with other protected characteristics, for example older women, disabled women, minority ethnic women; and focus on sectors where women are significantly under-represented.	In progress. 11 projects have received funding in 2022/23. Projects continue to support women including those disabled and minority ethnic women and those experiencing menopause. Women Returners Programme My World of Work
Through an expanded Workplace Equality Fund, based on the lessons from the previous Fund, work with employers and trade unions to improve workplace practices (including support during menopause and for victims of domestic abuse) for the benefit of women with particular focus on supporting women who also have other protected characteristics.	Taken forward in refreshed action 3.4 under – Our Ask of Employers and Support Available. The current round of Workplace Equality Fund projects can be accessed at Funded Projects – Equalityadvice.scot

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
Undertake research into international practices on using wage setting powers within the public sector to reduce the incidence of low pay among women.	<p>Complete: Research published 3 November 2021 Findings – International mechanisms to revalue women’s work: research – gov.scot (www.gov.scot)</p> <p>Taken forward under Evidence, Monitoring and Reporting. We intend to respond to the findings of the above research.</p>
We will work with women’s organisations and trade unions to gain a clearer picture of the issues faced by women experiencing menopause to identify other areas where action may need to be taken.	<p>In progress. Will continue to be taken forward across multiple actions. See Annex B. We have worked with Close the Gap and The ALLIANCE to deliver a set of webinars focussed on menopause workplace support</p> <ul style="list-style-type: none"> • Menopause and the workplace - Resource pack - Health and Social Care Alliance Scotland (alliance-scotland.org.uk) and recording: Menopause and the workplace - Webinar - YouTube • Creating-a-menopause-aware-workplace.pdf (closethegap.org.uk) and recording: Menopause and the Workplace - What can you do as an employer? - YouTube

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2. Annex B – Fair Work priorities being taken forward across government

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Gender Pay Gap	
Action	Status
Continue to support adoption of the Fair Work Framework, which aims to address gender inequality across all dimensions of work – opportunity, security (including pay), fulfilment (including skills acquisition and deployment), respect and voice – and encourage adoption of the Framework through Fair Work First, our new approach to encouraging Fair Work practices among employers that receive Scottish Government funding.	In progress. Incorporated under – Making Fair Work the Norm.
Conduct case study research into the ways that businesses can reduce their gender pay gaps, investigating the strategies they use and the barriers they face to help inform policy and guide businesses.	Complete. Research was published on 3 April 2019: Addressing the gender pay gap: employer methods
Work with employers to persuade them to develop robust and meaningful gender pay gap action plans and support the Fair Work Convention with their employer engagement.	In progress. Will continue to be taken forward across multiple actions within the action plan and Annex B.
Refresh the gender and diversity element of the Scottish Business Pledge to encourage actions and measures to address all aspects of diversity and inclusion, including the gender pay gap.	Complete. The gender and diversity elements of Scottish Business Pledge have been refreshed: SBP: Actions to address the gender pay gap.
Fund research on the career trajectories of mothers returning to work based on longitudinal data from the Understanding Society survey. This research will help us understand the barriers that mothers face when returning to work.	Complete. Research was funded and published on 19 December 2019: Understanding Society – Gender and Work in Scotland: research findings
Fund a feasibility study for a centre for Fair work and Flexible work for Scotland to support employers to adopt flexible working policy and practice.	Complete. Timewise were funded to deliver ‘A Fair, Flexible Work Programme for Scotland’.

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Gender Pay Gap	
Action	Status
Support all employing organisations in the public, private and third sectors to adopt Flexible Working practices in Scotland that suits the business and the employee.	<p>In progress. Taken forward in refreshed action under – Our Ask of Employers and support Available.</p> <p>We funded Flexibility Works and Timewise between 2020-2023 to support and promote the development of flexible and family friendly workplaces.</p>
We will influence the development of the new Employment Bill urging the UK Government to increase protection for women experiencing harassment at work and discrimination due to pregnancy/maternity, calling on them to enhance parental leave and pay.	<p>In progress. Incorporated into the Executive Summary.</p>
We will launch the Gender Beacon Collaborative to provide support to organisations from a range of sectors to implement gender equality policies and address the causes of their gender pay gaps.	<p>In progress. Incorporated under – Our Ask of Employers and Support Available.</p> <p>The Scottish Government is providing funding to Close the Gap to support selected local authorities, public bodies, third sector organisations and the Scottish Government (the ‘Gender Beacon Collaborative’) to achieve Equally Safe at Work Bronze Accreditation Supporting employers to advance gender equality and prevent violence against women</p>

1. Annex A – Full list of actions

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Gender Pay Gap	
Action	Status
Ask Education Scotland and Care Inspectorate to take account of gender equality through their scrutiny activities.	In progress. Equality is a strong feature of Education Scotland’s scrutiny activities. Within How Good is Our School? [Fourth Edition] , Quality Indicator 3.1 supports self-evaluation on ‘Ensuring wellbeing, equality and inclusion’. See Annex B.
Continue to work in partnership with education and training providers and the third sector to test new ways to encourage men into the early learning and childcare sector, supporting our efforts to diversify the workforce.	In progress. Taken forward by the Gender Equality Taskforce in Education and Learning (GETEL). See Annex B.
Ensure successful implementation of the ‘real’ Living Wage commitment for funded provider settings from 2020 that forms part of the new Funding Follows the Child approach, and build on this with a more ambitious target around pay to be set thereafter.	In progress. Incorporated in the Sectoral Approach under – Making Fair Work the Norm. A Real Living Wage Implementation Group is being established to develop a programme of work. The latest version of Funding Follows the Child guidance was published on 26 May 2022.
In the next review of the national occupational standards and resulting qualifications for the early learning and childcare and out of school care sector, we will consider how to build addressing gender stereotyping and occupational segregation into training.	In progress. Taken forward by the Gender Equality Taskforce in Education and Learning (GETEL). See Annex B.

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
Over the course of this Parliament we will develop and consult on a plan for after-school and holiday childcare, setting out the steps we will take in the next Parliament to further improve and expand early learning and childcare.	In progress. Taken forward by the Early Learning and Childcare. See Annex B. School Age Childcare Progress Report published in 2021, setting out the steps we would take to progress our vision for school age childcare in Scotland. In our 2021/22 Programme for Government, we published our commitment to building a system of school age childcare.
Undertake by 2025 an evaluation to determine the impact the significant investment to increase the number of funded hours to 1,140 per year has had on improving the outcomes for children; on labour market outcomes for parents, particularly for women; and consider what further action may be required to further strengthen women’s equal access to the labour market.	In progress. Taken forward by Early Learning and Childcare. See Annex B. Evaluation Strategy published on 6 October: Early learning and childcare expansion programme: evaluation strategy – gov.scot (www.gov.scot)
In line with SFC and SDS, ask Education Scotland, in consultation with relevant stakeholders, unions and the workforce, to develop and publish in 2020 an equality action plan with issues of gender segregation in education to the fore.	Complete. Education Scotland’s Equality and Equity Toolkit published on 26 August 2021. Equality and Equity Toolkit Education Scotland’s Equality Strategy to be published shortly.

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
Develop professional learning approaches in collaboration with practitioners in early learning and childcare and in schools with a specific focus on challenging gender stereotyping and addressing unconscious bias.	In progress. Professional learning has been offered including: face-to face sessions, introduction sessions delivered via online webinars, enquiry-based research approaches, and gender-aware leadership training for those looking to take on whole-establishment responsibilities for equality. An extensive bank of Improving Gender Balance and Equality resources is now available for practitioners, settings and organisations to access on Education Scotland’s National Improvement Hub .
Ask the General Teaching Council to update, as appropriate, the GTC Standard to add a greater emphasis on gender stereotyping and occupational segregation.	Complete. The refreshed GTCS Standards were published in 2021. Professional Standards – The General Teaching Council for Scotland (gtcs.org.uk)
Work with the Scottish Council of Deans of Education to consider how gender and other equality issues can be made more prominent with Initial Teacher Education.	In progress. Taken forward by the Gender Equality Taskforce in Education and Learning (GETEL). See Annex B.
Build on the work SDS is taking forward with parents on Apprenticeships, by asking them to expand this work to wider gender stereotyping which impacts on subject choices.	In progress Taken forward the Scottish Apprenticeships Advisory Board (SAAB). See Annex B.

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2. Annex B – Fair Work priorities being taken forward across government

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Gender Pay Gap	
Action	Status
Convene a Personal and Social Education (PSE) Lead Officers network, consisting of all local authority officers and key third sector partners such as Rape Crisis Scotland, Zero Tolerance, Scottish Youth Parliament and Children’s Parliament. The network will develop support for schools to tackle sexual harassment, including resources for teachers. The network will also develop supporting resources for pupils.	In progress. Taken forward by the Gender Equality Taskforce in Education and Learning (GETEL) and other areas across government. See Annex B.
In addition to taking forward the Equally Safe actions relating to schools, collaborate with COSLA and the teaching unions to develop mechanisms to collect and report on sexual harassment and violence against girls in schools.	In progress. Taken forward by the Gender Equality Taskforce in Education and Learning (GETEL) and other areas across government. See Annex B.
Take into account the impact of Covid-19 on young women continue to accelerate progress on the Developing Young Workforce (DYW) Strategy interventions to reduce gender imbalance and undertake a practice and improvement evaluation of the equality outcomes in Developing Young Workforce as part of the delivery of the Young Person’s Guarantee. This will involve the development of an evidence base of existing practice, the identification of good practice and the sharing of this across schools, colleges and the DYW Regional Groups.	In progress. Taken forward by the Young Person’s Guarantee.
Work with employers to conduct a review to identify the extent to which industry led DYW regional groups and other school/industry partnerships are delivering actions that will address gender stereotyping and occupational segregation.	In progress. Taken forward by the Young Person’s Guarantee.

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Gender Pay Gap	
Action	Status
Deliver a new careers strategy by autumn 2019 to set the vision for high quality career information, advice and guidance services accessible to all, and which reflects the importance of challenging occupational segregation.	Completed. Scotland’s careers strategy: moving forward was published in February 2020 and Careers by Design Report of the Career Review Programme Board was published February 2022.
Publish a Future Skills Action Plan (FSAP) which will set out our strategic response and approach to ensuring Scotland has a skills and productive workforce, both now and in the future. In implementing the plan, we will address gender-specific issues in the labour market, to ensure that the specific inequalities and barriers women face are addressed in the future.	In progress. Incorporated under – Support for People to Prepare for, Access and Sustain fair Work. Scotland’s Future Skills Action Plan was published on 22 March 2022.
Ask the SFC to work with the colleges, universities and the relevant trade unions to address both horizontal and vertical occupational segregation in their workforce, in line with their Public Sector Duties, with the aim of supporting women, including those with other protected characteristics, to progress into more senior roles.	Taken forward under – Public Sector and the Role of Leadership.
Work with the College Development Network, to identify opportunities to increase gender equality, including intersectionality awareness in the training programme they run for board and staff members.	Complete.
Work with the SFC to learn from the development and publication of institutional Gender Action Plans and identify good practice and areas for improvement to inform the next phase of work to address gender inequality, particularly that faced by women with other protected characteristics.	Taken forward under – Public Sector and the Role of Leadership.

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Gender Pay Gap	
Action	Status
Work with institutions, SFC and research funders to promote flexible working as standard practice (including working with UK counterparts and bodies, where required, to influence UK HE sector practice), ensuring that flexibility is consistently available and widely promoted to all staff, including those in research positions.	Taken forward under – Public Sector and the Role of Leadership.
Work with SDS and Scottish Apprenticeship Advisory Board to realise the outcomes of the forthcoming Commission into occupational segregation within Apprenticeships.	In progress. To be taken forward by the Scottish Advisory Apprenticeship Board (SAAB). See Annex B. Gender Commission Report and Recommendations was published in October 2022.
Ensure gender and broader equalities will be a key consideration in the development and delivery of programmes to support our employment and skills response to Covid-19. Equality data to be gathered across the National Training Transition Fund and where possible broken down by sector to consider occupational segregation. New skills investment will focus on areas of jobs growth aligning with our national mission to create new jobs, good jobs and green jobs that are available to all regardless of gender.	In progress. Incorporated under – Support for people to prepare for, access and sustain fair work. See Annex B. We published Year one of the NTTF report earlier this year. Executive Summary – National Transition Training Fund (NTTF): year 1 report – gov.scot (www.gov.scot)

- 1. Annex A – Full list of actions
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Gender Pay Gap	
Action	Status
Ensure closing the gender pay gap is prominent in the development of a Performance Framework for the Enterprise & Skills Strategic Board.	<p>In progress. Incorporated under – Making Fair Work the Norm.</p> <p>The Enterprise and Skills Strategic Board is no longer in existence. This will be included in the Our Vision section as it relates to NSET.</p>
Continue to explore the opportunity to access intersectional gender-disaggregated data on employee beneficiaries of the Flexible Workforce Development Fund (FWDF) including sectoral information and the type of training accessed. This will inform future policy development with the aim of addressing occupational segregation in future rounds and support our immediate employment and skills response to Covid-19 in the financial year 2021-2022.	<p>Complete. Taken forward by Skills. See Annex B</p> <p>SFC have now produced intersectional data based on FWDF equality data for Years Three and Four of delivery.</p>
Design programmes of employment support for individuals and parents, including the new employment support as announced in the Child Poverty Action Plan, to challenge occupational segregation and improve women’s quality of employment, taking into account the impact Covid-19 on women’s unemployment.	<p>In progress. Incorporated under – Support for People to Prepare for, Access and Sustain Fair Work.</p> <p>Best Start, Bright Futures: Tackling Child Poverty Delivery Plan 2022-26 was published in March 2022.</p>

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Gender Pay Gap	
Action	Status
Ensure that the process for designing the new £12 million programme of employment support for parents and future employability programmes is gender-sensitive, and that the new programme explicitly meets women’s distinct needs, including the needs of disabled women, minority ethnic women, single parents, and those who have experienced domestic abuse.	In progress. Incorporated under – Support for people to prepare for, access and sustain fair work. See Annex B.
Ensure a gender-sensitive approach, as described above, to developing the £6 million pilot support for disabled parents, announced in A Fairer Scotland for Disabled People: Employment Action Plan, which will test approaches for supporting disabled parents towards and into work in areas of high levels of child poverty and low levels of disability employment.	Complete. Fair Start Scotland StartScotland
Building upon and improving the collection of data being published by Scotland’s new devolved employment services, the Scottish Government will gather and publish gender-disaggregated data on wider employability delivery in Scotland, including around gendered needs of service users such as their care and childcare roles.	In progress. Gathered and published gender-disaggregated data on wider employability delivery in Scotland. Data will continue to be gathered that will help look at the gendered needs of service users such as their care and childcare roles.

1. Annex A – Full list of actions

2. Annex B – Fair Work priorities being taken forward across government

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Gender Pay Gap	
Action	Status
Require successful bidder(s) to deliver employment support for parents and for future employability programme to demonstrate their current knowledge and skills around intersectional gender analysis and gender sensitive service development and or their detailed plan for further developing that capacity.	Complete. Implementation of No One Left Behind is on a phased basis. Scottish and Local Government work collaboratively with the third and private sector to identify and commission employability support on an informed, evidence-based basis, flexing these to meet emerging labour market demands. Local Authorities are now expected to conduct Equality Impact Assessments of their delivery of No One Left Behind support.
Incorporate women’s equality into the Social Security Charter, to animate the principle of equality and non-discrimination on the face of the Social Security (Scotland) Act and work with equality groups on the development of this Charter.	In Progress. The Scottish Government is currently reviewing the Scottish Social Security Charter as required by Section 18 of the Social Security (Scotland) Act 2018. Similarly to the co-design process which was used to prepare the initial charter, we will involve women’s groups as part of this process to ensure that the views of women are reflected in our charter.

1. Annex A – Full list of actions

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Gender Pay Gap	
Action	Status
Ensure that regulations for specific entitlements including our new income supplements are robustly gender impact assessed, and that their cumulative impact on women’s equality is also impact assessed.	In progress: Equality Impact Assessments have been carried out for the introduction of each new Scottish benefit. We have planned programmes of evaluation across our Social Security benefits covering low-income, early carer and disability benefits. These evaluations draw on data from multiple sources, including management information and official statistics which provide information on the delivery of benefits and characteristics of clients, including their membership of equality groups. Scottish Child Payment: Equality Impact Assessment – gov.scot (www.gov.scot)
Ensure that Social Security Scotland, as well as delivering the benefits service, will sign post women to advice on their maternity, workplace and other relevant rights and services.	In progress. The Local Delivery Teams have built extensive National and Local Relationships across the whole of Scotland. Advisers will make clients aware of, and signpost to, any other services or support that the client may be entitled to or benefit from. See Annex B.

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Gender Pay Gap	
Action	Status
Identify where UK Government social security reform is depleting women’s capacity to participate in higher and further education, and in a fair and sustainable labour market. Longer term following this we will consider what programmes and interventions need to be developed, taking into account the diverse needs of all groups of women in response.	In progress. Our PfG commitments include a Living Wage commitment and Special Support payment as other mechanisms to support women into Higher Education (HE) and Further Education (FE). This includes free tuition and living cost grants in HE (Lone Parents’ Grant, Dependants’ Grant, Disability Student Allowance).
As part of our Charter Measurement Framework we will establish a baseline measurement of the percentage of staff who said they know about a range of advice and advocacy services and the percentage of staff who said they know how to refer people to advice and advocacy services.	In progress. These are measures 19 and 20 in the Charter Measurement Framework. Social Security Scotland-Charter Measurement Framework 2020.
Social Security Scotland will publish our first Equality Strategy in 2021. A key commitment is to improve the accessibility of our data and understanding of intersectionality.	Complete. Strategy published 22 June 2021 Social Security Scotland – Equality Strategy
Develop an approach to treat investment in childcare and social care as economic infrastructure.	In progress. Initial work was done across Scottish Government policy areas in 2020 which was paused by the Covid 19 pandemic. This work will be taken forward.

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Gender Pay Gap	
Action	Status
Ask that the Enterprise & Skills Strategic Board and the boards of the enterprise and skills agencies to make gender and the gender pay gap a central mainstream part of their work.	Ongoing. The Scottish Government SFC Sponsor team is engaging with SFC to ascertain progress on Fair Work both in relation to SFC as an organisation and also relating to Higher Education and Further Education institutions.
Undertake research into how transport infrastructure investment impacts on the gender pay gap in transport appraisal; this will then be incorporated into Scottish Transport Appraisal Guidance (STAG).	Complete. Incorporated under – Making Fair Work the Norm. The Scottish Transport Appraisal Guidance (STAG) ‘Manager’s Guide’ has been updated and was published in January 2022. Scottish Transport Appraisal Guidance – Managers Guide Transport Scotland
Ensure that the gender pay gap is included in work on the new Scottish National Investment Bank’s Equality Impact Assessment. This will take full account of research, learning and engagement with WiSE Centre for Economic Justice and other relevant stakeholders. This will ensure the Bank’s intended leadership role with regards to diversity and inclusiveness in its governance, operational arrangements and its Investment Strategy is fully embedded.	Complete. Revised EQIA published in September 2019 Scottish National Investment Bank Bill: revised EQIA – gov.scot (www.gov.scot)

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Gender Pay Gap	
Action	Status
As per the Fair Work Action Plan – work with the Convention to help embed fair work practices in the health and social care sector. This will be informed by the Fair Work Convention’s Social Care Inquiry Report.	In progress. Incorporated under – Making Fair Work the Norm.
Given the importance of automation and artificial intelligence to the economy and labour market going forward, we will ensure that closing the gender pay gap and its causes are central to all relevant policy analysis in this area.	In progress. Incorporated under – Our Ask of Employers and Support Available. Published March 2021 Unlocking the potential of artificial intelligence and Artificial intelligence strategy: trustworthy, ethical and inclusive published August 2022
We will look in more detail at how women’s disproportionate unpaid care responsibilities drives the gender pay gap, bringing together work being taken forward across policy areas in government and investigate potential mechanisms to address this issue.	Taken forward under – Evidence, Monitoring and Reporting.

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Disabled People’s Employment	
Action	Status
<p>Set a target for the employment of disabled people in the Scottish Government workforce, detailing this in the SG Recruitment and Retention Plan for Disabled People. We will share learning from the experience to encourage other public sector organisations to follow our example.</p> <p>Ensure that Scottish Government becomes an employer of choice for disabled people, at all levels.</p>	<p>Completed – Target was set when Plan published in 2019. See also section 4 in refreshed action plan as well as refreshed action 1.1.</p> <p>Ongoing. See section on Public sector and the role of leadership, action 1.</p>
<p>Invest up to £1 million through the establishment of a new Public Social Partnership (PSP) to develop solutions to address the gaps in employer knowledge and expertise in attracting, recruiting and retaining disabled people.</p>	<p>In progress – the PSP is in year 3 of delivery and by end 2022-23 we will have invested £1 million.</p>
<p>Ensure that Scotland continues to be a world-leading entrepreneurial nation. We will work with Business Gateway to improve access to knowledge and information on the benefits of recruiting disabled people.</p> <p>Work with Scottish Enterprise; and Highlands and Islands Enterprise to ensure that case managers have the skills and knowledge to promote the business benefits of the employment of disabled workers to businesses seeking to grow.</p>	<p>Ongoing in refreshed action plan – This is included in the new Action plan, see refreshed actions 3.2 and 4.1.1 sections 4.2 and 4.2.1</p>

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Disabled People’s Employment	
Action	Status
Work with employers, disabled people, and their organisations to develop a sustained campaign from 2020/2021 to promote the positive business case for employing disabled people, and target it directly at employers who could benefit the most from this talented labour pool.	<p>Ongoing Refreshed in new action plan – see action 3.2</p> <p>Initial work delivered through PSP in 2021 which undertook a short social media campaign to drive employer engagement with PSP and challenge stereotypes.</p> <p>In addition, Disabled People’s Organisations were commissioned to deliver Employerability support training to Fair Start Scotland providers and employers during 2022.</p>
We will appoint a business leader to advise us on the steps we should take to support , or incentivise, businesses to reduce the perceived risks of recruiting people with fluctuating health conditions .	<p>Under review as part of governance for in refreshed action plan in considering arrangements for ongoing stakeholder advice and challenge function.</p>

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Disabled People’s Employment	
Action	Status
<p>As part of the Health & Work Support pilot in Dundee and Fife running from 2018-2020 take forward health and work indicators, link to improvement work to develop referral pathways into Health & Work Support, test and evaluate the impact of additional mental health training and interventions provided by clinical staff.</p>	<p>Completed – The Health and Work pilot finished early due to Covid-19. The final report was published in September 2022.</p> <p>Key take away messages include:</p> <ul style="list-style-type: none"> • Evidence suggests the HWS pilot worked to fill an essential gap in simultaneously addressing health and work challenges in pilot areas. • Satisfaction with the service was high. It had a positive impact on health and employment outcomes for people who completed the service. • Employers and referrers were also positive about the pilot. • People with more complex needs and/or mental health conditions did not report the same level of benefits as people with physical conditions. • It is not clear if the service delivery model in the pilot is the best for addressing health and work issues. The pilot did however help identify learning for any future initiatives in terms of system reform and service design, including the referral process.

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Disabled People’s Employment	
Action	Status
<p>Provide disability management and return to work support training for 300 healthcare, local government and third sector professionals over 5 years.</p>	<p>In progress – As of the end of August 2022 (year 3): 240 case managers had accessed the NIDMAR training;</p> <p>188 NIDMAR students had sat and passed the registration exam; The year 4 students began their NIDMAR training week beginning 6th September 2022.</p> <p>NIDMAR training has been updated to include content on: the Scottish Employability pipeline; the Supported Employment Model; Allied Health Professionals’ focus on work as a health outcome (i.e. providing support individuals who access their services to stay in, return to or enter employment); and changes to the FIT Note (as of 1st July 2022).</p>

3. Annex C – Consolidation of actions from previous action plans and the anti-racist employment strategy

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Disabled People’s Employment	
Action	Status
<p>Continue to explore – including as part of the Scottish Government’s review of health and work policy how best to embed fair work as a clinical outcome within the NHS. Ensure work complements the work that is already being undertaken by NHS Health Scotland.</p>	<p>Taken forward Health and Work Strategy Review published in 2019.</p> <p>SG Population Health continue to take forward implementation of the recommendations of the 2019 Review of Health and Work Strategy, including updating recommendations, where required, in light of the impact of COVID-19 and the ongoing Cost Crisis. This work aims to adapt our existing means of support to employees and employers on health matters to better reflect the changed situation caused by these events.</p> <p>Joint-working is being established with teams in Health and Social Care DG, the wider Scottish Government and UK Government partners, such as the Health and Safety Executive and DWP.</p>
<p>Work with partners, including STUC and disabled people’s organisations, to ensure disabled people have access to information and guidance about their legislative employment rights and how to take action when those rights are denied.</p>	<p>Superseded – This action has been superseded by the current employment guidance that is in development by Disability Information Scotland. We will revisit in 2023 to see if there is additional support that could supplement the guidance.</p>

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Disabled People’s Employment	
Action	Status
Through an expanded Workplace Equality Fund , work with employers and trade unions to improve workplace practices for the benefit of disabled people.	In progress – See action 3.4
Promote Access to Work funding across Scotland.	Superseded. We established a Scottish Access to Work Stakeholder Forum in 2019. This forum engages directly with DWP to influence policy and practice, including the promotion and awareness raising elements. Ambassadors – to be discussed as part of AtW stakeholder forum as small-scale pilot was already undertaken by GDA. As Access to Work is a DWP programme, any further rollout should be agreed with and funded by DWP. CLOSED – Scoping undertaken in 2019 identified that AtW is already available for those undertaking work placements/trials – pilot therefore not required. Rather, the issue identified was need to improve AtW guidance for advisors. SG worked with DWP policy officials to clarify guidance.
Work with disabled people’s organisations to develop and pilot a peer-to-peer Ambassadors programme.	
Work with disabled people and other partners to develop support similar to Access to Work to disabled people undertaking work experience or work trials.	

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Disabled People’s Employment	
Action	Status
<p>Following the end of the UK Government’s Specialist Employability Support contracts in December 2019, create a bespoke Scottish support service to meet the specific needs of disabled people for whom more mainstream employment support is not suitable.</p> <p>Draw on the evaluation work in progress for Fair Start Scotland in order to: quantify how the service is improving labour market outcomes for disabled people; improve disabled people’s experience of Fair Start Scotland; and inform development of future employment services.</p>	<p>In progress. SES replacement currently delivered through FSS. Future delivery of specialist employability support (including also IPS and Supported Employment) will be included in next phase of development of Employability services through No one Left Behind. Please see refreshed actions 4.2 and 4.3.</p>
<p>We will work with Early Learning and Childcare (ELC) employers, Fair Start Scotland providers, disabled people’s organisations and others to raise awareness of the 11,000 additional jobs being created in ELC by 2020. We will work with Skills Development Scotland (SDS) and Early Years Scotland to deliver a recruitment event in January 2019 for disabled people and other groups under-represented in the ELC workforce to provide information on ELC career pathways, skills and qualifications.</p>	<p>Completed – Recruitment event held January 2019, and focussed on raising awareness of career pathways and training opportunities among those not traditionally part of the childcare sector, including disabled people.</p>
<p>Develop our sustainable procurement tools and guidance to help buyers across the public sector in Scotland identify and pursue equality outcomes in procurement. We will also highlight the opportunity and need to use public procurement in Scotland to achieve employment of disabled people. We will continue to promote awareness of disability employment as a ministerial priority to contractors across the procurement landscape.</p>	<p>Ongoing – with particular focus on supported businesses and Sustainable Procurement Duty. Updated in refreshed action plan – see action 2.</p>

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Disabled People's Employment	
Action	Status
Work with City Regions and Regional Growth Deal areas to ensure that they use all available levers to increase employment rates for disabled people.	Completed – deals are now in place. There are future opportunities to drive this further through Community Wealth Building – see section 5 of the refreshed plan.

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Disabled People’s Employment	
Action	Status
<p>Respond to and implement recommendations, where agreed, of the short life working group set up to consider how supported businesses and social enterprises could contribute to increasing employment rates for disabled people.</p>	<p>The recommendation centred on 5 distinct areas:</p> <ul style="list-style-type: none"> • Strength and capacity of the sector; • Disabled young people; • Procurement; • Employment Services and Future Funding; • Wage Subsidies. <p>Response to recommendations being taken forward as part of key activity, including: Young Person’s Guarantee; Supported Employment Review; and development of the next phase of Employability services through No One Left Behind.</p> <p>Recommendations on wage subsidies could not be implemented. However, it was agreed that the funding Scottish Government provided through Scottish Council for Voluntary Organisations and Local Employability Partnerships will go some way to address this recommendation.</p> <p>On Procurement, officials are working with public authorities to broaden and advance the impact of the Sustainable Procurement Duty within the Procurement Reform (Scotland) Act 2014. – see Action 2</p>

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Disabled People's Employment	
Action	Status
Work across Government (including Transport Scotland) and with transport providers, Local Authorities, disabled people's organisations, the Mobility and Access Committee for Scotland, and disabled people themselves to deliver the actions in the Accessible Travel Framework , ensuring that promoting equality of access for all is integral to the National Transport Strategy.	Ongoing – see update in Sectoral Approaches section of refreshed action plan, and Annex B: Accessible Travel Framework.

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Disabled People’s Employment	
Action	Status
<p>Build on the Seven Principles of Good Transitions, and broader recommendations received from sector experts, disabled young people and their families and carers, and work across government to improve transitions into education, learning and work for disabled young people.</p> <p>In partnership with disabled young people, the Disabled Children and Young People Advisory Group and disabled people’s organisations, we will develop employability-specific recommendations setting out how better learning, training and work outcomes can be achieved by disabled young people. recommendations.</p> <p>Work with Education Scotland, Scottish Funding Council, Local Government and Skills Development Scotland to build on the Developing the Young Workforce (DYW) programme’s approach to improve outcomes for disabled young people towards the target to equalise employment rates between disabled and non-disabled young people.</p> <p>Better promote and communicate career options through their activity targeting those with protected equality characteristics, including disabled young people.</p> <p>Contribute to the work of the Disabled Students Outcomes Group set up by the Scottish Funding Council (SFC) and chaired by the Chief Executive Officer of Lead Scotland.</p>	<p>In progress:</p> <p>The Scottish Government remains committed to improving the lived experiences of disabled children and young people, to ensure that we are delivering for them throughout their lives, including during the challenging time of transitions. We recognise the importance of good transitions planning in preparing our children and young people for life beyond school – especially disabled young people making the transition into work, further and higher education, and adult services.</p> <p>That is why we have committed to introducing Scotland’s first National Transitions to Adulthood Strategy in this Parliamentary term to support disabled young people as they make the transition to adult life. We will also provide them and those who look after them with joined up guidance and support to unlock better educational and employment opportunities and health outcomes. See Annex B – Education.</p>

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Disabled People’s Employment	
Action	Status
	We have also continued to support ARC Scotland’s Scottish Transitions Forum to deliver the Principles into Practice trial programme in 10 local authority areas to improve planning and delivery of support for young people who need additional support as they transition to young adult life, and to bring Principles into Practice and its associated resources to completion by April 2023.
Following the review of employability services, implement a new flexible and responsive employability delivery model , including more effective employment support for young disabled people .	In progress – Ongoing, please see refreshed action 4.3, regarding No One Left Behind development
Undertake a review of Supported Employment provision across Scotland.	Completed – Supported employment: review report and Scottish Government response - gov.scot (www.gov.scot) and initial SG response was published early 2023. Recommendations to be responded to within existing Fair Start Scotland (FSS) contracts and as part of next phase of development of No One Left Behind – see refreshed actions 4.2 and 4.3.
Undertake a review of Individual Placement Support .	In progress – IPS Review and initial SG response to be published by end 2022. Similar to SE Review, recommendations will be addressed through FSS/NOLB.

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Disabled People’s Employment	
Action	Status
Take action to ensure the consistent collection of data to capture the participation of people with learning disabilities in Scottish Government funded employment programmes.	In progress – disaggregated data, including for people with learning disabilities, is available as part of FSS management information and monitoring. In addition, a Shared Measurement Framework is in development as part of the next phase of No One Left Behind, which will enable disaggregation of data for disabled people by specific impairment groups.
Review Scottish Business Pledge.	Completed
Invest additional resource up to £6m from the Child Poverty Delivery Fund targeted towards areas with the highest levels of child poverty and the lowest levels of employment of disabled people, to identify and address the barriers disabled parents face to entering and sustaining employment. From late 2019, invest £12 million from the Child Poverty Delivery Fund to implement new Parental Employability Support , to help those on low incomes, including disabled people, to secure fair work and an increase in their earnings.	Completed – investment made through Parental Employability Support Fund, including £6m for support to disabled parents. Ongoing support is now available through NOLB focusing on 6 priority target groups, including households with a disabled parent(s) and/or children. See also Best Start, Bright Futures: Tackling Child Poverty Delivery Plan 2022-2026 (www.gov.scot)
In relation to skills we will publish a Future Skills Action Plan in 2019, which will set out the Scottish Government's strategic approach to ensuring Scotland has a skilled and productive workforce, both now and in future.	Completed – Future skills: action plan – gov.scot (www.gov.scot)

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Disabled People’s Employment	
Action	Status
Develop a national programme of work, commencing in 2019, in collaboration with partners including people with lived experience of social care, to support local reform of adult social care . We will work to ensure that our social care system delivers the right type and mix of support to help remove the range of barriers to work for disabled people.	Completed – Adult social care: independent review – gov.scot (www.gov.scot)
Help to promote Independent Living Fund (ILF) Scotland’s Transition Fund , through education and employability providers, to ensure disabled young people are aware of and encouraged to access support to enhance their independent living, including access to employment.	Completed – ILF continues to deliver support Transition Fund ILF Scotland ILF Scotland Transition Fund – mygov.scot
The Commissioner for Ethical Standards in Public Life in Scotland set an ambition to increase to 15% the percentage of applications from disabled people for regulated public appointments . The Commissioner reports annually on Scottish Government performance against this target, and we will learn from the approach to date.	In progress . Work is ongoing, with progress reported through ESC Annual Reports (see link for latest publication): ESC Annual Report 2020-21 Ethical Standards Commissioner

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Disabled People’s Employment	
Action	Status
<p>Draw on the work undertaken by Social Security Scotland to improve the recruitment experience for disabled people and achieve a more diverse workforce, and enable other employers to learn from this best practice.</p> <p>Work with Social Security Scotland to: Incorporate disabled people’s equality into the Social Security Charter enshrining the principles of equality and non-discrimination as outlined in the Social Security (Scotland) Act.</p> <p>Develop guidance for the agency’s advisors to ensure that, in addition to supporting access to the benefits it administers, they are able to signpost disabled people to employability services, when appropriate and the individual wants support.</p>	<p>Completed – We are using learning from this in Scottish Government work to deliver its Disability Recruitment and Retention Plan.</p> <p>Completed – Our-Charter_1.pdf (socialsecurity.gov.scot)</p> <p>Ongoing through work of Maximising Income working group led by Social Security and in conjunction with Employability service delivery. (See Annex B – Social Security).</p>
<p>To achieve a co-ordinated and aligned employability and health pathway for those with mental health problems, we will improve access to support for those experiencing mental illness. We will bring together the learning from projects now underway as part of the Mental Health Strategy 2017-2027 to develop pathways that enable those seeking to enter or remain in work to access appropriate and timely mental health and employability support. Work with employers to support the development of mentally flourishing workplaces.</p>	<p>In progress. Comprehensive update provided by Public Health Scotland - included in Year 2 Progress Report Update.</p>

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Disabled People’s Employment	
Action	Status
Establishing a Scottish Government Delivery Programme Board to oversee implementation of the plan.	CLOSED: Programme Board was established for oversight of initial action plan.
Establishing a Leadership Action Group (co-chaired by disabled people’s organisations and employers) to extend the influence and drive the development of further action across the private, third, and public sectors.	A new governance structure will be put in place for the Refreshed action plan, (see section 8 on Monitoring and reporting). Engagement with key stakeholders, including disabled people and their representative organisations, is ongoing.
Undertaking further engagement with disabled people and wider stakeholders to inform our approach.	In addition the SG is considering how the voice of lived experience can be further involved in Employability Governance structures.

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Anti-Racist Employment Strategy	
Action	Status
Establish a platform for exchanging learning and good operational practice among employers – practice that is anti-racist and intersectional in its approach.	Taken forward in refreshed action plan – Action 3.1
Undertake evaluation of the ‘Minority Ethnic Recruitment Toolkit’ to ensure it remains fit for purpose (anti-racist and intersectional) and is applied across the public sector. Consider augmenting the toolkit to include other accessible support sources, including those for retention and progression.	Taken forward in refreshed action plan – Action 3.1
Promote and disseminate learning and practices where employers have shown improvement in their end-to-end processes to increase representation of racialised minorities	Taken forward in refreshed action plan – Action 3.1
Develop the next stage of an intersectional race equality training framework for public and private sector employers to assess their training needs and improve the quality of training offered in the organisation by the end of 2025.	In progress – Action 3.7
Produce guidance on positive action to support employers across the public sector and promote this guidance through a series of engagement sessions.	Taken forward in refreshed action plan – Action 3.5
Through the new model of the Workplace Equality Fund, we will support employers to improve workplace practices that include anti-racist and intersectional approaches.	In progress – Action 3.4

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Anti-Racist Employment Strategy	
Action	Status
Oversee pilot to improve engagement of employers and employability services with racialised minority communities. Includes work to support EQIA process among employers. To improve the quality of assessments and how the practice can be embedded at the start of a process or policy development.	Taken forward in refreshed action plan – Action 4.3
Oversee work between local government and third sector to develop and evaluate a data disclosure campaign.	In progress – Scottish Government to report on. Lead by Edinburgh City Council.
We will work with Scottish Government colleagues to run a series of dissemination sessions when labour market statistics on ethnicity are published, to make employers (and stakeholders) aware of data that is available and to support them to use national data to help inform their practice.	Progressed – in refreshed action plan – action 1.5
Oversee the development of a formulae to support public sector organisations to analyse their ethnicity pay gap.	In progress – Scottish Government to report on. Lead by Scottish Personnel Development Network.
We will continue to press the UK Government to mandate ethnicity pay gap reporting, legislate for the prohibition of caste discrimination under the Equality Act 2010.	In progress – Taken forward and reflected in the narrative 'Our Vision'.
Work with partners to establish senior leadership networks to build capability and understanding of racism and racial inequality in the workplace by the end of 2023.	In progress – Action 1.4

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Anti-Racist Employment Strategy	
Action	Status
Co-deliver a series of engagements with the public sector by end of 2023 to support employers to address the recommendations of the Scottish Parliament’s Equalities and Human Right’s Committee’s inquiry report into race equality, employment and skill which recommended employers assess their organisations’ understanding of racism and structural barriers; employers subject to the Public Sector Equality Duty as a minimum, voluntarily record and publish their ethnicity pay gap and produce an action plan to deliver identified outcomes.	In progress – Action 1.2
Ensure messaging around anti-racism and intersectionality is taken account of in Fair Work First guidance, as used in procurement and grant funding processes.	Taken forward in refreshed action plan – Action 2.4
Scottish Government to undertake an equal pay audit, examining pay gaps by gender, disability, race and age by March 2024. We will act on findings to review and refresh our recruitment and retention policies to address workplace inequalities by end of 2025.	In progress – Action 1.1
Scottish Government will work with enterprise agencies and Business Gateway to improve access and support to self-employment for disabled people, women (incl. racialised women) & those aged 50+.	In progress – Action 4.1

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Anti-Racist Employment Strategy	
Action	Status
4.3 SG Employability Delivery will continue to work with Fair Start Scotland providers within the timescales of the current contract until March 2023 to implement a continuous improvement approach to enhance delivery and outcomes for disabled people and those furthest from the labour market, including racialised minorities and women. This will include drawing upon learning from Pathfinders/ test and learn projects being delivered by Disabled People’s Organisations and the pilot project on community engagement being delivered by CEMVO Enterprises CIC in 2022/23	In progress – Action 4.3

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Head line action	Detailed action	Indicator	Final wider indicators
Public sector leadership			
<p>ACTION 1. We will lead by example on the Fair Work agenda, including sharing and learning of practice, by 2025.</p>	<p>1.1. Scottish Government to undertake an equal pay audit examining pay gaps by gender, disability, race and age by March 2024. We will act on findings to review and refresh our recruitment and retention policies to address workplace inequalities by end of 2025.</p>	<p>1. Equal Pay Audit carried out.</p> <p>2. Recruitment and retention policies refreshed.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>
	<p>1.2. Work with equality organisations and public sector employers to co-deliver a series of engagements with the public sector by end of 2023 to support employers to address the recommendations of the Scottish Parliament’s Equalities and Human Rights Committee’s inquiry report into race equality, employment and skills which recommended employers assess their organisations’ understanding of racism and structural barriers; employers subject to the Public Sector Equality Duty as a minimum, voluntarily record and publish their ethnicity pay gap and produce an action plan to deliver identified outcomes.</p>	<p>1. Record number of engagements held.</p>	

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Head line action	Detailed action	Indicator	Final wider indicators
Public sector leadership			
<p>ACTION 1. We will lead by example on the Fair Work agenda, including sharing and learning of practice, by 2025.</p>	<p>1.3. The EHRC and Scottish Funding Council (SFC) will:</p> <p>1.3.1 Implement National Equality Outcomes across protected characteristics (including disability, ethnicity, sex) from Sept 2022 to Sept 2025, in order to:</p> <ul style="list-style-type: none"> • improve student success and retention rates; • ensure access to and confidence in support for students and staff that fosters good relations and tackle prejudice and discrimination; • increase diversity of staff in the workforce and on College Boards and University Courts. <p>1.3.2 Develop a set of SFC annual thematic reviews to inform and direct improvement.</p>	<p>1. Annual reporting will be provided by EHRC & SFC.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions; in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>
	<p>1.4. Work with partners to establish senior leadership networks to build capability and understanding of racism and racial inequality in the workplace by the end of 2023.</p>	<p>1. Peer support network in place.</p> <p>2. Number of members.</p>	

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Head line action	Detailed action	Indicator	Final wider indicators
Public sector leadership			
<p style="text-align: center;">ACTION 1. We will lead by example on the Fair Work agenda, including sharing and learning of practice, by 2025.</p>	<p>1.5 We will work with Scottish Government’s analysts to run a series of official statistics dissemination sessions with interested stakeholders to help inform their understanding of the labour market landscape in relation to fair work. Where available data allows, this will include considering intersectionality.</p>		<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions; in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Public sector leadership			
<p style="text-align: center;">ACTION 2: We will continue to use conditionality to further embed Fair Work in all forms of financial support.</p>	<p>2.1. As part of the Bute House agreement and NSET, and within the limits on devolved competence we will:</p> <p>2.1.1 Extend Fair Work conditionality with clear standards and minimum requirements to cover all forms of Scottish Government support within the limits of devolved competence. We will use all levers at our disposal to deliver on this commitment – including the use of grants, reliefs and licencing provisions.</p> <p>2.1.2 Consider how we can extend conditionality to the other Fair Work principles, including opportunity, security, respect and fulfilment by 2025.</p>	<p>1. Employees on the real living wage – Proportion of employees (18+) earning less than the real Living Wage.</p> <p>2.% of employees who agree that they are affected by collective agreement.</p> <p>3. % of workforce who reported they were members of a trade union/staff association.</p> <p>4. % of workforce who reported others at their workplace were a member of trade union/staff association.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Public sector leadership			
ACTION 2: We will continue to use conditionality to further embed Fair Work in all forms of financial support.		<p>5. % of workforce whose pay and conditions of employment are affected by agreements between their employer and a trade union/staff association (reported by workers)</p> <p>6. Scoping out of NDPB expansion</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Public sector leadership			
<p style="text-align: center;">ACTION 2: We will continue to use conditionality to further embed Fair Work in all forms of financial support.</p>	<p>2.2. By 2023 update the Fair Work First criteria to better reflect priority action required to address labour market inequalities faced by women, people from racialised minorities, and disabled people, ensuring people can enter, remain and progress in work.</p>	<p>Criteria updated.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Ask of and support for EMPLOYERS			
<p>ACTION 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.1. By end 2023 we will work with partners to join up provision of advice and support for employers by establishing a central Fair Work resource, making it as simple and efficient as possible for employers to use. This would enhance and consolidate existing material to ensure employers have a clear route to access guidance, support and advice on Fair Work. It will involve:</p> <ul style="list-style-type: none"> • Advice and tools to promote the benefits of Fair Work and workplace equality • Good practice case studies • Advice on networking and establishing peer support groups • Collaboration with existing trusted business support services and partners. 	<p>1. Access point created.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Ask of and support for EMPLOYERS			
<p>ACTION 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.2. Develop a communications strategy to highlight and promote the benefits of Fair work and a diverse workplace to employers including;</p> <ul style="list-style-type: none"> • adoption of payment of at least the real Living Wage; • effective voice channels, tackling the gender pay gap; and • recruiting, employing and supporting disabled people and workers from racialised minorities. <p>The strategy will be informed by sectoral and regional analysis and utilise a range of channels.</p>	1. Strategy published.	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>
	<p>3.3. Increase the number of people who have security of pay and contract by encouraging employers to seek real Living Wage and Living Hours accreditation. We will achieve this through our continuing support of Living Wage Scotland to achieve an additional 5,000 workers uplifted annually to the real Living wage through increases in employer accreditation.</p>	1. Increase in Living Hours accredited employers.	

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Head line action	Detailed action	Indicator	Final wider indicators
Ask of and support for EMPLOYERS			
<p>ACTION 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.4. By the end of 2025 we will review and disseminate learning and best practice on the conclusion of the 2024 Workplace Equality Fund.</p>	<p>1. Number of people supported. 2. Evaluation project complete. 3. Learning and best practice shared.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>
	<p>3.5. We will develop and promote good practice guidance for employers to showcase successful application of positive action measures as per the Equality Act 2010 giving particular attention to sex, pregnancy, race, age and disability by end 2024.</p>	<p>1. Guidance Developed.</p>	

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Head line action	Detailed action	Indicator	Final wider indicators
Ask of and support for EMPLOYERS			
<p>ACTION 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.6. We will continue to promote existing and new advice and guidance on the benefits of flexible working to organisations across Scotland by working with public bodies to assess provision and highlight best practice throughout this parliamentary term. (by 2026)</p>	<p>1. % of workers with no access to flexible working options</p> <p>2. Time wise reporting/analytics on flexible job adverts. 3% of workers with a flexible working arrangement, by gender (Labour Force Survey)</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>
	<p>3.7. Working with employers, equality stakeholders and training providers, develop and implement an intersectional and anti-racist training framework by 2025.</p>	<p>1. Frame Work developed</p>	

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Ask of and support for EMPLOYERS			
<p style="text-align: center;">ACTION 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.8. We will work with employers and trade unions, in sectors where low pay and precarious work can be most prevalent, to develop sectoral Fair Work agreements that deliver improved employment outcomes such as payment of the real living wage, better security of work, and wider ‘Fair Work First’ standards.</p>	<p>1.% of employees who agree that they are affected by collective agreement.</p> <p>2. % of workforce who reported they were members of a trade union/staff association.</p> <p>3. % of workforce who reported others at their workplace were a member of trade union/staff association.</p> <p>4. % of workforce whose pay and conditions of employment are affected by agreements between their employer and a trade union/staff association.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Ask of and support for EMPLOYERS			
<p>ACTION 3: We will support employers to utilise the resources and support available to embed Fair Work in their organisations. We will work collaboratively to develop these resources to support and build capability among employers, employability providers and partners.</p>	<p>3.9. We will work with employers, workers and trade unions to strengthen effective voice, through a range of appropriate channels. We will do this by supporting strong trade unions and, in line with our NPF employee voice indicator, will promote the benefits of collective bargaining (including sectoral agreements) and other forms of effective voice at individual and collective levels.</p>		<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Support for people to prepare for, access and sustain fair work			
<p>ACTION 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.1. Work with enterprise agencies and Business Gateway to promote Fair Work and deliver wider conditionality, and:</p> <p>4.1.1 By end of 2023 undertake a review of the Business Gateway website, utilising analytical and tracking techniques to ensure that disabled people find the website accessible, and are able to utilise the advice given to overcome the barriers they face.</p>	<p>1. Reporting to be provide by Scottish Enterprise, Business Gateway & other enterprise support organisations.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Head line action	Detailed action	Indicator	Final wider indicators
Support for people to prepare for, access and sustain fair work			
ACTION 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.	4.2. SG Employability Delivery: we will continue to work with Fair Start Scotland providers, within the timescales of the current contract until March 2023, to implement a continuous improvement approach to enhance delivery and outcomes for disabled people and those furthest from the labour market, including racialised minorities and women. This will include drawing upon learning from Pathfinders/ test and learn projects being delivered by Disabled People’s Organisations and the pilot project on community engagement being delivered by CEMVO Enterprises CIC in 2022/23.	Fair Start Scotland Annual Reporting, including participation and completion rates, and job outcomes.	In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.

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Support for people to prepare for, access and sustain fair work			
<p>ACTION 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.3. Scottish Government to work with stakeholders to develop a Delivery Plan 2023-26, outlining the next phase development of No One Left Behind (NOLB) from April 2024.</p> <p>This will:</p> <p>4.3.1 Build Fair Work outcomes into the design of NOLB by taking account of the lived experience and needs of disabled people, people from racialised minorities, women and the over 50s .</p> <p>4.3.2 Draw upon the findings and recommendations of the following:</p> <ul style="list-style-type: none"> • Health and Work Strategy Review (2019) • Supported Employment Review (2022) • Health and Work Support Pilot final evaluation (2022) • Individual Placement and Support Review (2022 – forthcoming). 	<p>No One Left Behind requires capitals as it is the name of programme.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Support for people to prepare for, access and sustain fair work			
<p>ACTION 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.4. Skills Development Scotland (SDS) and Scottish Funding Council (SFC) will, on an annual basis, review disaggregated management information including the newly disaggregated Learning Disability statistics and take action where required where poorer outcomes or underrepresented groups are identified. This will include:</p> <p>4.4.1 Review the equality incentives for disabled people in relation to Work Based Learning (WBL) and make recommendations by end March 2024 with regard to impact on participation and achievement rates for disabled people.</p> <p>4.4.2 Review learning from pilot projects for Foundation Apprenticeships for disabled pupils and mainstream lessons learned by October 2023.</p> <p>4.4.3 Use intelligence from training and learning providers and participants to develop and deliver disability equality-focused continuous professional development to build the capacity of learning providers to support disabled individuals and ensure a continuous development cycle is implemented by 2023.</p>	Skills Development Scotland and Scottish Funding Council provide annual reporting	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Support for people to prepare for, access and sustain fair work			
<p>ACTION 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.5. Skills Development Scotland (SDS) will:</p> <p>4.5.1 Implement Scotland’s Career Review recommendations and develop a model to ensure future career services across sectors provide meaningful and accessible support for disabled people that is both tailored to their needs and available when they need it. The implementation phase of the Career Review is due to be completed by the end of 2022.</p> <p>4.5.2 Continue to implement the Principles of Good Transitions across our Career Information Advice and Guidance (CIAG), through targeted Continuous Professional Development for all customer facing CIAG colleagues and managers by the end of March 2023.</p>	<p>Skills Development Sscotland provides annual reporting.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>

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Support for people to prepare for, access and sustain fair work			
<p>ACTION 4: We will work collaboratively to develop resources to support workers to access, remain and progress in fair work.</p>	<p>4.6. Health and Work: Aligning with the Scottish Government’s Fairer and More Equal Society (FMES) Programme by December 2023, Public Health Scotland (PHS) to:</p> <ul style="list-style-type: none"> • Collaborate with NHS Boards to develop the NHS Scotland contribution to achieving fair and healthy work outcomes for people across Scotland; and • Work with Scottish Government, Local Government and NHS Boards to define the health offer to enable those with health conditions to secure, sustain and progress in work. 	<p>Public Health Scotland provides annual reporting.</p>	<p>In advance of our first annual report we will work with stakeholders to develop wider indicators which measure the outcomes of our actions, in particular to identify impacts on specific groups and where possible to highlight intersectional impacts.</p>



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