

Fairer Scotland Action Plan

Progress Report 2017

November 2017

MINISTERIAL FOREWORD



In October 2016, I launched the **Fairer Scotland Action Plan** - the first Scottish Government response to the Fairer Scotland conversation that involved 7,000 people at more than 200 public events over 2015 and 2016. Based on five ambitions for 2030, the plan set out **50 concrete actions** over this parliamentary term to reduce poverty and tackle inequality.

I also committed to publishing an annual **Progress Report** to set out what we've achieved on each of the 50 actions. This first report shows what a busy and a productive 12 months we have had.

In that time we have, for example, started delivering baby boxes, introduced an ambitious Child Poverty Bill into parliament, launched two new funds providing £29 million for tackling poverty, and invested £2.7 million to date in participatory budgeting initiatives, with more money to come. We've also established a national Poverty and Inequality Commission, and provided funding to start up two new 'Poverty Truth' type organisations in Dundee and North Ayrshire.

The Action Plan also included **research actions** - and again in the last 12 months we have delivered. We've launched an Equality Evidence Strategy to improve data on protected characteristics, published research into older people's employment by Edinburgh University, and published an audit on the flexible jobs market in Scotland which we commissioned from Timewise. We will use this audit as a way of raising the profile of this important issue, one that's particularly important to women with children or other caring responsibilities.

In the Foreword to the original action plan, I said that the vision of a Fairer Scotland will require all of us - all levels of government, communities, people with experience of poverty, business and industry, the public, private and third sectors - to do our utmost, and to work together to make change happen. That's why we asked representatives from the public, private and third sectors to **pledge to take their own actions** within the original plan. There's an update on each of those pledges included here too.

The Action Plan was always meant to be a living document, with a 2030 timeline to our ambition. So this progress update also includes a number of the **new ideas we've been developing over the last year** - including a £50 million Tackling Child Poverty Fund to encourage innovative approaches; the provision of free sanitary products in schools, colleges and universities - a world-leading first; and a fund to help local areas interested in universal basic income to pilot elements of the approach.

Finally, we've also been continuing the Fairer Scotland conversation as part of our commitments to the United Nations' **Open Government Partnership**. This commitment to continue to engage and to build on the conversations to date - in an open and transparent way - is true to the spirit of Fairer Scotland and one I'm proud to support.

So there is **much to celebrate in this progress report but also much still to do**. You can read in the pages that follow full updates on everything I've mentioned and more.

I'd like to thank **everyone** who, over the past year, has worked to bring us closer to our ambition - to deliver the Fairer Scotland we all want to see. Your continued help in the coming years will make Scotland fairer and stronger still.



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INTRODUCTION

Our ambition, as set out in the original Fairer Scotland Action Plan, is **‘to build a better country - one with low levels of poverty and inequality, genuine equality of opportunity, stronger life chances and support for all those who need it.’**

We have made considerable progress on our actions since the launch of the Plan, and this has been outlined within this document. However there is still a considerable way to go to achieve this goal.

We remain committed to the value of our fairer Scotland conversations and in the spirit of the Open Government Partnership (OGP) principles, have undertaken a series of engagement. Discussion groups took place across Scotland, testing the impact of the Plan, listening further to communities about the issues they were facing. The discussion groups ran from June to September and included a range of different perspectives. These conversations were well received by those who took part and demonstrate our on-going commitment to co-production of the fairer Scotland project.

The OGP is a United Nations initiative which aims to foster openness, transparency and citizen participation through National Action Plans (NAP). The Scottish Plan has five commitments that together seek to change how government works so that we are as open and transparent as possible and people in Scotland have real influence and can hold government to account. The NAP commitments also support the development of newly devolved responsibilities such as Scotland’s new tax, borrowing and welfare responsibilities. Delivering a Fairer Scotland is a key commitment that sits at the heart of the plan.

We intend to keep engaging in this way to deliver our fairer Scotland ambition.

Thanks go to the following organisations who took part in the discussion through the summer months:

Scottish Older People’s Assembly
People First
The Women’s Centre, Maryhill
Falkirk Council, particularly the communities of Maddiston and Langlees
Radiant and Brighter
The Poverty Alliance
Community Activists Panel, Glasgow
The Bike Project, Shetland

1. A FAIRER SCOTLAND FOR ALL

POVERTY & LOW INCOME

Action 1 – INTRODUCE THE SOCIO-ECONOMIC DUTY. We committed to introducing a new socio-economic duty on public bodies by the end of 2017. The new duty asks key public bodies to consider carefully the impacts on tackling poverty and reducing inequality whenever they are taking major, strategic decisions. We have made good progress, issuing a consultation document in June and a report analysing responses in November. Respondents have provided us with detailed and concrete suggestions, particularly around definitions of terms and the process public bodies need to go through to deliver on the duty. These will be very useful as we finalise our plans and produce guidance for the new duty, helping us make sure the duty is as effective as it can be. We are also looking to extend the duty so it covers additional public bodies, including special health boards.

We are on course to commence the duty and will be laying the regulations that are required in the Scottish Parliament before the end of 2017. At this point, Scotland will become the only part of the UK to have made this important change.

Action 2 – FUND THREE NEW ‘POVERTY TRUTH’ ORGANISATIONS. We said we would provide £100,000 start-up funding for three areas who want to make sure the voices of people with direct experience of poverty are heard locally, based on the successful Poverty Truth Commission model. This action is now well under way and Dundee and North Ayrshire have already received funding. And we are making a commitment here to increase funding to £180,000 over the period - £60,000 for each of the three new bodies.

NEW: We will extend this Poverty Truth Programme to a number of other interested areas later in the parliament.

Action 3 – SET UP A POVERTY AND INEQUALITY COMMISSION in 2017. The First Minister launched this new Commission on the 3rd July, with Douglas Hamilton appointed as Chair, and Naomi Eisenstadt and Kaliani Lyle as Deputy Chairs. The Chair has since made a number of further Commissioner appointments. These appointments bring together a broad range of expertise from lived experience, community work, policy development and academic research. The Commission held its first meeting in September.

The Commission’s first task will be to provide independent advice to Ministers on the first child poverty Delivery Plan, due in April 2018. The Commission will be considering its longer term work plan over the coming months.

The Commission will be in place for an initial two year period until end June 2019. Ministers have now laid an Order in the Scottish Parliament which, if passed, will ensure that when the Commission moves onto a statutory footing from July 2019, while also making sure it can continue to pursue the wide remit set out in the original

position paper. This paper and further details of the Commission's work can be found on the Scottish Government [website](#).

Action 4 – INVEST £29 MILLION IN NEW PROGRAMMES TO TACKLE

POVERTY. This funding, supported by the European Social Fund, has enabled us to set up two new programmes for communities and the third sector. The Aspiring Communities Fund supports communities to develop their own solutions to address poverty and inequality. Growing the Social Economy invests in third sector organisations, and promotes the development and testing of social innovation approaches to tackling poverty.

To date, 140 community-led projects have secured almost £13 million from the Aspiring Communities Fund to tackle poverty and promote social inclusion at localities across Scotland. Almost £1 million has been awarded to support 19 Social Innovation partnership projects between the social economy and research institutions. And almost £2 million has been approved to enable 15 social economy organisations to develop and deliver more and better services to disadvantaged groups and families. It is our intention to commit the rest of the funding in future spending rounds.

NEW: We will establish a new fund to support local areas develop meaningful pilots to test aspects of Universal Basic Income.

Action 5 – TACKLE THE POVERTY PREMIUM - The 'poverty premium' is shorthand for the fact that lower income households often have to pay higher prices for basic necessities like gas, electricity and banking than better-off families. The poverty premium was a major concern in the Fairer Scotland conversations.

Following our summit with energy companies last December, we wrote to them on 17 February 2017 challenging them to identify further action they could take to help low income consumers get a better deal on their fuel bills. A further summit will take place later this year. Energy companies are among our key partners in delivering a fairer Scotland, making sure this aspect of the poverty premium is properly tackled. This important summit is one of a range of actions we are taking to help tackle fuel poverty - we are already delivering on our commitment to make half a billion pounds available over the next 4 years and, by the end of 2021, we will have allocated over £1 billion pounds since 2009 on tackling fuel poverty and improving energy efficiency.

Another important element of Action 5 is the introduction of a Financial Health Check for those on low incomes.

This service will advise on establishing eligibility for and claiming financial entitlements; securing the best deal on financial products, services, utilities including energy, and managing money, all of which will support income maximisation. It will be rolled out in 2018.

NEW: We will introduce a scheme to fund access to free sanitary products in schools, colleges and universities. We will also consider action to support those on low incomes, but not in education, in light of the findings of the current pilot scheme in Aberdeen.

Action 6 – ENSURE 100% SUPERFAST BROADBAND ACCESS BY 2021.

Digital connectivity for all is vital to a strong, inclusive society. The Scottish Government, alongside our partners are investing over £400 million through the Digital Scotland Superfast Broadband (DSSB) programme to extend fibre broadband access to at least 95% of premises across Scotland. Without our investment, only 66% of premises would have been reached, with as little as 21% coverage across the Highlands and no coverage at all in Orkney, Shetland and the Western Isles. However, despite telecoms being a reserved matter, the central importance of good quality digital connectivity to Scotland, particularly in rural areas, has meant that it is an area where the Scottish Government has had to step up and has made a commitment to deliver 100% superfast broadband access across Scotland by 2021. No premises will be excluded from the Reaching 100% (R100) programme. Any home or business that won't have superfast broadband delivered commercially - or through programmes such as DSSB or Community Broadband Scotland (CBS) - will be eligible for investment. This Scottish Government commitment is the only one of its kind within the UK.

PARTICIPATION, DIGNITY AND RESPECT

Action 7 – HELP PEOPLE HAVE MORE SAY LOCALLY. Our Community Choices programme is helping people have their say in financial decisions shaping their local communities. Before 2014, there were just a handful of so-called 'participatory budgeting' events across Scotland. Since then, we have invested £2.7 million through the Fund and will invest a further £2 million this year. This has already enabled over 25,000 members of the community to allocate millions of pounds to over 1,000 community projects.

We are now ready to take Community Choices to the next and are working with local government to make sure that at least 1% of council budgets across Scotland are decided upon through Community Choices. That means that tens of thousands of people will have a say in how tens of millions of pounds are spent by their councils. The 1% target is also one of five commitments included in the Scottish Government's Open Government Partnership national action plan.

We have introduced Participation Requests as part of new Community Empowerment legislation. They are focused on extending and improving community participation in improving outcomes for their communities. Designed to help groups highlight community needs and issues, and become involved in change or improvement, they help people start a dialogue about the things that matters to their community; to have their voice heard in policy and service development, through contributing to decision-making processes, and to challenge decisions and seek support for alternatives which improve outcomes.

Action 8 – MAKE DEMOCRATIC INSTITUTIONS MORE REPRESENTATIVE OF THE COMMUNITIES THEY SERVE. We will work with disability groups to remove the barriers to participation which prevent some people from standing for selection/election. This will include an Access to Elected Office Fund, which will meet the additional costs of disabled people standing for selection/election in the 2017 local government elections.

We launched a £200,000 Access to Elected Office Fund, which supported 30 disabled candidates to stand for election in the 2017 local government elections. And we will continue the fund for the Scottish Parliament elections in 2021.

We have also funded a coalition of equality organisations to develop practical tools to help political parties to become more inclusive, and to increase representation of people with protected characteristics, including women, disabled people, LGBTI people, and those from minority ethnic communities.

And in our delivery plan '[A Fairer Scotland for Disabled People](#)' (published in December 2016) we committed to setting up a new programme of 120 disability internships which will be delivered within the current parliamentary term. This will include placements in the Scottish Parliament.

Action 9 – BUILD HIGH QUALITY PUBLIC SERVICES WITH DIGNITY AND RESPECT AT THEIR CORE. High quality public services are critical to the lives of people across Scotland. The quality of the relationships people have with their doctor, their teacher, their care worker or one of the many other dedicated people who work in public service makes a real difference in their lives. The principles set out by the Christie Commission, to build person centred services with the care and respect at their core, continues to underpin our approach to public service delivery.

We want a Scotland where people have the power and ability to take control, participate and engage in the planning and delivery of the services that matter to them. We will take a range of action to achieve this. For example, we have committed to setting dignity and respect at the heart of the new Scottish Social Security system and employability programmes, further information on progress with these are outlined at action 17 and 44 respectively.

From October 2017, NHS Health Scotland will have begun to deliver training in partnership with the Poverty Alliance and others to raise awareness of poverty and its impact on health and wellbeing amongst public services staff. And through Self - Directed Support, we are embedding a new approach to social care which gives adults, children and carers more choice and control over how their support is delivered. Our work to expand entitlement to early learning and childcare to 1140 hours by 2020 will ensure a high quality experience for every child; improving outcomes for all and making a key contribution to closing the poverty-related attainment gap (see Action 29). And on education reform, our new Regional Improvement Collaboratives will drive and support improvement in our schools in ways that respond to local education support needs. (see Action 33).

We are listening to people with lived experience and responding to what they say. One key action has been the recruitment of over 2,400 people across Scotland, who have signed up to be part of the Experience Panels that will help shape the new Social Security system. Scottish Government researchers are now working with our panel members to make sure we understand their views of what works well in the current system and where there is room for improvement. We'll then use this information to develop a programme of work with the Experience Panels that reflects our panel members' priorities.

We have also recently strengthened how public services respond to people's needs locally. Since last December, Community Planning Partnerships (CPPs) have been subject to new statutory duties, introduced by the Community Empowerment (Scotland) Act 2015. These give community planning a statutory purpose, focused on local public services working together and with communities to improve outcomes and tackle inequalities on priorities that matter most locally. CPPs are now finalising and implementing their Local Outcome Improvement Plans and locality plans, which set out their ambitions for making a difference on local priorities.

EQUALITY AND HUMAN RIGHTS

Action 10 – SET UP AN ADVISORY COUNCIL ON WOMEN AND GIRLS. Louise Macdonald OBE, Chief Executive of Young Scot has been appointed as independent Chair of the Advisory Council. The Advisory Council will play a key leadership role in raising awareness of gender inequality, act as a champion for the rights of women and girls, and a catalyst for change.

Action 11 – IMPROVE ACCESS TO CRISIS GRANTS FOR REFUGEE FAMILIES. This Grant will support the integration of refugee families arriving in Scotland under family reunion rules, who would otherwise be destitute. It will provide them with the financial support they need to meet their basic needs during their first days in Scotland, before they are able to access welfare benefits.

The Scottish Welfare Fund will be the delivery mechanism for the Family Reunion Crisis Grant Fund. Sponsors will be able to make an application for a crisis grant before family members arrive in Scotland for family reunion, with the same eligibility rules as currently apply to the Scottish Welfare Fund and awards being payable when the family arrive. Implementation is planned for late 2017.

In response to the Committee Inquiry on Destitution, and its report "Hidden Lives - New Beginnings", we will commission preparatory research to develop a better evidence base on how its recommendations might be taken forward.

Action 12 – IMPLEMENT THE RACE EQUALITY FRAMEWORK. As part of our implementation approach we have appointed an independent Race Equality Framework Adviser. We commissioned Young Scot to co-design the Fairer Future project that brings together young ethnic minority people to gather their insights, experiences and views of the six themes of the Race Equality Framework. An Ideas Gathering Conference was held in June feeding into a final "Creating a Fairer Future" report to be published by the end of 2017.

We also supported the establishment of a minority ethnic Women's network and held three themed roundtable events; on Housing, Participation & Representation and Community Cohesion & Safety.

By the end of 2017 we will publish a Race Equality Action Plan and Highlight Report.

Action 13 – REVIEW THE GENDER RECOGNITION LAW. We committed to reviewing and reforming gender recognition law to ensure it is in line with international best practice. The Scottish Government intends to issue two consultations shortly in relation to the review of the Gender Recognition Act 2004. One of these consultations will cover transgender people and was issued on 9 November. The other will cover intersex people and will issue later in November or early in December.

HOUSING

Action 14 – DELIVER 50,000 WARM AND AFFORDABLE HOMES. We are investing over £3 billion over the current parliamentary term to deliver at least 50,000 affordable homes, of which 35,000 will be for social rent. For the first time, we have committed to year-on-year increases in funding for affordable homes, to be shared by local authorities for affordable housing over the next three years. More than £1.75 billion has been allocated to councils across Scotland, providing the certainty councils and housing associations need to deliver our ambitious 50,000 affordable homes target by end March 2021.

We are delivering the 2016 Programme for Government commitment to make half a billion pounds available over the next 4 years through Scotland's Energy Efficiency Programme (SEEP). This funding will be used to build on the one million measures delivered through a range of programmes to over one million households since 2008.

In response to the Scottish Fuel Poverty Strategic Working Group and Rural Fuel Poverty Task Force reports published last year, we launched a public consultation on a new fuel poverty strategy on 2 November 2017. The strategy includes a revised definition of fuel poverty, informed by an independent expert Panel's review of the existing definition that was commissioned last year in response to a recommendation by the Strategic Working Group. The new definition will ensure we are setting the correct policy objectives and have the correct basis for targeting resources to the most vulnerable groups and measuring progress. The strategy also sets a new fuel poverty target that we will take forward in a new Warm Homes Bill in 2018.

NEW: Everyone should be able to access affordable energy and we are currently exploring a range of delivery options to facilitate that. These options include a publicly-owned energy company, which will align with our efforts to tackle fuel poverty and help to achieve our ambitious climate change targets. Our new Energy Strategy is scheduled for publication by the end of the year and this will include further details on this initiative.

Action 15 – PROVIDE MORE HELP FOR PRIVATE RENTERS IN 2018. We have already made progress in providing help for private renters through the new discretionary powers for local authorities to report breaches of the repairing standard directly to the Housing and Property Chamber of the First-tier Tribunal, enabling them to support vulnerable tenants. From 1 December 2017, all new tenancies will be the new Private Residential Tenancy. This will give tenants greater security and stability with a route of redress, at no cost to them, to the Housing & Property Chamber of the First-tier Tribunal. And from 1 January 2018, the new regulation regime for letting agents, with a robust, statutory Code of Practice, will become effective.

Action 16 – BUILD ON SCOTLAND’S WORLD-LEADING HOMELESSNESS RIGHTS. We are taking action on a range of fronts. Our focus on prevention has already contributed toward a significant fall in homelessness applications. In 2010-11 there were 55,642 homelessness applications, compared to 34,100 in 2016-17 - a reduction of 39%. With Local Government and other partners, we are now looking to strengthen homelessness prevention further by launching a Housing Options training toolkit.

To end rough sleeping and transform the use of temporary accommodation, we have established a short-life Homelessness and Rough Sleeping Action Group to provide recommendations on the actions, services and legislative changes needed. This work will be supported by a £50 million Ending Homelessness Together fund, available over 5 years and an additional £20 million for addiction services. We have also introduced a cap of 7 days (from 14 days) for families with children and pregnant women in unsuitable temporary accommodation.

To make sure people dealing with multiple exclusion and facing homelessness get joined-up support, we will also strengthen links between homelessness services and health services.

SOCIAL SECURITY AND CRISIS SUPPORT

Action 17 – MAKE SOCIAL SECURITY FAIRER. The devolution of benefits to the Scottish Government means that we can build a system that is based on dignity and respect. The introduction of the Social Security (Scotland) Bill to the Scottish Parliament on 20 June 2017 represented a significant milestone in delivering this new system.

The Bill establishes the first social security system in the UK which reflects the United Nations principle that social security systems should “be established under national law and ensure the right of individuals and organisations to seek, receive and impart information on all social security entitlements in a clear and transparent manner.”

The new Scottish social security agency will have a strong local presence, providing face-to-face advice across Scotland. This will be supported by central administrative functions that will be headquartered in Dundee, with a second major site in Glasgow offering equal service capacity and capability. We will work to align the agency’s

local services with existing support, locating staff in places that people already visit where possible.

We have announced plans for the new social security agency to start delivering devolved benefits by summer 2018 - the first of which will be a Carer's Allowance Supplement (see Action 18 for more detail). This will be followed by Best Start Grant and Funeral Expense Assistance by summer 2019. Benefits such as the Best Start Grant will provide cash payments to low income families with children, offering financial support at key points in early years and will help support families who are feeling the impact of UK Government austerity and welfare cuts.

We have also made a number of announcements on how we will make social security fairer in Scotland. On disability benefits, we will introduce longer-term awards for those people with a long-term condition. A clear commitment was made to Parliament on 27 April 2017 stating that profit-making companies will not be involved in delivering assessments for disability benefits once devolved to Scotland.

We are committed to abolishing the bedroom tax for those on Universal Credit as soon as practicable. We are also looking to make Universal Credit (UC) fairer by ensuring that all eligible claimants can have the rent element of their UC paid direct to their landlord or can choose twice monthly UC payments, rather than monthly ones. Of particular importance is the commitment to the principle that 'social security is a human right, essential to the realisation of other human rights' - this is the cornerstone of the Scottish approach to social security. Other improvements are also set out in the rest of this progress report.

Action 18 – HELP CARERS AS SOON AS WE HAVE THE ABILITY. Support for carers was a key theme in the Fairer Scotland discussions. We are increasing Carer's Allowance (currently £62.70 per week) so that it is paid at the same level as Jobseeker's Allowance (currently £73.10 per week). The Carer's Allowance Supplement will be implemented in summer 2018, backdated to April 2018. We have also made a commitment to increase Carer's Allowance for people who care for more than one disabled child.

On 20 September 2017, the First Minister announced that we will introduce the following package of support for young carers: a new 'Young Carer Grant'; a £300 annual payment for young adults with significant caring responsibilities who do not currently qualify for Carer's Allowance, free concessionary bus travel to all recipients of the Young Carer Grant and a bespoke carers element to the Young Scot Entitlement Card, providing non-cash benefits for young carers. The Young Carer Grant will give young carers aged 16 to 18 an annual payment of £300 to help them access the life opportunities which are the norm for other young people. It will be paid from autumn 2019. Recipients of the grant will also be provided with free bus travel from 2020/2021. The young carers element of the Young Scot National Entitlement Card will be rolled out from April 2019, offering entitlements and rewards such as leisure activities for young carers aged 11-18.

Action 19 – HELP PEOPLE ACCESS THE ASSISTANCE THAT THEY ARE ENTITLED TO.

If people claimed all the assistance that they were entitled to, they would be better off and poverty rates would be lower. The Scottish Government has asked people with direct experience of the current benefit system to give us their insights and feedback (through what we've called 'Experience Panels') to make it easier for others to take up the help they are entitled to.

We are also working with a wide range of stakeholders to make sure that benefit take-up campaigns deliver clear and consistent messages.

The Scottish Government has delivered a number of national campaigns to encourage benefit take up. Including;

In March and September 2017, working with Citizen's Advice Scotland (CAS), we carried out activity to raise awareness of benefit entitlement. This included content across 14 radio stations and 100 local press titles, and a national telephone helpline. As a result of the March activity, CAS reported they received 437 calls and that visits to their benefits advice webpage increased by 378% compared with the previous week.

From June to August 2017, working with Young Scot, Carers Trust and Carers Scotland, we carried out activity to promote the uptake of Carer's Allowance amongst people aged 16-24. Tying in with Carers Week, 12-18 June, we launched a dedicated webpage on Young Scot's website, with interactive guidance, info graphics and informative films for young carers. These were shared widely on social media. We built on this for the Young Carers Festival, 29 July - 4 August, where we added to the interactive pages information about the Carer's Act and what it means for young carers. We also ran a Facebook Live session at the Festival, where young carers discussed issues affecting young carers with Public Health Minister Aileen Campbell MSP.

Working in partnership with CAS - we carried out nationwide activity throughout October aimed specifically at over-65s. More information on the older people's work is set out in Action 48.

Action 20 – MAKE SCOTLAND A GOOD FOOD NATION. We are tackling food poverty as an integrated part of our wider Good Food Nation (GFN) approach and are on track with meeting our annual targets. In the Fairer Scotland Action Plan, we committed to help more people get access to affordable, healthy, nutritious food, in a dignified way. Building on the dignified food principles identified in 'Dignity: Ending Hunger Together In Scotland', our Fair Food Transformation Fund is providing over £1 million throughout 2016-18 to 35 projects to deliver a range of activity aimed at shifting from food charity to food justice, building a community food movement where food insecurity is addressed in a more dignified way in a community setting. We also continue to support FareShare (£450,000 in 2016-17/17-18) to redistribute high quality surplus food from the food industry to people affected by food poverty. Through this activity we will develop our understanding of what practical delivery of dignified food provision looks like in practice to inform future developments.

In September 2017, the Scottish Food Commission hosted a summit which gathered information from key stakeholders on the potential content of a GFN Bill. The Food Commission Summit Report will be published in the coming weeks with a Bill consultation planned for the end of this year. In 2016/17 the £250,000 Good Food Nation fund enabled 13 projects deliver a range of initiatives to deliver GFN objectives, including Social Justice. In 2016/17 we committed £165,000 to a number of Grow Your Own (GYO) related projects. GYO is a key component to becoming a GFN, it can increase access to affordable, healthy, sustainable food and brings wider benefits to our communities such as social inclusion.

Asset transfer legislation (Part 5 of the Community Empowerment (Scotland) Act 2015) came into force on 23 January 2017. This gives community organisations a right to ask to take over control of land or buildings owned by local councils, Scottish Government, and other public authorities. The legislation is designed to encourage and support the ownership and control of assets by communities and should be considered by community organisations and relevant authorities in situations that recognise the public benefits that the community use will bring. Asset transfer is empowering our communities, giving people more control over the decisions that affect them, making it easier for local people to develop their own economies, wellbeing and environments.

HEALTH

Action 21 – RECRUIT 250 COMMUNITY LINKS WORKERS TO WORK WITH GP SURGERIES BY 2021/22, WITH AT LEAST 40 BY 2018. We have already met our 2018 target with over 40 Community Links Workers working in practices in some of our most deprived communities, connecting people with local services and support. This is in addition to the 10 existing link workers who are part of the original pilot programme. We are engaging with Chief Officers, Health and Social Care Partnerships, third sector organisations and NHS Boards to make sure that all link worker schemes are shaped and driven by local population need as numbers increase.

NEW: We will begin the implementation of ‘Frank’s Law’ by April 2019, extending free personal care to everyone who is assessed as needing it.

Action 22 – EXTEND HOME VISITING SERVICES WITHIN THE NEXT TWO YEARS. Through an unprecedented commitment to increase in the number of Health Visitors by 50%, a core programme of visits and child health reviews will be available to all families along with the expansion of the Family Nurse Partnership programme to all eligible young mothers. By reaching more families, more of the time, we can further reduce health and social inequalities. Improved child health and wellbeing is a key outcome for this investment. Our work will help us better respond to needs of children and families, support development of parenting capacity and improve access to other services and support. Since 2014, there are at least an additional 224 Health Visitors. We are also on target to expand the Family Nurse Partnership programme to all eligible young women and create 500 additional Health Visitor posts by end 2018.

Action 23 – EXTEND ‘CHILDSMILE’, THE NATIONAL ORAL HEALTH IMPROVEMENT PROGRAMME.

We committed to extending ChildSmile so it could reach even more comparatively deprived communities. Preventive treatment is available under the programme to the 20 per cent most deprived communities within each NHS Board area. In September 2017, the Cabinet Secretary for Health and Sport attended an event to formally announce the extension of the programme at a school in Glasgow which will benefit from this expansion.

The extension will offer supervised tooth brushing and fluoride varnish application for nursery and primary 1 and 2 children in communities who fall within the most 20 per cent deprived measured on a Scotland-wide basis. This will involve targeting additional areas in NHS Ayrshire & Arran; NHS Greater Glasgow & Clyde; NHS Lanarkshire and NHS Tayside. We are on track to deliver the extension of the programme and will continue to make good progress over the coming years, ready to meet our deadline in 2019.

JUSTICE

Action 24 – MAKE BETTER USE OF COMMUNITY SENTENCES. Our aim in making better use of community services is to reduce re-offending and to help people move on from offending. In September’s Programme for Government we announced our intention to extend the presumption against sentences from 3 months to 12 months or less. Evidence shows that community sentences are more effective than short-term imprisonment at reducing re-offending and can enable people to maintain housing, employment and family contacts, which all support desistance from offending. On 1st April 2017 Community Justice Scotland was established and is working with local partners to help improve access to community interventions and implement a national strategy for community justice.

We are continuing to develop a progressive new model for the female custodial estate, with a smaller national women’s prison and local community-based custody units, with access to intensive support to help overcome issues such as alcohol, drugs, mental health and domestic abuse trauma which evidence shows can often be a driver of offending behaviour. The Scottish Prison Service is currently working towards timescales to achieve the opening of the first two community custody units and the new national prison by the end of 2020.

NEW: We will introduce the Management of Offenders Bill, which will expand the use of electronic monitoring as part of our commitment to reducing offending and making our communities safer.

Action 25 – INTRODUCE A DOMESTIC ABUSE BILL. This Bill, seeking to establish domestic abuse as a specific offence, is currently going through the Scottish Parliament. The new offence, and a range of associated safeguards, will help make sure that perpetrators of domestic abuse can be held to account more effectively by the justice system. It will also ensure that the criminal law reflects the experience of domestic abuse as the offence explicitly criminalises psychological, as well as physical, abuse. The new offence is likely to be in force towards the end of 2018 or early 2019.

2. ENDING CHILD POVERTY

AN AMBITION TO END CHILD POVERTY

Action 26 – INTRODUCE A CHILD POVERTY BILL. The Child Poverty (Scotland) Bill was introduced to Parliament on 9th February 2017. This Bill was approved by the Scottish Parliament on 8th November and will now be sent for Royal Assent.

The new legislation introduces ambitious income-based targets towards the eradication of child poverty in Scotland. The Bill places a duty on Ministers to publish Child Poverty Delivery Plans, which will outline the actions to meet the targets. The first of these is due to be published by April 2018, with annual progress reports being published from 2019 on. Local authorities and Health Boards will also be required to report on progress and to outline any additional actions they will take.

We have established a reference group with local authorities and health boards to develop guidance and share best practice to ensure they are prepared to take on their reporting duties under the Bill. We will be publishing this guidance shortly.

NEW: A £50 million Tackling Child Poverty Fund has been established over the period of the first delivery plan to get innovative work off the ground to help low income families via local and national activity. The Poverty and Inequality Commission will be advising the Scottish Government on areas where investment will have most value.

MAXIMISING FAMILY INCOMES

Action 27 – INTRODUCE A SCOTTISH BABY BOX. As part of our support for families with children in the early years, we committed in the Fairer Scotland Action Plan to introduce a Scottish Baby Box in 2017. The box includes essentials for babies to ensure they get the best start in life and helps reduce the costs of providing for a child in the early days and weeks of life, which is particularly important for low income families. This action has been fully delivered with every child now receiving a baby box upon birth. The scheme was rolled out in August 2017 after successful pilot schemes in Orkney and Clackmannanshire.

NEW: We are launching a Family Financial Health Check Guarantee as a next step in our plans for the Financial Health Check programme. This will help make sure that families are getting all the money they are entitled to and give them advice, if they would like it, on energy and broadband packages and accessing bank accounts and services.

Action 28 – CREATE A NEW BEST START GRANT. The Best Start Grant (BSG), a new benefit that will be delivered by summer 2019, will help support low income families with young children who are feeling the impacts of UK Government austerity and welfare cuts.

The BSG will be much more generous than the system it replaces. Payment to the first child will increase from £500 to £600. We will restore £300 birth payments for second and subsequent children and introduce two additional payments of £250 for each child at key transition points in the early years. We will extend eligibility to anyone on a tax credit or housing benefit (in addition to existing qualifying benefits) so that they can apply and receive a payment before their baby is born and we will not require parents who are under 18 to be on a qualifying benefit, making it easier for them to apply. In addition, Healthy Start food vouchers will become part of the BSG and help families access nutritious food.

Key to the success of the new BSG is making sure eligible people claim it. Streamlining the application process and providing more joined up support will improve the service. Effective promotion of the BSG will increase the current take up of the grants, supporting more eligible families and helping give lower income children the best start in life.

Action 29 – EXPAND EARLY LEARNING AND CHILDCARE. In the Fairer Scotland Action Plan, we committed to almost doubling early learning and childcare (ELC) entitlement - for all 3 and 4 year olds, as well those 2 year olds that stand to benefit most - to 1140 hours per year by 2020. This transformational change in ELC entitlement - with substantial investment in infrastructure and the ELC workforce - will give our children the highest quality start to their learning journey. Our approach to ELC is critical for improving children's outcomes, reducing childcare costs, and supporting more parents and carers to work, train or study - in other words, critical for delivering a Fairer Scotland.

Following a consultation, we published a [Blueprint for 2020 Action Plan](#) in March 2017. This sets out 31 actions for 2017-18 to support progress towards delivery of the expansion to 1140 hours. In addition, local authorities have been preparing plans setting out how they will deliver the expansion to 1140 hours, and we published Service Planning Guidance in March to assist them with this process. Authorities were asked to submit these plans by 29th September

Action 30 – CUT THE COSTS OF THE SCHOOL DAY. We are currently taking a number of actions to reduce the costs of school for low income parents. This help includes providing money to local authorities to help low income parents afford the basic costs associated with school - for example, in relation to the cost of school uniforms.

We are currently in the final stages of agreeing a partnership with Young Scot and a small number of local authorities to test the potential for the Young Scot Card to target benefits and opportunities at young people experiencing poverty.

Providing 95% of schools across Scotland with £1,200 for each Primary 1-Secondary 3 pupil known to be registered for free school meals in 2017/18. This

Scottish Attainment Challenge Pupil Equity Funding enables schools to use this money in a range of way to tackle inequality. This includes work to reduce the cost of the school day and its impacts on attainment. Schools have now received this funding and are exploring how best they can use it.

Action 31 – MAKE COUNCIL TAX FAIRER FOR LOW INCOME FAMILIES. We have increased the ‘child allowance’ within the Council Tax Reduction Scheme by 25%, providing additional support to families on low incomes across all Council Tax bands. This support will benefit up to 77,000 low income families by an average of £173 per year, supporting up to 140,000 children. We have invested over £1 billion in the Council Tax Reduction Scheme since 2013/14, assisting almost half a million households each year to meet their council tax. Council Tax Reduction Scheme recipients had, on average, their council tax bill reduced by almost £700 a year due to the scheme.

HIGH QUALITY EDUCATION FOR ALL

Action 32 — ENSURE THAT EVERY NURSERY IN OUR MOST DEPRIVED AREAS HAS AN ADDITIONAL QUALIFIED TEACHER OR CHILDCARE GRADUATE. International evidence tells us that increasing the amount of time that children from disadvantaged backgrounds spend with graduate practitioners can help narrow the attainment gap and improve outcomes. In January 2017, the First Minister announced that the Scottish Government was investing £1.5 million in 2017-18 to provide additional training places for teachers and for the BA Childhood Practice Award to support delivery of the commitment.

435 additional teachers or graduates will be required to deliver the commitment and will be allocated to local authorities based on their share of the nurseries located in the 20% most deprived postcode areas. However, to ensure that this commitment benefits as many children as possible local authorities will be given flexibility to draw on their local data to prioritise how they allocate these additional places.

Each local authority is required to submit an Action Plan, which sets out how they intend to allocate their additional graduate places, and the Scottish Government provided a supporting guidance note in July to assist authorities with the preparation of these plans. Local authorities were asked to submit these Action Plans by 29th September 2017.

Action 33 – MAKE PROGRESS IN CLOSING THE ATTAINMENT GAP. We committed to making demonstrable progress in closing the attainment gap during the lifetime of this Parliament and to substantially eliminate it in the next decade. We are determined to close the attainment gap and raise standards for all in our schools. The Scottish Attainment Challenge focuses on helping children most affected by the poverty-related attainment gap. £170 million has been committed for 2017/18 with Pupil Equity Funding providing £120 million directly to schools, to be spent at the discretion of head teachers and school leaders in improving attainment, and £50 million will be provided to the Attainment Challenge Authorities and Schools programmes in areas of high deprivation. This funding also supports a number of national programmes including staffing supply and capacity, professional learning and school leadership.

Through the Scottish Attainment Challenge, schools and local authorities are encouraged to use evidence based interventions, drawing on successful practice and sharing their results, assisted by a range of materials available via Education Scotland's National Improvement Hub. We are also working in partnership with the Education Endowment Foundation to provide a Scottish specific dedicated version of their learning and teaching toolkit which will continue to evolve and include links to related projects in Scotland; references to and summaries of research as well as other evidence bases and exemplars.

Additionally, the National Improvement Framework's key drivers of improvement build on much of the positive work already underway in Scottish education. They provide a focus and structure for gathering evidence, which will be analysed to identify where we can make further improvements.

Action 34 – DO MORE TO ADDRESS BULLYING IN SCHOOLS. This will take a number of strands. Firstly, strategy and guidance: we will launch a refreshed National Approach to Anti-Bullying for Scotland's Children and Young People later this year. This review ties into broader work to foster good relationships and positive behaviour within the learning environment, which underpins Curriculum for Excellence. In addition, we published guidance in 2014 that clearly states that all children and young people receive high quality relationships, sexual health and parenthood education in order to respect, protect and fulfil their human rights as they grow up.

Secondly, training: the Scottish Government published a report in May 2017 on the content of initial teacher education programmes that covered training in equality. We will provide additional funding, where it's needed, to make sure that all promoted teachers - and eventually all teachers - undertake training on equality, so they are confident in tackling prejudice-based bullying. We have committed to providing more support to all newly appointed, guidance and promoted teachers on equality issues. We will discuss what the training includes and how the programme will be delivered with the General Teaching Council for Scotland and further information will be set out in due course.

Thirdly, funding: we will continue to fully fund and support respectme, Scotland's anti-bullying service. We have provided funding to LGBT Youth Scotland and respect me to collaboratively produce a resource and deliver practice seminars that aim to improve the knowledge confidence and skills for teachers and those working in learning environments to address the issue of homophobic, biphobic and transphobic bullying. We continue to support Childline to provide a helpline providing confidential advice and information to children and young people affected by bullying and any other issues.

In combination, we expect these actions to have a powerful effect on addressing bullying, but we will monitor to ensure that further action can be taken as needed.

Action 35 – INCREASE CHILD ALLOWANCES PAID TO KINSHIP CARERS TO MATCH THOSE PAID TO FOSTER CARERS. We will continue to implement the deal between Scottish Government and COSLA agreed in October 2015. This provides additional funding of £10.1 million a year to improve allowances paid to kinship carers to ensure each child receives comparable financial support to a child in foster care. We are undertaking a review of foster and kinship care allowances and the first meeting will take place on the 20th of November 2017.

3. A STRONG START FOR YOUNG PEOPLE

SKILLS AND EXPERIENCE

Action 36 – TAKE ACTION TO REDUCE YOUTH UNEMPLOYMENT BY 40% BY 2021. The Developing Young Workforce (DYW) programme has achieved the headline target in year 3 of its 7 year programme and has reduced the level of youth unemployment, excluding those in full-time education, by 40 per cent. In addition official statistics for Jan - Mar 2017 showed that Scotland had the 3rd lowest youth unemployment rate of the EU28 countries at 9.4 per cent. However, we are not being complacent and further progress is necessary.

The Scottish Government produces an annual report on progress with the DYW programme each year, the next is due in December 2017.

Action 37 – HELP YOUNG PEOPLE KICK START THEIR CAREERS. The DYW programme is committed to increasing the numbers of young people developing employability skills and having relevant work experience, while still at school, to help them kick-start a successful career in their chosen field. To date, we have established the network of 21 industry-led DYW Regional Groups. We are also working towards reducing to 60 per cent the percentage of Modern Apprenticeship frameworks where the gender balance is 75:25 or lower by 2021.

As well as encouraging school/employer partnerships through the Regional Groups, “Marketplace” is now being rolled out. This is an online digital tool helping employers offer work inspiration activities - such as career insight activities and mentoring providing direct business insight - to young people in school or college more easily.

Action 38 – WIDEN ACCESS TO UNIVERSITY. The Scottish Government wants everyone to have an equal chance of entering university, no matter what their socio-economic background. It’s commitment to free tuition is firm and unequivocal. Higher Education in Scotland is based on the ability to learn, not the ability to pay.

We are on track to meet our target that students from the 20% most deprived backgrounds should represent 20% of entrants to higher education by 2030. This equality of access should be seen in both the college sector and the university sector. To make this happen, we committed to implementing in full the recommendations from the Commission on Widening Access.

We have been making good progress and all five of the Commission’s ‘foundational recommendations’ have either been delivered or are on track. This includes: replacing student loans with a bursary of £7,625 for 2017/18 higher education students with care experience; appointing a Commissioner for Fair Access, who has begun development of a Scottish Framework for Fair Access; and establishing an Access Delivery Group, which will coordinate and monitor the progress of implementation of the recommendations across all parts of the education system and

ensure that students from the most deprived areas of Scotland are supported to achieve their aspirations into, through and beyond higher education.

NEW: We have committed to implementing the recommendations of the Independent Advisor on Poverty and Inequality; as outlined in her second report '[The Life Chances of Young People in Scotland](#)'. We will start to implement these in 2018, the Year of the Young Person.

FINANCIAL HELP AND OTHER SUPPORT FOR THOSE WHO NEED IT

Action 39 – INTRODUCE A JOB GRANT FOR YOUNG PEOPLE AGED 16-24.

This new grant is aimed at young people who have been out of work for six months or more. It will be a one off payment of either £100 or £250 for individuals with children and a provision of free bus travel for 3 months. In addition, we will pilot free bus travel for young modern apprentices in 2018-19. We are continuing to engage with stakeholders, including young people themselves, to develop the scope of the policy, defining the eligibility criteria to make sure the grant is accessible for vulnerable young people. This will help our wider aspiration to support young people achieve their potential and help them transition into employment.

Action 40 – HELP YOUNG PEOPLE AGE 18-21 WITH THEIR HOUSING COSTS.

The UK Government has removed automatic entitlement to housing benefit from 18-21 year olds as part of £12 billion of cuts to social security over the period of this UK Parliament. In April 2017, the Scottish Government introduced a scheme to help those 18-21 year olds on Universal Credit who are not entitled to support for housing costs. The scheme allows young people in this situation to receive assistance through the Scottish Welfare Fund, so no young person is left without access to this vital support.

Action 41 – HELP YOUNG SCOT MAKE THE NATIONAL ENTITLEMENT CARD SMART-READY FOR 11-25 YEAR OLDS.

Work on this action has been mostly been in consultation with Young Scot and Transport Scotland, and is on-going. Consultation commenced in August on a proposed Modern Apprentice free bus travel scheme, which it is anticipated will utilise the smart National Entitlement Card (NEC). The NEC board reaffirmed in August 2017 that all 11-25 year olds who want a smart card will be given one. This action is relevant to other actions around costs of the school day (Action 30) and helping young people with work-related transport costs (Action 39). We stand ready to help Young Scot wherever and however we can as they deliver on their attainment commitments to other policy areas. Transport Scotland will be supporting Young Scot on delivery of attainment transport pilots as they emerge during the coming weeks and months.

4. FAIRER WORKING LIVES

DECENT PAY

Action 42 – DO MORE TO PROMOTE THE LIVING WAGE. The Scottish Business Pledge is a values-led partnership between Government and business, with a shared ambition of boosting productivity, competitiveness, sustainable employment, and workforce engagement and development. Paying the Living Wage is the core requirement for any company making a Pledge. Decent wages for all are vital if we are to tackle in-work poverty, which is why we are committed to promoting the Living Wage. In October 2017 we reached the target of 1,000 Accredited Living Wage employers set by the First Minister. We have increased funding for the Scottish Living Wage Accreditation Initiative to £336,000 to recruit an additional Accreditation Officer in the Dundee/Aberdeen area to help achieve this challenging target.

FLEXIBLE WORKING

Action 43 – HELP PEOPLE IN SCOTLAND TO WORK FLEXIBLY. We continue to fund Family Friendly Working Scotland (FFWS), working in partnership with them and with Working Families, Parenting Across Scotland and Fathers Network Scotland. In conjunction with FFWS, a workshop with businesses was delivered at the National Economic Forum on 12 May 2017 to explore the benefits for business and another is planned for November 2017.

On 7 September we delivered a key commitment of the Fairer Scotland Action Plan, when we launched the [Flexible Jobs Index Scotland](#). We commissioned Timewise to produce the Index, which analysed the flexible jobs market in Scotland for the first time. The Index showed that demand for flexible working outstrips supply, meaning that there is a significant opportunity to grow the flexible jobs market - with benefits for employers, workers and families. The Cabinet Secretary for Communities, Social Security and Equalities and the Minister for Childcare and Early Years launched the Index with a visit to Lloyds Banking Group.

We are committed to piloting mentoring for small and medium-sized enterprises (SMEs) to help them recruit on a flexible-working basis, building on existing services. We continue to explore ways to fund and deliver a model for the pilot with potential for replication.

The Scottish Government is keen to make sure its own flexible working practices are a model for the public sector too. So two Scottish Government directorates are now being mentored by Timewise to be leaders in this area.

EMPLOYABILITY AND DISCRIMINATION

Action 44 – IMPROVE EMPLOYMENT SERVICES FOR DISABLED PEOPLE.

The Scottish Government is committed to introducing an employment service for disabled people that meets their needs and helps them gain sustained employment. In developing our new employment programme - Fair Start Scotland - we have recognised the very different support needs of disabled people seeking work. Not all disabled people will need intensive support but those who do can expect to receive the specialist support they require. This may include supported employment or Individual Placement and Support for some people with severe and enduring mental health conditions. Contracts for each of the 9 contract areas have now been announced and the service will commence in April 2018. The contracts aim to support a minimum of 38,000 people towards or into sustained work over three years of referrals. Disabled people are a priority group for the service. To mitigate the drastic reduction in funding for employment programmes, Scottish Ministers have committed to invest an additional £20 million over and above the UK Government settlement in each year of Parliament.

A Fairer Scotland for Disabled People was published in December last year and is our response and commitment to the United Nations Convention on the Rights of Persons with Disabilities. Key among our commitments on employment is the ambition to halve the disability employment gap, and our intention to consult across the public sector on the setting of public sector disability employment targets. Implementation of the plan is now under way across Government and our partnership with the sector will continue as we drive forward those specific actions. An international congress will be held early in 2018 on disability, employment and the workplace where we will set out our future plans and actions for an all Scotland approach to helping many more disabled people into sustained employment.

The Scottish Government ran a marketing campaign over the summer to encourage SMEs to employ disabled people with the strapline “Get Past The Awkward” which achieved a reach of 646,339 adults in Scotland and the videos were viewed 285,814 times. The media release was picked up in 40 publications.

NEW: We will hold a major congress in 2018 on disability, employment and the workplace and engage with partners, employers, the Scottish Trades Union Congress and disabled people’s organisations during 2017 in shaping its focus.

Action 45 – LAUNCH A PILOT ‘RETURNERS’ PROJECT BY THE END OF 2016.

We have delivered on our commitment for a Returner’s Programme to assist women to re-enter the workforce following a career break. In the first stage of this work, in October 2016, Scottish Government awarded nearly £50,000 to Equate Scotland to provide 40 women with support to re-enter the STEM labour market by offering one to one guidance, career clinics and access to webinars and three month placements. In August 2017, the Minister for Employability and Training approved a further six projects with a total value above £185,000. These projects will address the under-representation of women in the, finance, security and manufacturing sectors; increase business start-up rates for women and the number of women in senior positions and also encourage men into childcare which will help to change

the perception of caring as a 'women's role'. One project specifically supports black and minority ethnic women back into the workplace.

Action 46 – TACKLE DISCRIMINATION ON PREGNANCY AND MATERNITY LEAVE IN THE WORKPLACE.

The Scottish Government is continuing to work with partners, including the Equality and Human Rights Commission, to address these issues. Although many of the powers governing employment law, parental leave and flexible working are currently reserved to Westminster we are committed to tackling pregnancy and maternity discrimination and to working with employers directly and through their representative bodies to explore how we can improve equality in the workplace for women.

The Pregnancy and Maternity Discrimination Working Group, which is chaired by the Minister for Employability and Training, has a remit to produce best practice guidance for employers and improve access to guidance for pregnant women and new mothers. Guidance and best practice has now been published on the Scottish Business Pledge [website](#). The Scottish Government, its agencies and partners will continue to signpost and promote this guidance to businesses.

The Scottish Government strongly opposed the UK Government's introduction of employment tribunal fees in 2013, not least because of its likely impacts on women because of pregnancy and maternity issues. We committed to abolishing the fees in Scotland once the management and operation of employment tribunals had been devolved. The Scottish Government was therefore delighted with the Supreme Court judgement that UK Government policy on employment tribunal fees was unlawful and discriminatory against women. The UK Government now needs to repay around £32 million to claimants. The Scottish Government will continue to work with stakeholders to ensure that the new employment tribunal system in Scotland provides access to justice and contributes to our vision for fair work to be embedded in all workplaces in Scotland.

5. A THRIVING THIRD AGE

Action 47 – HELP OLDER PEOPLE WHO WANT TO KEEP WORKING. The Scottish Government has taken a number of steps to support older people in and into work. We published independent research in August, from Edinburgh University, to investigate the attitudes of older people towards extended employment and whether there were barriers they felt they had to overcome. This research aimed to improve our evidence base for taking actions to encourage older people to work longer but also help them achieve a good balance between their employment and other important aspects of their lives. We are also working with employers to raise awareness of and encourage fair work practices that will benefit all workers. We also promote and encourage employers to adopt flexible working initiatives that will allow older workers to accommodate health and care commitments as they age and assist them in pre and post retirement planning. We fund the Family Friendly Working Scotland Partnership and the Carer Positive Awards scheme to support this - and our action is being backed up by the other flexible working actions in the previous section of this report.

NEW: We will strengthen Community Sport Hubs, improving opportunities for older people in care to be physically active and ensuring Scotland becomes the first 'Daily Mile' nation.

Action 48 – HELP OLDER PEOPLE CLAIM THE FINANCIAL SUPPORT THEY ARE ENTITLED TO. We said in our 2016 action plan that if every person entitled to pension credit and council tax reduction claimed these benefits, poverty levels amongst older people would be much lower than they are now. To help with that, throughout October 2017 we ran a marketing campaign to raise awareness amongst older people, which included other benefits they may be entitled to. Following on from that campaign, Citizens Advice Bureaux will be offering a programme of Financial Health Checks targeted at older people in late 2017, which is the first element of a wider programme. The health check will offer a personalised service to maximise older people's incomes, and signpost to any specialist advice services they may need, such as energy provision advice.

Action 49 – HELP OLDER PEOPLE ON LOWER INCOMES WITH COUNCIL TAX PAYMENTS. Our reform of council tax bands in April 2017 did not affect the three quarters of Scottish households that live in bands A to D. Those in bands E to H now pay more, but we have extended the Council Tax Reduction scheme so that those on middle incomes (up to £25,000 a year) living in properties in bands E to H are protected from the recent changes to council tax bands. This support will provide many pensioner households, living in band E to H properties, with additional support so that they do not pay more.

Action 50 – IMPROVE THE CURRENT SYSTEM OF FUNERAL PAYMENTS. We want to help more people with funeral costs, so that the system is more predictable and gives help more quickly. We've taken a range of action already.

The Social Security Bill, as introduced to Parliament on 20 June 2017, will create a new Scottish Funeral Expense Assistance benefit, which will replace the DWP Funeral Payment benefit and start in 2018. We have set up a stakeholder reference group to help us develop the new benefit.

In the autumn of 2016, the Cabinet Secretary for Communities, Social Security and Equalities hosted three round table stakeholder engagement events, as well as a National Conference on funeral poverty which involved the funeral industry, local authorities, third sector organisations and others. In August 2017, the Cabinet Secretary also launched a 'Funeral Costs Plan' publication setting out 10 key actions the Scottish Government will take to help tackle funeral poverty and make more affordable funeral options available and a 'Planning My Own Funeral' leaflet to help inform people how they can make their own arrangements for their funeral. The Scottish Government also provided funding for CAS to develop an e-Learning module 'Planning for Death' for their advisors to help people avoid funeral poverty.

A pilot of the Scottish Funeral Bond will be launched by autumn 2020. We are planning for our Funeral Bond to be an incentivised savings product, and we have begun initial discussions with stakeholders including credit unions to determine the best way to deliver this.

6. RESEARCH, ANALYSIS AND STRATEGY

Although the Fairer Scotland Action Plan's main focus was on the 50 core actions, it also included commitments on new research and strategic approaches. This section provides an update on progress with these.

RESEARCH AND ANALYSIS

Scotland's Equality Evidence Strategy was published in July 2017. High quality equality evidence and analysis is vital to underpin effective and inclusive policy making in Scotland. However, despite improvements in recent years, there remain gaps in Scotland's equality evidence base. This report sets out a **four year strategy (2017-21)** describing the equality evidence gaps we have identified in concert with our partner organisations and academic colleagues, and details a strategic approach to strengthening Scotland's equality evidence base.

In August 2017, we published new research on **older people and employment**. Professor Wendy Loretto at Edinburgh University Business School led this work, talking in depth to employers and older people about the barriers and enablers to keeping older people in the workplace. A research report and a policy booklet summarising the key findings and recommendations were published and an event held with a range of employers from the private and the public sector on the same day. The Scottish Government will now consider the recommendations and the outcomes from our additional discussions with employers in further policy development.

In September 2017, we published a working paper that tested a methodology for a **Gender Index for Scotland**, which has been developed with the help of a range of external stakeholders (thank you for your help). Producing a Gender Index that provides is both robust and helpful in developing policy has proved challenging. This initial working paper provides a strong basis for follow up discussions with stakeholders on the best way to take this work forward in future.

An evidence review of the life chances of young people in Scotland, prepared for the First Minister's Independent Advisor on Poverty and Inequality, was published in July 2017. This was a companion piece to the **Independent Advisor's report** to the First Minister on the life chances of young people in Scotland, which was published on the same day.

STRATEGY

On 2 December 2016 the Minister for Social Security launched **A Fairer Scotland for Disabled People: Our Delivery Plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities**. The plan represents the culmination of over two years of detailed discussion, negotiation and co-production with disabled people's organisations and with individual disabled people. Implementation of the plan is now under way across Government and our partnership with the sector will continue as we drive forward the specific actions which have been identified.

The plan contains *five longer-term ambitions and 93 actions* over the course of the current parliament to make meaningful progress towards these ambitions:

- o Support services that meet disabled people's needs;
- o Decent incomes and fairer working lives;
- o Places that are accessible to everyone;
- o Protected rights; and
- o Active participation.

Scotland's first **Accessible Travel Framework** was published in September 2016 to help disabled people enjoy the same travel rights as everyone else.

Scotland's first **British Sign Language (BSL) National Plan** - to help improve opportunities and outcomes for people whose first or preferred language is BSL - was published in October 2017, as required by the BSL (Scotland) Act 2015. This will set out the wide range of steps we will take. We will report on progress in October 2020.

In December 2016 the Minister for Social Security launched **A Fairer Scotland for Disabled People: Our Delivery Plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities**. The plan represents the culmination of over two years of detailed discussion, negotiation and co-production with disabled people's organisations and with individual disabled people. Implementation of the plan is now under way across Government and our partnership with the sector will continue as we drive forward the specific actions which have been identified. The plan contains five longer-term ambitions and 93 actions over the course of the current parliament to make meaningful progress towards these ambitions: support services that meet disabled people's needs; decent incomes and fairer working lives; places that are accessible to everyone; protected rights; and active participation.

Scottish Rural Action (SRA) are now developing their working groups stemming from the last Rural Parliament. Through the development of a strategic plan SRA are engaging on a range of themes to add value to the fairer Scotland agenda across rural Scotland. The working groups will identify the actions needed to make progress across the priority areas that includes Digital Connectivity, Local Democracy, Rural Enterprise, Land and informing a national transport strategy. SRA are also open and interested in shaping any specific fairer events planned by others as part of their wider engagement strategy particularly where this fits with the planned priorities.

In March 2017, the 10 year **Mental Health Strategy** (2017 - 2027) was launched. The central vision is of a Scotland where people can get the right help at the right time, expect recovery, and fully enjoy their rights, free from discrimination and stigma. There are a number of actions in the Strategy aimed at ensuring that children and young adults have good mental health and that agencies act early enough when issues emerge and impact young lives. The very first action in the Strategy commits to a review of Personal and Social Education (PSE), the role of pastoral guidance in local authority schools, and services for counselling for children and young people.

Working to improve mental care will be broad and far-reaching, and will require addressing challenges and developing solutions across themes such as Poverty, Education, Justice, Social Security and Employment in addition to the work taken forward by Health and Social Care. The Strategy is clear that the inequalities that drive differences in physical health outcomes are the same inequalities that detrimentally impact on mental health. Poverty and social exclusion can increase the likelihood of mental ill health, and mental ill-health can lead to greater social exclusion and higher levels of poverty. In 2017/18 for the first time, NHS investment in mental health will exceed £1 billion, and there will be a further investment of £150 million over 5 years to support mental health innovation. We have also committed to increase our funding of the mental health workforce rising to an additional £35 million in 5 years' time to support 800 additional mental health workers.

We will also make changes to the priorities in the **Maternal and Infant Nutrition Framework** (2011). This is to help us focus on helping women with nutrition and diet before and during pregnancy and in the first years of life over the next five years. Training materials are being collated using a "*Once for Scotland*" approach. This will be embedded into the on-going training as part of the Health Visitor pathway.

The establishment of a Strategic Labour Market Group (SLMG) was one of the central features of the Labour Market Strategy. The SLMG is chaired by the Minister for Employment and Training with membership drawn from across trade unions, academia, industry and the third sector. The Group works in a complementary manner alongside the Fair Work Commission, to provide Scottish Government with advice and recommendations and to ensure the LMS remains strong, adaptable and resilient. The Group has been considering the impact of Brexit on immigration and their future work plan is expected to include skills and productivity, and automation. Amongst other areas of progress we met our target of 1,000 Living Wage accredited Employers in October 2017, continuing our work on closing the gender pay gap and supporting the Fair Work Convention.

We are developing a **Social Isolation and Loneliness Strategy** and plan to publish this in draft for consultation soon. We plan to consult widely, with a focus on empowering communities to lead in this area.

A review of the first five years of the Age, Home and Community Strategy will be published by the end of 2017 and a new strategy will be forthcoming early in the new year.

7. PLEDGES

It really will take all of us to build a Fairer Scotland. That's why the original plan also featured fairness pledges from the Poverty Truth Commission, Lloyds TSB Foundation and Joseph Rowntree Foundation amongst others. This chapter provides an update on all of the pledges.

THE CARNEGIE UK TRUST pledged to work to improve access to affordable credit.

“We are fully committed to this pledge and has seen a number of positive steps taken on these issues over the past year:

The Trust has to date established a national Affordable Credit Action Group, chaired by the Very Reverend John Chalmers, former Principal Clerk at the Church of Scotland.

The Carnegie Associate has been working directly with affordable credit providers and local authorities to build up Scotland's affordable credit offering.

The Trust and Affordable Credit Action Group have contributed time, resources and expertise to support the creation of new CDFIs offering affordable credit in Scotland.

2017 has seen the opening of Community Development Finance Initiatives (CDFIs) in five new local authority areas, offering affordable credit and financial capability support to some of Scotland's poorest citizens.

An innovative consortium of Fife, West Lothian and Falkirk councils has supported CDFI Conduit Scotland's opening in Dunfermline, Bathgate, Falkirk and Kirkcaldy.

Glasgow-based CDFI Scotcash opened a second branch in Edinburgh with support from the Virgin Money Foundation and Oak Foundation and a further future expansion is planned for Inverclyde.

The Trust has commissioned new research and testimony to continue to build support and understanding of affordable credit issues..”

THE CORRA FOUNDATION (previously known as Lloyds TSB Foundation for Scotland) pledged to help the Scottish Government support innovative approaches to tackling poverty and deprivation. As well as continuing to be a thoughtful grant-maker, they would work differently to reach the communities that historically have accessed very little charitable funding.

“The Corra Foundation is working towards this pledge through People in Place, which aims to reach communities that do not historically access charitable funding but who experience multiple and complex challenges.

Rather than a traditional funding approach of inviting groups to apply for grants, the programme works directly with each community to understand their experiences, aspirations and what support could help them achieve the change they want. A Community Co-ordinator employed by the Foundation takes a Community Development Approach, working alongside communities, to help facilitate and enable capacity building within the community; widening community participation; and ultimately resulting in locally-led actions being taken. In the long term, the Foundation will aim to step back from each community with a lasting legacy of change and a sustainable investment strategy in place.

Key updates include:

- The programme is now established in 8 areas: Cumnock in East Ayrshire; Fernhill in South Lanarkshire; Castlehill in West Dunbartonshire; Blacklands in North Ayrshire; Dunterlie in East Renfrewshire; Bainsford and Langlees in Falkirk; and Buckhaven and Methil in Fife.
- The programme began in Cumnock, working closely with the local Cumnock Action Plan Steering Group. Key milestones in Cumnock have included: increased participation in community activities, for example a Christmas Festival, litter picking and flower planting. Residents have spoken of growing community confidence and pride. As part of implementing the local action plan, the community in Cumnock have seen evidence of: local people feeling valued and heard; people getting more involved, resulting in increased engagement and action across the community; increasing numbers of local people able to take the lead resulting in increasing resilience across the community; and local strategic stakeholders having increased their awareness of place and how this affects life chances and opportunities
- Actions which have been taken include the demolition of a much-hated shopping centre and early steps being taken with the community in conjunction with Scotland's Town Partnership, together with many other partners, to explore the potential for Cumnock becoming Scotland's first Green Town.

We are delighted to be embarking on a piece of work with the Scottish Government using the expertise of a group of cross-sector stakeholders to make recommendations as to the enabling conditions for place-based work to create change.“

DUNDEE CITY COUNCIL pledged that all recommendations of the Dundee Fairness Commission will be taken forward.

“Following successfully applying for funding from the Scottish Attainment Challenge Fund Dundee City Council were able to commission Child Poverty Action Group Scotland to deliver a Cost of the School Day project, building on the learning from their work in Glasgow.

A steering group consisting of members with a wide range of experiences within education including representatives from nursery, primary and secondary schools, teaching unions, school and family development workers and education officers has been established.

A report with interim recommendations has been produced and shared with the Council's Executive Director for children's Services and his team.

It has been agreed that CPAG will complete the Cost of the School Day project by March 2018.

The Dundee Partnership has commissioned Faith in Community Dundee to facilitate the formation and development of a new Fairness Commission in Dundee based on the poverty truth commission model. This is being supported by funding from the Scottish Government. To date all community and civic commissioners have been recruited.

The first milestone was a formal handover from the chair of the initial Dundee Fairness Commission to community members of the new model on 24 March 2017. Three full meetings of the commission have been held. It is anticipated that a final report for the group will be published at a conference in September 2018.

This new body which has been set up will make sure that the voices and experiences of people struggling against poverty in Dundee continue to be heard to inform future efforts to tackle and reduce the causes and impact of poverty in the city".

INCLUSION SCOTLAND pledged to seize every opportunity to ensure that disabled people are full included in the delivery and future development of all aspects of the Fairer Scotland Action Plan.

"Inclusion Scotland has continued to help ensure that the voices of disabled people inform developments within the Scottish Government's new social security system, including through the launch of a new 'Poverty and Social Security' Policy Panel of disabled people; one of 5 Policy Panels we will be launching over the next year to increase disabled people's input to policymaking. We have also been involved in the Expert Disability and Carers Benefits Advisory Group and other stakeholder groups. Other key areas of activity have included the publication of a report of the Disabled People's Summit on Housing, making the case for urgent action to increase the supply of accessible housing. We are also working on the Child Poverty Bill - child poverty being an issue that disproportionately affects families with disabled children or parents.

On employment, we have continued to contribute towards the development of new devolved employability services - and now evaluation methods - highlighting the importance of addressing negative employer attitudes, and barriers like inaccessible premises and communications. We are currently working to set up a new programme of internships for disabled people, this year focusing primarily (although not exclusively) on placements within the Scottish Parliament and civil service. Other activities include working with officials and key stakeholders on shaping a major Employability Congress next year.

We are currently evaluating the pilot Access to Elected Office Fund, which provided funding to level the playing field by meeting the extra disability-related costs of disabled candidates in the 2017 local government elections. Against a target of 30, the Fund initially supported 44 disabled people, 39 of whom were selected as candidates. Fifteen went on to be elected as Councillors. The Scottish Government has committed to continuing the Fund. Both the Fund and our Scottish Government funded parliamentary internships have begun to receive international interest, which we hope to pursue.

We will continue to support action to progress the delivering of disabled people's human rights and to set up structures through which disabled people can monitor progress, as is essential if the vision for a Fairer Scotland is to be achieved.”

JOSEPH ROWNTREE FOUNDATION pledged to set out their strategy to solve poverty in common with the Fairer Scotland Action Plan through a range of actions.

“We have supported Fair for You to enable this Community Interest Company to provide affordable white goods and furniture as an alternative to high-cost rent-to-buy providers. This is a GB-wide offer proving popular in Scotland, in part due to remote and rural areas having the same access/costs as urban areas. Co-investors include Social Investment Scotland and The Robertson Trust.

JRF is a co-investor with the Scottish Government in Our Power, a distinctive approach to lower costs energy tariffs for pre-paid meter customers in Scotland at the same prices as via direct debit. We have allocated £500,000 as part of a wider partnership including Social Investment Scotland and Esmee Fairbairn Foundation.

We are also supporting Glasgow Together via an investment bond to assist with the charity's work in training ex-offenders to work in construction jobs paid at the higher voluntary living wage. Other investors include The Robertson Trust.

JRF is funding the catalyst roles of the Building Connections demonstration project in Glasgow. This supports the embedding of advice on social security, debt, childcare, apprenticeships and support with English learning in two GP surgeries and two Job Centres. In one area of the city's East End, financial gains of £1 million have been achieved in 18 months for low-income residents through income maximisation and debt reduction. We are in discussion with the Scottish Government Social Security Directorate about the wider policy and practice implications.

Finally we are a co-investor with People in Place, the place-based programme in 'cold-spot' neighbourhoods (which have attracted little or no independent funding) run by the Corra Foundation (formerly Lloyds TSB Foundation for Scotland). This is now active in 8 neighbourhoods across 7 local authorities (East Ayrshire, North Ayrshire, Falkirk, West Dunbartonshire, Fife, East Renfrewshire and South Lanarkshire).”

NHS HEALTH SCOTLAND pledged to help the Scottish Government in its ambition to end child poverty in Scotland

“The 'Child Poverty, Health and Wellbeing' eLearning module was launched in Autumn 2016 and has since been included in several undergraduate and postgraduate programmes. To date, 1053 learners from a range of sectors (HIEs, local authorities, NHS Boards, Health and Social Care Partnerships, third sector) had completed the module. The module has evaluated well and we are continuing to roll out in its current form as well as to develop case studies to support practical application.

We have agreed with the Poverty Alliance the scope of, and support for, raising awareness of child poverty and its impact on health and wellbeing and have established a proposal for incorporating training within the Poverty Alliance's Stick Your Labels programme. The first learning session was held in October 2017 with wider stakeholders and staff from public sector agencies before rolling out learning events and resources across Scotland.

We prioritised action in the first instance on developing referral pathways for pregnant women and families with young children as they are amongst the groups hardest hit by welfare reform measures. Drawing on the learning from the successful Healthier Wealthier Children (HWC) initiative with universal health visiting and midwifery services, we developed the Financial Inclusion Referral Pathway Toolkit which we launched in September 2016. We hosted an event in partnership with the Improvement Service, CPAG Scotland and the Money Advice Service in February 2017 to build on our and others' practice in order to further support the development of local partnerships and referral pathways across Scotland. We are now working with and through the Scottish Health Promotion Managers Group (SHPMG) to build on existing referral pathway activity in the NHS to establish these services across the whole of Scotland.

We are supporting the inclusion of routine enquiry around money worries and the offer of a referral to an advice service have been incorporated into the Universal Health Visiting Pathway for Scotland. We are now exploring how to further embed this approach in other NHS settings including in antenatal services through midwifery and through the Health Promoting Health Service.”

THE POVERTY TRUTH COMMISSION (PTC) pledged to ensure that people experiencing poverty are at the heart of work to overcome it.

“Over the last year, we led on the following actions:

- We launched the 4th round of the Commission in January 2017 and have established 3 working groups focussing on Mental Health, Asylum and Cuts and Assessments.
- We completed the third Mutual Mentoring Scheme between civil servants and people experiencing poverty and launched the fourth round in September 2017.

- We are in regular talks with our counterpart in Dundee - Dundee Fighting for Fairness who are designing new PTC style conversations.
- Ours is an on-going pledge; although some of the targets set up in the Fairer Scotland Action Plan have already been met, our ultimate vision is to have an engaged and thriving Commission, led by people experiencing poverty”

THE PRINCE’S TRUST SCOTLAND pledged to expand Mosaic their new mentoring programme for BME young people who are growing up in the most deprived communities.

“The Prince’s Trust Scotland has pledged to support 150,000 vulnerable young people by 2030 to overcome significant barriers and have increased access to education, training and employment opportunities - this is on track to be achieved.

We have successfully rolled out the delivery of our new Mosaic mentoring programme creating opportunities for young people from black and ethnic minorities who are growing up in our most deprived communities. In 2016, we worked across 4 high schools in Glasgow, and supported 120 young people to boost their confidence, self-efficacy and long-term employability. In 2017 we are on track to support 300 young people in 6 schools

Our new education programme, Achieve which supports those disengaged with school, to equip them with the confidence, skills and a qualification to re-engage in education, training or employment has also started strongly. Last year we worked in partnership with 1600 young people, our aim to expand to 2,200 per year in Scotland by 2018 is ahead of target.”

TIMEWISE AND FAMILY FRIENDLY WORKING SCOTLAND pledged to produce the first ever Flexible Jobs Index for Scotland.

“Timewise and Family Friendly Working Scotland, a partnership including the Scottish Government published the first ever Flexible Jobs Index for Scotland on 7th September, with a Ministerial launch at Lloyds Banking Group.

This new research highlights for the first time that only 12% of quality jobs in Scotland are advertised as open to flexible or part time working. The report identifies both the opportunity and need to incentivise employers to extend flexible working to the hiring process, to avoid missing out on the talents and skills of many candidates who can only consider jobs that offer flexibility, and in doing so will help to create a stronger, more inclusive economy in Scotland for the benefit of everyone.

The findings will be used to support both the Scottish Government and Family Friendly Working Scotland to encourage and support employers across Scotland to embrace flexible hiring and to use the Happy to Talk Flexible Working strapline in job adverts.”

VIRGIN MONEY pledged to do its best to make banking fairer and more accessible for the people of Scotland and building a bank that aims to treat its customers fairly through helping with financial inclusion and tackling diversity.

“In terms of Financial Inclusion, Virgin Money helped Scotcash open its ethical small loans operation in Edinburgh in August 2017. This was done through a grant from our charitable foundation, the Virgin Money Foundation. This will help more financially excluded people access affordable credit, financial support and guidance to help make the most of their money.

On Diversity, 141 firms across the financial services sector, many in Scotland, have now signed the Women in Finance Charter, as recommended in Jayne Anne Gadhia’s (Chief Executive of Virgin Money) review into the representation of women in senior management in financial services, published in March 2016. The Charter sets out that Firms should:

- have one member of the senior executive team who is responsible and accountable for gender diversity and inclusion.
- set internal targets for gender diversity in senior management
- publish progress annually against those targets in reports on their website; and
- have an intention to ensure the pay of the senior executive team is linked to delivery against these internal targets on gender diversity.

Signatory firms collectively employ over 560,000 people - equal to over half of the employees in the financial services sector and more than the total employees in the mining, energy and water sector combined.”

WORKING FAMILIES pledged to help the Scottish Government build a fairer Scotland by sharing their experience of working with and supporting SMEs to introduce flexible working.

“We will advise on mentoring which we have carried out in Wales, and share the toolkit and guidance on job design and flexible hiring which we are developing with Welsh SMEs. We will also make available to SMEs in Scotland the Working Families SME online benchmark, so that owner-managers can assess the culture and practice of their own businesses and understand the changes they can make for more effective and fairer employment”

The project is now in its closing stages. We have held training events and are collecting final data from the participating employers whilst developing the toolkit, which will be launched online later in 2017. We have yet to secure funding for the SME benchmark. When we do, we are ready to begin development and launch it.”

YOUNG SCOT pledged to use the Young Scot National Entitlement Card and it's built in smart-technology to connect young people to services and opportunities.

“We are currently developing and enhancing the role of the Young Scot National Entitlement Card and smart-tech to contribute to closing the attainment gap and tackling inequalities, including exploring, developing and implementing new local and national entitlements for young people.

We are actively working with partners in the Scottish Government, Improvement Service, Transport Scotland and NECPO to ensure that the Young Scot NEC smart-card technology is effectively utilised to ensure that young people have access to enhanced entitlements, smart transport, opportunities and services. We are currently collaborating with these partners around adding entitlements to the card, including an enhanced transport pilot offer for Modern Apprentices that will be carried on the Young Scot NEC - currently out for public consultation by Transport Scotland.

We have also been working with the Improvement Service to improve the digital aspect of the National Entitlement Card - looking at how we can diversify access utilising smart-phone technology, whilst also improving our Rewards and Discounts interface for young people.

Exciting progress has also been made with a new active project focusing on tackling the attainment gap in Scotland. Working with 9 Attainment Challenge Local Authority partners over the next 3 years, we will support the provision of enhanced entitlement for young people around health and wellbeing using the NEC and wider Young Scot services.”

YOUTHLINK SCOTLAND pledged to support the Scottish Government's aims of ensuring 'A Fairer Scotland for All' and 'A Strong Start for All Young People' by supporting the significant contribution that youth work makes to equality and the realisation of young people's human rights

“A Fairer Scotland for All” is integral to the work of YouthLink Scotland. The specific pieces of work outlined in the pledge will be completed in the next year.

In partnership with Education Scotland we have trained 40 people who will go on to train other practitioners (who work with young people) in the development of human rights based policy and practice.

In partnership with Zero Tolerance Scotland we have trained 18 people who will go on to train other practitioners to work with young people to prevent teen abuse.

We have supported the establishment and expanded the membership of the Scottish Equalities in Youth Work Steering Group and agreed a first piece of action related to the development of a holistic training resource which encompasses and merges aspects of existing equalities materials.

We worked with 5 youth work organisations, 10 young youth workers and 60 young people to research “women of influence” in their communities.”



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