

DRAFT BUDGET 2010/11: EQUALITY STATEMENT

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DRAFT BUDGET 2010/11: EQUALITY STATEMENT

Introduction

EQUALITY AND THE BUDGET

This Equality Statement sets out, for the first time, the actions that the Scottish Government has taken and is planning to ensure that the public money we spend contributes to greater equality in Scotland. It aims to explain how our budget for 2010-11, published in draft for consultation with the Parliament and with the people of Scotland on 17 September, aligns with our equalities objectives and will contribute to further progress in future.

The Scottish Government believes that what we do and how we spend our money should be directed at improving the lives of all our communities. It is therefore important to make spending plans in the light of equality considerations, and to develop ways of showing more clearly the links between evidence, policy, spending and equalities outcomes.

The Government also recognises the importance of providing a public account of how our budget contributes to progressing equality. While perspectives have been offered on a Portfolio basis, for example in evidence to Parliamentary Committees, there is a clear need for a comprehensive Statement for the benefit of the Parliament and the people of Scotland.

Our 2010-11 draft Budget seeks to prioritise front line public services that are most valued by the people of Scotland – in particular Health and Education – to maintain our efforts to promote economic recovery through skills and support for business and to protect households in this time of economic difficulty.

The draft Scottish budget is focused on delivering for the people of Scotland and protecting what matters most to them. It will contribute to a fairer Scotland and to improving people's life chances.

INFORMING THE BUDGET

National Performance Framework

At the beginning of this spending review period 2008 - 2011, we set out a clear Purpose for Government – to focus on creating a more successful country *with opportunities for all to flourish* through increasing sustainable economic growth. This combines the drive for good economic performance

with a strong social dimension helping us build a fairer, more just, modern and successful Scotland. Our activity and spending over this period has been and will be geared to this purpose and focused on the economic targets and national outcomes outlined in our National Performance Framework, <http://www.scotland.gov.uk/About/purposestratobj>s



The National Performance Framework provides an opportunity for the first time to channel activity across the public sector towards common purpose and outcomes, including tackling inequality. The National Performance Framework is designed to focus on improving the lives of all the people of Scotland. If progress is not made for all communities then we will fall short of fully realising our outcomes. Therefore equality is an important and integral part of the Framework. Furthermore to give focus to our work on equality we have a specific national outcome *to have tackled the significant inequalities in Scottish society* (no.7).

Scotland is an increasingly diverse nation and this brings both opportunities and challenges. Opportunities to benefit from and be enriched by the contribution that a wide and different range of people can bring to our economy and society; challenges in ensuring that Scotland is able to embrace this diversity and can remove the barriers which prevent people from participating fully in the life of the country and reaching their full potential.

It is not in Scotland's economic or social interests for example, for women's skills and contribution to be under-utilised or undervalued; for disabled people and minority ethnic communities to find it harder to gain employment; for disabled people and older people to feel excluded or unable to live more independently if they choose; for those in lesbian, gay, bisexual and transgender communities to be subject to negative attitudes

and prejudice; for women and children to experience violence and domestic abuse or for racism, sectarianism or religious intolerance to blight communities.

As we strive to move out of recession and towards economic recovery, consideration of equality matters becomes more, not less, important. We should not lose sight of the kind of Scotland we want – fairer and more just – nor on what needs to be done to achieve it. We need to be able to capitalise on the skills and talents of all and avoid the further marginalisation of vulnerable groups. Those that are most at risk of becoming long term unemployed or inactive are older men, those who have no or low education qualifications; lone parents with dependent children who are mostly women, disabled people and those who are long term sick. When resources are tight the most marginalised may find it hardest to compete for opportunities and without due diligence their concerns may be less readily heard.

The commitment to greater equality and to tackling the barriers which restrict individuals and communities from reaching their potential and flourishing is therefore relevant to the delivery of our national purpose and in realising our national outcomes. It is reflected in our three key social frameworks around the drive to eradicate poverty, create a healthier Scotland and provide the best future for our children by intervening early. It underpins and helps to shape our plans and programmes. No-one should be denied opportunities because of their race, gender, sexual orientation, faith, age or disability.

Purpose Target: Solidarity

The Government Economic Strategy has a number of targets, including delivering greater **Solidarity** in Scotland – a fairer distribution of income – which the Scottish Government believes is key to tackling poverty and creating the kind of Scotland we all want to live in. *Solidarity ensures that government attention is focused on those who might, in other circumstances, miss out on the benefits of economic growth.*

It is of course important in the context of the equality agenda, as for example in the three lowest income deciles single pensioner households and lone parent households, which are mostly headed by women, are over represented, along with households with adults who are over 60, households which are economically inactive and households which are actively seeking work.

Economic growth will be maximised when everyone in Scotland has the opportunity to contribute and fulfil their potential. Solidarity contributes to

this by ensuring that those who are starting from a lower base get the opportunities and help they need to improve their own circumstances, and those of Scotland as a whole.

New ways of working

In addition to the new focus to our work provided by the National Performance Framework the Concordat with local government sets out a new relationship which changes the context for delivery and the provision of funding. The Concordat recognises the role of councils and councillors as leaders of their local communities and gives them the freedom to deliver in the best way for those communities. This brings with it a requirement to ensure that service delivery is supported by sound governance and robust performance management practices. Scottish and Local Government have a shared commitment to delivering on the national performance framework. In the Single Outcome Agreement (SOA), councils and community planning partners decide which outcomes are relevant to local circumstances and how best to achieve them. The outcomes are supported by a number of national indicators from which councils choose those most relevant along with appropriate local indicators. There are annual reports on the Single Outcome Agreement and progress made in realising outcomes.

Both Scottish and local government are subject to the public sector equality duties as are the statutory partners to the community planning partnerships. It is expected therefore that local priorities and activity will be informed by equality considerations and relevant impact assessments. Advice on equality in the SOA process was provided to CPPs in March 2009.

Public Sector Duties

The Scottish Government takes seriously its responsibilities under the public sector equality duties as indicated in its race, gender and disability schemes and corresponding annual reports. We believe that the duties assist the public sector to improve policy development and service delivery. They also help to support the mainstreaming of equality.

There are specific duties on Scottish Ministers to provide leadership on gender and disability equality in Scotland. This is done by reporting on progress and identifying priority areas around which public authorities might work more closely together. Scottish Ministers have decided, that **tackling violence against women** and addressing **occupational segregation** should be the gender equality priorities for this coming period. The areas for co-ordination on disability are yet to be finalised.

These priorities will be reflected in the work undertaken by Government In the period ahead.

Mainstreaming Equality

We want to make sure that the policies we develop and the activities we undertake can be of benefit across all our communities. To achieve this we are committed to mainstreaming equality across all that we do – by mainstreaming we mean integrating equality considerations into our everyday work. This approach is one shared with the wider public sector, is reinforced by Best Value and the public sector equality duties, and chimes with public sector reform and its focus on delivery and improved services.

A key element of mainstreaming equality is equality impact assessment – a process for ensuring, as part of the development of policies, frameworks and activities, that the impact on different groups is considered and proposals are adjusted accordingly. In the EQIA process we expect account to be taken of the diversity of needs and experiences of those affected and for the proposals to be informed by relevant equality data. We have produced guidance on the conduct of equality impact assessments and have a tool for recording assessments which is available online for policy makers across Government. We are working on improving the tool and guidance to make it easier to use and to ensure better coverage of resources.

We continue to work with the Equality and Budget Advisory Group (EBAG) <http://www.scotland.gov.uk/Topics/People/Equality/18507/13477>. EBAG has helped to shape the approach of the Scottish Government to matters relating to equality in the budget and to the development of the Equality Impact Assessment tool used across Government. In this next period we will be concentrating our effort on developing the process of equality analysis with regard to the budget for 2011/12. A report of the Group's considerations will be made available to Ministers in summer 2010 to inform the budget setting process for 2011 and beyond.

Equality Data

An essential requirement of the equality impact assessment process and good policy making is quality data. We recognise that in the UK, and in Scotland there is limited equality data, and we are working to address this. There is a commitment to provide and promote access to statistical sources disaggregated by equality groups across all Scottish Government's statistical outputs and sources for use by Government officials.

- The Office of the Chief Statistician (OCS) has compiled a multi-purpose database detailing which equality strands are included in each of the

Scottish Government's statistical outputs and sources (c. 170 sources and 150 outputs).

- Equality data has been made available in a number of ways including the *Portal to Resources and Information on Mainstreaming Equalities¹ (PRIME)*, the *Gender Audit of Statistics² (2007)* and the *High Level Summary of Equalities Statistics³ (HLSES) (2006)*.
- OCS established a ScotStat (Scottish Statisticians) Network of analysts from local government and other public bodies which co-ordinates and facilitates demand led workshops on methodological and cross-cutting issues. Two workshops on equality data were undertaken in February 2009 with Scottish Government analysts to provide advice on collecting and analysing equality data.

Better Measurement of Equality

The Government's analytical services are working to ensure that the equality dimensions of the Scottish Government's National Performance Framework are monitored and supported by evidence. For example, we have developed harmonised questions on gender, ethnicity, religion/belief and age⁴ to be used in our main social surveys in Scotland. Work is currently underway to develop a harmonised question for disability and sexual orientation.

These harmonised questions will help improve the quality of statistics across the six equality strands and will allow for analysis into multiple discrimination and the complex inter-linkages between equality strands. While we recognise the significant challenges in producing data on multiple discrimination, we are undertaking work to integrate our five core surveys⁵ allowing us the possibility of combining samples to increase numbers.

The Equality and Human Rights Commission (EHRC) has developed the Equality Measurement Framework EMF⁶, which covers all equalities strands and will highlight the position of different groups across the UK and Scotland. The Scottish Government is keen to see this framework developed further to align with the National Performance Framework. It will be an important addition to strengthening our measurement of equality and supporting the process of equality analysis. The Equality Measurement Framework will form the basis of a triennial report by the EHRC indicating the progress made towards the elimination of discrimination and the

¹ <http://www.scotland.gov.uk/Topics/People/Equality/18507/mainstreamingequalities>

² <http://www.scotland.gov.uk/Publications/2007/03/27104103/0>

³ <http://www.scotland.gov.uk/Publications/2006/11/20102424/0>

⁴ <http://www.scotland.gov.uk/Publications/2008/12/05094609/0>

⁵ Scottish Household Survey; Scottish House Conditions Survey; Scottish Crime Survey; Labour Force Survey/Annual Population Survey; and Scottish Health Survey.

⁶ <http://www.equalityhumanrights.com/fairer-britain/equality-measurement-framework/>

promotion of equality of opportunity. The triennial reports for the UK and Scotland are due to be published in 2010.

Developing the information base

Gender remains a key variable for data analysis in all government surveys, including government modules on the Scottish Social Attitudes Survey. Differences between women and men in their attitudes (for example, towards government and public services) will continue to be reported in annual survey reports. Furthermore, important evidence on the prevalence, nature and extent of discrimination and positive equalities attitudes in Scotland will continue to be drawn from national social surveys, to help shape policy.

From 2008-2014, through the Economic Social Research Council (ESRC) and Scottish Government Collaborative Schemes, we will be supporting and increasing research capacity on issues concerning diversity. Furthermore we will also be conducting a review of the available evidence on how the impact of the economic downturn varies across the equalities strands.

Equality is an important consideration for us in developing our policies, programmes and spend and in ensuring better performance and delivery. We continue to look for ways to improve how we embed equality across our activities.

We have made some progress in improving the data on equality, in the mainstreaming of equality and in the process of policy equality impact assessment. However, there is more that needs to be done to link these developments to budget setting and spending decisions and to explain more clearly the links between equalities considerations and the prioritisation of public spending. We are working with the Equality and Budget Advisory Group to develop a programme of work over the next year which will support the consideration of equality in the next spending round, covering the years from 2011-12 and enable us to provide more comprehensive equality analysis.

In the meantime this statement on equality provides information on how the 2010/11 draft budget contributes to advancing equality and expands on the outline provided in draft budget document.

CASE STUDY 1

KEEP WELL PROGRAMME:

In Scotland admissions for men with South Asian background as a result of myocardial infarction (MI) were 45% higher than non-South Asians; among women the figure was 80% higher (BMC Public Health 2007). In Tayside, compared to non-South Asians, the prevalence of diabetes was 3.5 times higher in South Asian men and 4.1 times higher in South Asian women (Journal of Public Health PH 2009). This is supported by many papers from England and Wales highlighting the increased risk of heart disease and diabetes borne by those with South Asian ancestry.

The Keep Well programme will have a significant impact on unequal health outcomes, by enhancing primary care services, to deliver inequalities targeted high risk primary prevention: identifying and targeting those at particular risk of preventable serious ill-health (including those with undetected chronic disease), offering appropriate interventions and services to them and providing monitoring and follow-up. 'Particular risk' may be the result of deprivation and other life circumstances, life style choices arising from those circumstances, genetics or a combination of these and other factors.

Keep Well (and Well North, its remote and rural cousin) focus primarily on cardio-vascular disease (CVD) and its main risk factors, especially blood pressure, cholesterol, smoking and diabetes, but have also taken a whole person approach to patients, recognising their wider needs. They target those in the 45-64 age group - this is because the evidence suggests that they have most to gain in improved health outcomes in the short to medium term.

In light of the compelling evidence of need for a specific intervention on behalf of those with South Asian background, the Scottish Government has adjusted its approach and committed to extending this programme in a targeted way to South Asians over the next 18 months and more than £300K has been identified to develop this work. Additional developments in the Health Boards charged with delivering the programme are beginning to target gypsy travellers and offenders, who also experience significantly heightened risk of developing heart disease and diabetes.

CASE STUDY 2

EQUALLY WELL

Scottish Ministers were deeply concerned about the health inequalities in Scotland and convened a ministerial task force in 2007 to consider the evidence and determine what action might be taken.

In support of the work of the task force, a wide range of evidence was collated including the latest international findings. It was clear from the evidence that in tackling health inequalities, income difference was not the only factor to consider. Health could vary with age, disability, sexual orientation, gender, race and religion and other factors.

Whilst the focus of the task force was socio-economic issues, equality ran through its considerations. The attached paper on equality provided supporting evidence to the taskforce <http://www.scotland.gov.uk/Publications/2008/06/09160103/10>.

Equally Well, the report of the task force, was published in June 2008 and is one of the Scottish Government's three key social policy frameworks. It is informing work across the health service and within Government.

A number of the recommendations from the task force specifically drive forward the mainstreaming of equality.

Recommendation 2 - Those responsible for implementing the Task Force's recommendations should carry out equality impact assessments on the action they are taking to ensure this is legally compliant; systematically consider the needs of the diversity of the population; ensure action does not adversely affect any part of the population; and consider how they can promote equality.

The Government has continued to reinforce the point in all further Government policy and central and local action on Equally Well recommendations.

Recommendation 62 - NHS Boards should take opportunities to play a leadership role in promoting good relations within communities, recognising the impact of discrimination and disadvantage on health.

The Government's Mutuality, Equality and Human Rights Board has established a group to promote good relations within communities and recognise the impact of discrimination and disadvantage on health. The group will scope existing activity across health and other sectors, explore new approaches for the NHS in Scotland, test out ideas and disseminate effective ways of working.

Recommendation 64 - NHS Health Scotland should deliver an accessible communication, translation and interpreting strategy and action plan, with clear outcome measures.

NHS Health Scotland is leading the development of an accessible communication, translation and interpreting strategy and action plan for use by NHS Boards. It will provide a consistent approach to enhancing and improving communication with patients from all backgrounds.

Recommendation 74 - The Government should commission a review of health data needs that covers gender, ethnicity, age, disability, religion and belief, sexual orientation and transgender. The review should be published and include a plan of action with milestones to fill information gaps identified.

Recommendation 75 - NHS targets should be set to support work on patient monitoring and collection of equalities data, led by the Equality and Diversity Information Project at NHS National Services for Scotland (ISD).

NHS Health Scotland are undertaking a review of equalities data for health needs. This will be linked to the UK-wide review of equalities data which resulted from a recent UK statistics commission assessment. The review will use outputs from the current NHS NSS Equality and Diversity Information project. It will also examine the relevance of existing HEAT targets for each equalities dimension and advise on the development of appropriate measures. The review will be carried out in 2009. Its report will set out a plan for data development and collection, with timescales and costs. Following this review, targets will be considered to support work on patient monitoring and equalities data collection. This is likely to be in 2010.

Equally Well also announced the creation of 8 test sites across Scotland. Of specific relevance to the equalities agenda is the Govanhill test site is looking at health inequalities in an area with diverse communities.

Budget: £490K spread across 09/10 and 10/11.

Govanhill test site

Govanhill is one of West Scotland's most challenging neighbourhoods, with a significant level of health and social inequalities. It also has a comparatively large black and minority ethnic population, including a recently arrived Roma population. The test site will involve service redesign and a partnership approach that will be adopted at neighbourhood level. This will enable the implementation of an inter-related programme of social, economic and physical regeneration, in order to address the multi-faceted problems of the neighbourhood, including known priorities such as alcohol, drugs and community safety. It will actively involve the local community and Third Sector organisations and will consider the potential application of this cross-cutting approach to other areas.

1 OFFICE OF THE FIRST MINISTER

BUDGET **£ 294.9m**

The First Minister's portfolio supports business units across the Scottish Government delivering the five Strategic Objectives. We are committed to ensuring that equality is embedded throughout all areas of spend.

It promotes equality of opportunity in a number of ways: through using our work to actively promote equality issues by, for example, working to widen access and participation across a range of arts and culture initiatives and secondly through ensuring that our policies and projects are rigorously equality impact assessed. The work to improve and increase physical and web access to our buildings and collections will enhance the quality of life for Scotland's communities through maximising participation for all in high quality cultural events and opportunities. Our cultural Non-Departmental Public Bodies and National Collections and National Performing Companies recognise their duty to ensure that their resources and services are available to all of Scotland's people.

Statement of priorities

The priorities for the First Minister's portfolio in 2010-11 are delivery of the responsibilities set out above, in particular by:

- Supporting the establishment of Creative Scotland and ensuring the ongoing success of the diverse range of Scotland's cultural and creative bodies, including the national collections and national performing companies, and the continued growth of our creative industries;
- Providing improved access to the National Collections and increased tourism potential through funding commitments to the Royal Museum Project and the Scottish National Portrait Gallery Project;
- Increasing our budget for International Development work from £6m to £9m between 2009-10 and 2010-11, including £3m ring-fenced for Malawi;
- Contributing to work across the portfolio to promote diversity and equality by requiring organisations who apply for funding from the International Development fund to demonstrate how their organisations promote equality/diversity and where available, to send a copy of their equal opportunity policy;
- Contributing to the Government's population growth target by attracting fresh talent from other countries to live, learn and work in Scotland

- Ensuring that the funding for Gaelic is used effectively to create a secure future for the language;
- Bringing forward the Referendum Bill in 2010 to give people a say on Scotland's future. The detailed budgetary implications of the referendum will be published in the financial memorandum accompanying the Bill.

Below are examples of how the Budget contributes to the promotion of equality.

Culture and External Affairs

Major Events and International

We also contribute to the promotion of equality by requiring organisations, who apply for funding from the International Development Fund (£9m in 2010-11), to demonstrate how their organisation promotes equality/diversity and where available, to send us a copy of their equal opportunities policy.

The St Andrew's Day project directly supports the 'One Scotland' campaign through its promotion and support for an event which promotes a vision of Scotland that is rooted in equality and diversity.

Gaelic

The £21.7m Gaelic budget contributes to empowering our communities as it contains significant potential for providing services to a community in Scotland that had formerly not had access to services in Gaelic. This budget also has the potential to create employment and retain skills in remote areas on Scotland.

The Gaelic plans budget enables Gaelic to be seen as a language of Scotland and for public authorities to make progress with Gaelic plans and for employment and skills to be retained in areas of low population.

Cultural Collections

In 2010-11 the National Museums of Scotland (NMS) will complete the Royal Museum project. With funding from the Scottish Government the redeveloped Museum will have significantly improved accessibility with a street level entrance and lifts and escalators to reach all floors. This will benefit both visitors and NMS personnel with mobility issues as well as parents with young children and elderly visitors.

In terms of their activities, NMS will continue to provide an active programme of learning activities covering all ages and their “Museum on the Move” project will take objects and learning resources to area and communities across Scotland. NMS also has a dedicated Access and Outreach Team, which develops projects across Scotland to meet the diverse needs and interests of people living in Scotland’s communities and which works to better enable access to our museum spaces.

The National Galleries of Scotland is similarly successful at attracting visitors from all over the world and from across Scotland’s diverse communities, regularly attracting 1.5 million visitors per annum. During the period 2009-11 NGS aims to stabilise visitor numbers and where possible to develop new audiences.

The strategy for learning and access has been designed to embrace issues of presentation and interpretation at all their sites and is intended to tie in with government policies including the Curriculum for Excellence. Outreach to sections of the community that are less able or likely to visit and benefit from the NGS is actively encouraged.

The National Library of Scotland also undertakes a number of programmes which contribute to promotion of equalities for example:

- 8-week course using Library collections in collaboration with the Outlook Project, an Edinburgh-based organisation that provides learning opportunities for users of the mental health care services.
- Ongoing partnership with Artlink, including exhibition tours and activities for visitors who are blind & visually impaired, visitors who are hard of hearing, and older people with mobility problems/sensory impairment.

National Performing Companies

The Scottish Government will core fund the 5 National Performing Companies in 2010-11 and will ensure that delivers equality of opportunity.

For example, the National Theatre of Scotland is supporting a major national access programme through the Federation of Scottish Theatres. The guide is now published (we invested substantial budget in the publication and its supporting talks and events programme).

NTS works with many companies involved in promoting equality and diversity, for example, Ankur Arts (a theatre company that aims to transform the representation of BME artists and communities in the production and enjoyment of arts and culture in Scotland); Sounds of

Progress (an inclusive music theatre company for audiences and artists with disabilities). The NTS Learning Department has also worked with Knightswood Youth Theatre on many occasions; this group is mostly made up of young people from refugee and asylum-seekers community groups.

Equality of opportunity is integral to the ethos of Scottish Ballet - as a national company competing on the international stage, Scottish Ballet seek the most talented individuals to do the jobs they require, be they dancers, technicians or administrative staff - regardless of race, ethnicity, age, gender, disability or sexual orientation.

Twenty seven (out of 78 full-time equivalent employees - 35%) have an international background whilst 6% of Scottish Ballet employees are from Black & Minority Ethnic (BME) backgrounds.

Scottish Ballet's Education programme offers a wider range of opportunities for people of all ages, backgrounds, and abilities to engage and participate. They offer activities that specifically cater for people with disabilities and older people, and all of their activities are open to people regardless of race, gender, sexual orientation etc. Scottish Ballet pioneered audio-described performances for ballet in the UK - and still leads in this area.

Edinburgh Festivals

Our Edinburgh Festivals Expo Fund, which provides £6m to support the 12 Edinburgh Festivals over the spending review period, follows good equality practice in terms of application criteria and approach.

The Expo Fund:

- Actively promotes diversity in the arts, encouraging applications from all Scottish-based talent, regardless of nationality, age, race, gender, or ability;
- Helps to support the development of a more diverse infrastructure for the arts in Scotland through developing capacity of artists and arts organisations to deliver on the equalities agenda e.g. the Fringe's Made In Scotland initiative includes a programme of development and support for new and aspiring organisations and performers, giving the access to expertise from Federation of Scottish Theatre and the Scottish Arts Council;
- Facilitates new collaborations that artists and arts organisations would otherwise not have access to;
- Provides new funding for Scottish based talent, leading towards a greater visibility and availability of diverse and vibrant high quality arts in Scotland.

All of the Edinburgh Festivals strive to ensure equal opportunities for all sections of the Scottish and wider public to experience and enjoy their events:

- The Edinburgh International Festival, for example, provide sign language interpreted, audio described and supertitled performances included in Festival 2009;
- The majority of Festival venue access guides have details of physical access to all of our venues and of hearing enhancement systems;
- This year's Fringe Festival included sessions on how venue staff and companies can better respond to the needs of disabled customers.

The Edinburgh International Festival runs a year round programme of education and outreach work which aims to share the Festival with others and explore the ideas and issues it raises. It helps them to reach those who might not otherwise connect with the Festival and gives existing audiences opportunities to get more out of their Festival experience.

Creative Scotland

We are working towards the establishment of a new arts body, Creative Scotland, that will inherit the functions of the existing Scottish Arts Council and Scottish Screen. Legislation to establish this body forms Part 3 of the Public Services Reform (Scotland) Bill. We believe that there will be opportunities for Creative Scotland to widen access to all communities to a highly diverse range of arts and cultural activities. It will do this through its remit to promote understanding, appreciation and enjoyment of the arts and culture in all sectors and sections of society.

Historic Scotland

Historic Scotland utilises the prominence of Properties in Care as a focal point for education initiatives to support a wide range of education and community groups.

Their schools programme includes free educational visits scheme for organised groups which seeks to be socially inclusive, giving free access to Historic Scotland sites for a wide range of learners, and is offered to all schools in Scotland. This allows organisations with an educational remit to bring groups of children, youths or adults with special learning needs or disabilities and includes groups of refugees and asylum seekers. In addition to this Historic Scotland specifically supports schools that have financial difficulties in paying for transport by providing transport subsidies.

The Education Unit has also worked in partnership with the Black Environment Network (BEN) since the start of the HLF *Discover Heritage Project* (2004 - 2007). During this three year project the Education Unit sought to create ethnic community awareness of the opportunities for participation in heritage through actively working with ethnic groups on a number of pilot projects across the country, which ultimately were widely promoted as case studies of good practice in engaging with ethnic communities. Relationships established in the initial two pilot projects at Stirling Castle have been sustained beyond the *Discover Heritage Project*, with those groups continuing to return year on year to participate in a variety of heritage learning projects at different sites. The Education Unit also participated in the Glasgow and Edinburgh Melas, two of Scotland's largest intercultural festivals, achieving wide promotion of heritage opportunities.

Historic Scotland spends around £480k per annum on educational programmes including free school visits, travel subsidy and special projects such as working with BEN and Cortonvale Prison.

The main thrust of Historic Scotland's targeted spending for empowering communities in 2010-11 will be on language and they anticipate match funding the grant Bord na Gaidhlig grant. The spend will be up to £120K worth of work to improve Gaelic provision in a variety of ways at Historic Scotland properties, including the introduction of education teaching resources and on site interpretation through a variety of means such as the newly formed Junior Guides at Arnol Blackhouse on Lewis and events which examine the clash of cultures in a constructive way for those who can and can not speak Gaelic.

Historic Scotland intends to undertake equality impact assessments on all its Human Resources policies, practices, services over the course of 2010-11.

National Archives of Scotland

The ScotlandsPeople Centre, based at General Register House and New Register House, opened fully in January 2009. It provides access to digital images of the key Scottish family history resources. NAS ensure equality for people with physical disabilities who visit the Centre by improving access to facilities and services.

National Conversation

We have sought to broaden the reach of the National Conversation in a number of ways. We have sponsored the Council of Ethnic Minority

Voluntary Organisations to organise five events aimed at BME groups. We have made available signing and electronic note taking facilities at meetings (on request) to allow people with hearing impairment to take part fully. All venues for events are fully accessible. The National Conversation team is exploring with stakeholders additional ways to ensure that all can fully engage with the National Conversation.

2 FINANCE & SUSTAINABLE GROWTH

Budget **£5,883.5m**

The Finance and Sustainable Growth portfolio is responsible for managing Scotland's budget effectively and delivering the right mix of policies to ensure increasing, sustainable growth in the Scottish economy.

It contributes substantively to our Purpose - to focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth - and is a critical driver of our wealthier and fairer Strategic Objective - to enable businesses and people to increase their wealth and more people to share fairly in that wealth.

Key Spending Priorities include

The Finance and Sustainable Growth portfolio will be responsible for public spending of £5.9 billion in 2010-11 (excluding local government). For 2010-11, the priorities for the Finance and Sustainable Growth portfolio are briefly described below:

- investing £30m in the design and development of a replacement Forth crossing;
- investing £842.9m in rail infrastructure through Network Rail and rail services through the rail franchise, including investing in expansion and improvements to services through our major projects programme;
- delivering a motorway and trunk road network that supports the economy and the people of Scotland by enabling safe and reliable journeys (£503.9m, excluding capital charges);
- providing resources of £105.0m to deliver high quality ferry services;
- investing £191.9m in providing free travel to over one million people on the bus network, improving quality of life through greater access to vital health and community services, employment and education and leisure facilities;
- grant funding of £201.4m to Scottish Enterprise, which will concentrate on supporting innovation and investment in regionally and nationally significant and high potential companies and key sectors (including through providing risk capital and establishing a Scottish Investment Bank), in major economic development projects to ensure Scotland is an attractive place to locate, and to increase trade internationally;

- Highlands and Islands Enterprise funding of £54.6m on supporting innovation and investment in significant and high potential companies, and key sectors, ensuring Highlands and Islands is an attractive place to locate businesses, and in strengthening communities; and
- £43.8m funding for VisitScotland which triggers another £20m of funding from private sector and local authorities.
- supporting an enterprising third sector with a development programme of £20.8m and the Scottish Investment Fund of £14.8m to encourage greater investment in assets, business development and the skills of people working in the sector; and
- developing strategic partnerships with key national and regional intermediaries to ensure effective infrastructure for the third sector
- lead on simplifying the public service landscape to help achieve a simpler, smaller and more efficient and effective government in Scotland;
- promote a relationship with local government and Community Planning Partnerships which enables the planning and delivery of jointly agreed outcomes through Single Outcome Agreements, ensuring a focus on securing better outcomes for communities across Scotland.

A fairer Scotland will in turn help reduce inequalities in areas such as educational attainment and health, helping Scotland become smarter and healthier. Examples where the budget for 2010-11 will contribute to promoting equality include using energy efficiency measures to lift individuals out of fuel poverty, improving access to public transport and providing support to Black and Minority Ethnic social enterprises. Several measures are being taken across the Finance & Sustainable Growth portfolio to promote equality. Examples from the Budget are set out below.

Third Sector

Our programme for the Third Sector includes actions aimed at helping equalities organisations develop as efficient, enterprising and sustainable organisations. The Council of Ethnic Minority Voluntary Sector Organisations in Scotland helps provide the essential links to enable Black and Minority Ethnic (BME) social entrepreneurs gain the necessary knowledge and experience to create sustainable, enterprising organisations, providing much needed services to our minority ethnic communities.

The funding to develop BME-led social enterprises comes from the Enterprising Third Sector Action Plan; and support and growth of BME enterprises in Scotland is a key part of that plan. The investment in national third sector organisations also includes equalities initiatives. We

are supporting the Scottish Social Enterprise Coalition to raise awareness among the BME community about the potential opportunities social enterprise can provide, as well as to celebrate current BME engagement.

Public Sector Reform

The relevance of the public sector equality duties to scrutiny improvement has been recognised in addition to the importance of equality in underpinning user focus within scrutiny and inspection.

Equality has underpinned the preparation of the Public Services Reform (Scotland) Bill, currently before the Scottish Parliament. The Bill's move to improve user focus in the work of scrutiny and improvement bodies sits well with the proposed consultation and involvement elements of the public sector equality duties.

In order to ensure closer alignment, a new group, the Scrutiny Bodies Equality Group, is being established. The group involves scrutiny and improvement bodies, the Scottish Government and the EHRC, it has been developed with the co-operation of the EHRC in Scotland, and it will take forward the focus on equality and scrutiny within the current work, in respect of local authorities of:

- improving the planning and scheduling of external scrutiny activity
- developing a single corporate assessment, and
- implementing a shared risk assessment framework.

European Social and European Regional Development Funds

Both funds place a requirement on recipients to show how they will ensure that equal opportunities are built into the design and delivery of their project. Two examples of equalities in practice are:

Kibble Education and Care - Connect 4 Employment is a project to support young disadvantaged care leavers to move closer to employment. Due to the barriers faced by these young people, the project is not about obtaining qualifications but rather it is about those first steps towards employment and training for those who are furthest away from the labour market. Nearly 200 young people will participate in the project.

RNID - Employment, Training and Skills Service is a project embarking upon a new approach to supporting deaf and hard of hearing people from welfare into employment by introducing two new fundamental programmes of work: early-life transitions (for 16-24 year olds) and mid-life transitions (25 and above). The key objectives for this project are to prepare young deaf and hard of hearing people for further and higher education and

employment by providing information, advice, guidance and training as well as basic skills coaching, peer support and volunteering placements to help progress the individual into sustainable employment.

Enterprise, Energy & Tourism

Enterprise

Both *Scottish Enterprise (SE)* and *Highlands & Islands Enterprise (HIE)* recognise that the business case for equal opportunities makes sound economic sense and they aim to be exemplars of good practice. Over and above their statutory requirements, they publish annual reports on their promotion of equal opportunities:

http://www.scottish-enterprise.com/publications/eo_annual_report_2008-09.pdf

<http://www.hie.co.uk/Default.aspx?textonly=0&locID=0fihiesvnlf2002&lang=EN>

They equality impact assess their main policies and publish the assessments on their websites. SE also set up an Equal Opportunity Community of practice which brings together expertise and spreads good practice while HIE is the managing partner of the Highlands and Islands Equality Forum.

Energy

The funding allocated to *energy efficiency and microgeneration* in part targets the domestic sector. Through improving the energy efficiency of living accommodation householders can be lifted out of fuel poverty and be 'future proofed' against increases in the price of electricity and gas (and other fuel types). Those groups in Scottish society that are more likely to be fuel poor are also likely to include those groups that are targeted by the Scottish Government equalities policy. For example, more women than men are likely to be in fuel poverty, as are families that have children with disabilities.

An example of how the energy efficiency and microgeneration budget can contribute to improving the social outcomes for these groups is the funding available through the Energy Saving Scotland home renewable grants programme. These funds will help fund air-sourced heat pumps to be installed in the homes of the fuel poor who are off the gas distribution network. This in turn will lead to improved social and financial outcomes for these households.

Tourism

VisitScotland has, for over 20 years, run a scheme to gauge the level of accessibility in tourism businesses for those with mobility difficulties. It is a free add-on to the annual Quality Assurance visit to encourage participation from both accommodation and visitor attraction operators. It has currently around 1000 businesses taking part and their level of access (based on the scheme criteria) is made known on the visitscotland.com website and in a publication (free to consumers) called Accessible Scotland.

In accordance with the Disability Discrimination Act we encourage businesses to make reasonable efforts to be accessible to all. Many more places can offer suitable provision but VisitScotland currently acknowledges those which meet our own measurable criteria.

For the future, VisitScotland is considering the possibility of introducing “access statements” for Quality Assured businesses, thereby asking them to audit their premises and produce a statement of how accessible they are. This would be a means of providing accurate information to disabled people on where is or is not suitable for them. Accurate information is often difficult to source but such a statement would be invaluable in ensuring that people with particular needs can find suitable places for them to visit without frustrating trial and error.

Homecoming Scotland 2009

Homecoming Scotland 2009 was a year long celebration of some of Scotland’s great contributions to the world which has been created and timed to mark the 250th anniversary of Robert Burns.

Through Homecoming, VisitScotland has developed the most comprehensive database of Scottish interest groups and Diaspora organisations around the world with more than 4,600 of these groups receiving regular updates on Homecoming. From a consumer perspective HS09 has already smashed its target of 50,000 database acquisitions. These consumer and gatekeeper databases continue to grow and provide a strong asset for future communications.

As we work to build on the success of Homecoming we will consider how we can further benefit equality groups, and provide an opportunity to promote good relations with all parts of the community through our Equality Impact Assessment process.

Planning

The Government supports registered charity Planning Aid for Scotland (PAS) with annual grant funding of £262,000. PAS's professionally-qualified volunteers provide independent information, advice and training on the land use planning system to individuals and communities across Scotland. PAS activities include those focussed on young people and engagement with equality groups and 'seldom heard' sections of our communities.

Air Services in Scotland

Highlands and Islands Airports Ltd (HIAL) has formalised arrangements for Persons with Reduced Mobility (PRMs) at Inverness Airport and similar arrangements are due to follow at Sumburgh Airport.

Transport

The budget for *Transport Strategy and Innovation* provides running cost support for regional transport partnerships, the Mobility and Access Committee for Scotland (MACS) and the Public Transport Users Committee (PTUC). MACS believes in a Scotland where individuals with mobility problems due to some physical, mental or sensory impairment should have the same access to transport as everybody else and provides Scottish Ministers with advice on aspects of policy affecting the travel needs of disabled people.

The "*Smarter Choices, Smarter Places*" projects in 7 communities across Scotland will be promoting independent access to public transport for people with learning disabilities; for older people to enable/support walking/cycling and public transport use; promoting active and public transport projects on the basis of affordable mobility in areas with high index of deprivation; and working with teenage schoolgirls to encourage more cycling.

As part of the *Cycling Action Plan for Scotland* consultation exercise, we are undertaking an equality impact assessment to find out what the barriers are to cycling and active travel on the grounds of gender, race, religion and faith (cultural factors), disability, sexual orientation, and age. One example will be workshops organised by BEMIS (Black and Ethnic Minorities in Scotland) to look at why particular communities do not cycle more. This will be the first time that equality groups will have been consulted in this way on active travel modes.

Road Safety: we are commissioning new research to investigate the links between road safety and disadvantaged children and those in ethnic

minority groups and implement agreed action. We are promoting initiatives to raise awareness amongst older drivers of their vulnerability and seek ways to address this. We are updating road safety information leaflets for tourists and migrant workers in several languages. Road Safety Scotland also has a range of initiatives which are adapted for equality groups such as resources for supported learning.

National Concessionary Travel

The NCT schemes in Scotland allow older people, disabled people and young people access to services, facilities and social networks through the introduction of free or discounted bus services and promote social inclusion.

The NCT scheme aims to address equality considerations by improving access to services, facilities and social networks for groups viewed as being relatively less socially included or vulnerable compared to the rest of Scottish Society.

Scottish Public Pensions Agency

The Agency is fully committed to promoting diversity, and has published its diversity plan on the Agency's website. Actions to tackle diversity issues include compulsory diversity training to heighten awareness of what constitutes inappropriate behaviour; leadership by example; and the inclusion of diversity questions in our annual stakeholder survey. Staff are encouraged to record issues with the HR team, all of which will be investigated, and the findings acted on appropriately.

3 HEALTH AND WELLBEING

BUDGET £11,889.3m

The aim of the Health and Wellbeing portfolio is to help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care. The portfolio has responsibility for delivering good quality, sustainable and affordable housing and tackling homelessness in Scotland as well as regenerating Scotland's communities. The portfolio aims to tackle discrimination and promote equality and to encourage and promote physical activity and participation in sport.

Policies and programmes within the Health and Wellbeing portfolio support the achievement of our objective for a healthier Scotland, promoting greater wellbeing among all those living in Scotland. They also underpin the delivery of other programmes across portfolios to promote equality and to tackle poverty, disadvantage, and discrimination.

The key priorities for the portfolio for 2010-11 are briefly described below. We will:

- Respond to the AH1N1 outbreak, including delivery of an immunisation programme as protection against the virus;
- Develop and implement a Healthcare Quality Strategy which will ensure that NHSScotland becomes a recognised world-leader in healthcare quality;
- Continue with the implementation of "Equally Well" which will reduce the current inequalities experienced in terms of health outcomes across Scotland;
- Develop options to further enhance the care of Older People including a specific focus on Dementia and supporting Carers;
- Deliver a number of major public health and health promotion programmes including the framework for action on alcohol misuse which will address Scotland's relationship with alcohol; the Tobacco Prevention Action Plan; the Hepatitis C Action plan; strategies for sexual health, HIV, promoting healthy weight and tackling obesity and our work on mental health improvement and wellbeing;
- Continue to deliver a reduction in Healthcare Associated Infection including:
 - At least a 30% reduction in Staph.aureus blood infections by 2010;
 - At least a 30% reduction in clostridium difficile rates by 2011;

- Continue to make good progress towards the 18 week Referral to Treatment standard ahead of target date of December 2011;
- Implement Better Cancer Care, An Action Plan that builds on NHS Scotland's recent delivery of the 62 day urgent cancer target by introducing two new cancer targets to be delivered by December 2011 to ensure greater equity and patient centeredness.
- Continue to reduce prescription charges towards complete abolition in 2011.
- Support both households and jobs through continued investment in affordable housing; provide targeted and proportionate financial support to home-owners at risk of repossession, and respond flexibly to harness opportunities in the private development sector;
- Contribute to the delivery of the 2014 Commonwealth Games which will boost Scotland's economic recovery through investment of around £2 billion in infrastructure (for both Games venues and associated transport networks) and the provision of an estimated 1200 jobs across Scotland.

Mainstreaming Equality in Health & Wellbeing

We aim to involve all groups in the design, development and delivery of health services to ensure services recognise and respond sensitively to the individual needs and circumstances of their lives, in a society that is free from prejudice, harassment and discrimination.

While each NHS Board, as an individual public authority, is held accountable for complying with equalities legislation, in recognition of the relationship between the Health Directorate's strategic role and NHS Boards' role in the delivery of services, we have also funded the development of a range of national support functions to support Health Directorates and NHSScotland ensure that we tackle discrimination and promote equality.

Equality Impact Assessment

Equality Impact Assessment (EQIA) continues to be an important vehicle through which we can deliver on equalities across the vast breadth of health and wellbeing activity. To support further progress on EQIAs we have established a Health Directorates Equalities Action Group to build capacity and ownership of equalities across Health Directorates. The group's objectives include; raising personal and organisational awareness of equality, diversity and human rights and their implications for Health Directorates; developing skills and expertise in Equality Impact Assessment; supporting engagement of equality communities in national health policy and planning, and an ongoing role to monitor and review commitments in existing Equality Schemes.

Evidence

Evidence to inform policy and planning in health is already good in terms of equalities, but in recognition of the various gaps that exist we have commissioned a review of health data needs which covers gender, ethnicity, age, disability, religion and belief, sexual orientation and transgender. The review will; detail the current availability of equalities health data in Scotland for routinely collected data sources; identify gaps in terms of key uses and to identify the data collection and process changes required to fill these gaps; make recommendations about the prioritisation of the identified data gaps; assess the feasibility of data collection and process changes in terms of health infrastructure and patient/population readiness and; provide recommendations, with milestones, for equalities data development.

Review of Equally Well

The Ministerial Task Force on Health Inequalities will reconvene in 2010 to review progress since the publication of its *Equally Well* report in June 2008. *Equally Well* brought together the latest international evidence on tackling health inequalities and recognised that difference in income is not the only factor to blame for inequalities. Health may also vary according to people's age, disability, gender, race, religion or belief, sexual orientation and other individual factors. These interact with socioeconomic status and low income. While the Task Force was primarily interested in health inequalities that result from socioeconomic circumstances, they also considered and made recommendations on how health and other public services respond to this range of complex factors which affect people's health.

The Review will have 4 key aims: to gauge how well key agencies have responded to the challenge set out in *Equally Well*; to consider evidence emerging from the Test Sites and from examples of effective local delivery arrangements more generally; to consider whether any additional recommendations are needed to give effect to the Task Force's vision for tackling health inequalities, and; to set out a framework for ongoing monitoring and evaluation of action to tackle health inequalities.

Patients' Rights Bill

In September 2008, the Scottish Government began consulting on the possible content of a Patients' Rights Bill for Scotland. In the foreword to the consultation, the Cabinet Secretary for Health & Wellbeing set out her commitment to ensuring that a Patients' Rights Bill would support the

Government's commitment to promoting equality and tackling discrimination.

"If this is to be a true partnership you need to know what you can expect of the NHS and what it can expect from you in return. If you experience discrimination or disadvantage in your life, I want you to know how your NHS will help you to access your rights and, where appropriate, support you in accepting your responsibilities."

The consultation paper sought people's views on rights in healthcare services and an analysis of the views expressed during the consultation was published in June 2009. Work is now underway on developing the Bill, which is likely to be introduced in the Scottish Parliament in early 2010.

Development of the NHSScotland Quality Strategy

Research has shown that Scotland is performing well when compared to other UK countries in many areas, such as in the provision of evidence based practice in general practice and patient satisfaction about quality of care. However, it has also provided evidence that there is significant room for improvement in other areas, including some aspects of communication and shared decision making which are essential in a person-centred equitable healthcare system.

Work is now underway to develop a Healthcare Quality Strategy for NHSScotland. It is proposed that one of the three key drivers for Strategy should be 'person-centred', with the other proposed drivers being 'clinical effectiveness' and 'safety'. This will help to underline the importance of listening to *all* patients and ensuring that there is meaningful, effective, appropriate and accessible communication throughout each patient's healthcare journey, for every patient, every time.

Better Together

In February 2008, the Cabinet Secretary for Health & Wellbeing launched a national programme to understand and improve patient experience in Scotland. The Better Together Programme has two clear strands of work: measuring patient experience and improving patient experience. During the first three years of the programme, three areas of patient experience will be covered: 1. inpatient stays; 2. GP services; 3. long term conditions.

During the last 18 months significant work has been carried out on the issue of measurement, involving advice from a wide range of stakeholders, to produce the first national surveys for inpatients and for people using GP services in Scotland. It is intended that surveys will include questions on

diversity demographics, which will provide us with important new evidence on the experiences of different and diverse groups when using health services.

Guidance for quantitative and qualitative research will also be produced to support the national work. To support this work, NHS Health Scotland will chair a short-life group to advise on how to gather information from people hard to reach, or unable to complete the national surveys.

The Better Together National Improvement Partnership has been created to provide direction and support for NHS Boards (territorial and special) to drive improvement using the information when it becomes available through the national surveys and other information gathering approaches, from 2010 onwards

Patient Focus Public Involvement (PFPI)

In order to address health inequalities in Scotland, we believe that we need to change the way in which the service interacts with the people it serves as well as the way services are delivered. PFPI is about recognizing that healthcare services should not simply do things *to* people, they must do things *with* the people they serve.

The basic aims of PFPI are to work towards a service where people are respected, treated as individuals and involved in their own care; a service where individuals, groups and communities are involved in improving the quality of care, in influencing priorities and in planning services; and a service designed for and involving users.

As part of our PFPI approach we have, since 2002, recognised the need to understand and respond to the diverse and rapidly changing demographics of the population whose health needs we serve.

Fair for All / Directorate of Equalities & Planning

In 2002 we established the National Resource Centre for Ethnic Minority Health. This was complemented by national programmes of work on age, disability, gender, religion / belief and sexual orientation, under the banner of Fair for All.

In 2008 these various programme of work were merged to establish a new national Directorate of Equalities & Planning within NHS Health Scotland. The Directorate acts as a centre of expertise, advice, knowledge, support and influence on equality, diversity and health inequalities to NHS Scotland and Health Directorates. They undertake programmes of work better addressed at a national level to support the practical implementation of

systems, services or strategies that support the health service in effectively meeting the needs of diverse populations. This includes a commitment to develop a national Translation, Interpreting & Communication Support Strategy and work to benchmark progress on equalities across the NHS.

Equality and Diversity in the NHSScotland Workforce

To deliver open and accessible health services, the NHS workforce needs to have a transparent and inclusive working environment. Work has been done by NHSScotland employers through partnership arrangements to make progress with the implementation of the Staff Governance Standard and to make NHS Scotland an attractive place to work. In addition, *A Force for Improvement: the Workforce Response to Better Health, Better Care* which was published in January 2009, identifies that recognising, valuing and celebrating diversity in the workforce, as well as in society at large, is a priority for NHSScotland, particularly if it is to be an “employer of choice” which acquires and retains the best talent.

The Partnership Information Network (PIN) policies, which promote best employment practice and support NHSScotland to become an employer of choice, are being reviewed during 2009, with a view to having revised policies in place by the beginning of 2010. This review includes the PIN policies on Equal Opportunities Policies, aimed at promoting equality of opportunity for NHSScotland staff, and Dignity at Work. In addition, a Dignity at Work (DAW) Project has been commissioned by the Scottish Government Health Directorates to improve the experience of the NHSScotland workforce and to tackle the drain on resources caused by workplace bullying and harassment.

Equal Pay in the NHS and the Scottish Government’s Budget

All territorial Health Boards and some Special Health Boards disclosed unquantified contingent liabilities within their audited annual accounts for claims made under the Equal Pay Act 1970, mainly from women seeking compensation for past inequalities with male colleagues under the pay arrangements that preceded Agenda for Change. NHSScotland has chosen to deal with the cases to date on a pan-Scotland basis, with the NHS National Services Scotland Central Legal Office (CLO) co-ordinating a response on all claims.

There have been some developments in this area over the past year which have slowed the progress of claims. Claimants still have to establish that they were paid less than appropriate comparators due (wholly or partially) to the sex of the employee and that their jobs were of equal value to these comparator jobs. The CLO have stated that claims currently submitted do

not provide sufficient detail about the comparator jobs to establish whether there was any pay differential that was connected with the sex of the claimant and whether the jobs were of equal value. Therefore there is insufficient information to allow an estimate to be made of the likelihood of success of the claims or of any financial impact that they may have. Budgetary provision is therefore not currently required but we will be closely monitoring the position to determine whether this may change.

Health board auditors have accepted that disclosure as an unquantified contingent liability remains appropriate for the 2008/09 financial statements of affected NHS Boards and report that they present a true and fair view. However auditors have drawn attention to the current position in their Annual Reports to Boards in receipt of a significant number of claims for equal pay.

Equality, Social Inclusion and Sport

The social inclusion budget supports wellbeing through cross-cutting work to tackle poverty and disadvantage, in particular, meeting the commitments in our tackling poverty framework, Achieving our Potential.

There is a close connection between our work to eradicate poverty and our activities to promote equality and tackle discrimination. For example, amongst those most vulnerable to poverty are disabled people, pensioners and lone parents (who are mainly women). People experience poverty differently, and so our interventions need to be responsive to this. This is reflected in our approach to 'Achieving our Potential'.

'Achieving Our Potential' sets out the Scottish Government and COSLA's joint approach to tackling poverty and income inequality, and sets out our plan for delivering on the Solidarity target. The framework sets out priorities for action and investment to deliver improvement across four main areas:

- reducing income inequalities
- longer term measures to tackle poverty and the drivers of low income
- supporting those experiencing poverty or at risk of falling into poverty
- making the tax credits and benefits system work better for Scotland

Key actions within the framework include measures to maximise income for all, such as projects focusing on benefits maximisation for older people and other key groups, backed by Scottish Government investment. Promoting employability, particularly for people furthest from the labour market, is

another key aspect of our approach to tackling poverty – for example, we are currently working with local partners on development and implementation of our Supported Employment Framework.

Our commitment to the target of eradicating child poverty by 2020 is also backed by Achieving Our Potential, and we continue to support initiatives providing advice and support to families in, and at risk of poverty, with focused initiatives for groups such as lone parents and families with disabled children. We are also increasing our support for families in poverty through the extension of entitlement to free school meals.

Equality

The equality budget will be used to promote equality and fair treatment for the wellbeing of the people of Scotland; to mainstream equality across Government activity and to tackle discrimination, prejudice and the barriers to equality of opportunity.

We will continue with a range of programmes and projects to promote equality, reduce inequalities and tackle disadvantage that address

Violence against women

- Support for 73 projects which enable women and children affected by violence and domestic abuse to access frontline services.
- Supporting the national infrastructure through funding Scottish Women's Aid and Rape Crisis Scotland
- Supporting the network of rape crisis centres across Scotland
- Funding the Domestic Abuse and Rape Crisis national helplines
- Improving the provision of perpetrator programmes and supporting the associated partner work
- Contributing to the effectiveness of the Domestic Abuse Court process by funding ASSIST (Advocacy, Support and Information Services Together) to support the victims of domestic abuse and their families. Over 5800 clients have already made use of the service, which has recently been expanded to cover cases throughout the city of Glasgow.
- Implementing a substantial programme of activity to address the needs of children and young people affected by domestic abuse including providing funding for the network of children's workers across Scotland. Incorporating the identification of violence against woman as part of the routine inquiry system within the NHS system in Scotland and piloting a ground breaking group work programme for children and their mothers.
- Supporting 15 training consortia across Scotland to improve the capacity of agencies to deal with issues of violence against women.

Gender

- Raising awareness amongst employers and employees about the pay gap between men and women and encouraging and supporting action to address the causes, such as occupational segregation, with a view to closing the gap e.g. through our funding of the Close the Gap project;
- Engaging with women across Scotland about issues of concern to them so that decisions about policy and service delivery can be better informed e.g. through our funding of the Scottish Women's Convention and Engender;
- Providing information, support and learning opportunities for women to empower them to improve their lives and that of their children and communities e.g. through our funding of the Amina Helpline, Women Onto Work, Women@Work, Glasgow Women's Library and the Women's Fund for Scotland (via Scottish Community Foundation); and
- Support implementation of the Gender Equality Duty by public bodies by, for example, through funding to Children in Scotland to encourage organisations providing services for children (e.g. nurseries, schools, medical practices, hospitals and social services) to promote active engagement with fathers and father figures in children's lives as well as with mothers.

Promoting Race Equality

Providing funding to tackle racist and religiously prejudiced attitudes and to improve the lives of minority ethnic and religious communities in Scotland, including refugees, asylum seekers, migrant workers and Gypsies/Travellers.

This work includes:

- funding to 33 projects through the Race, Religion and Refugee Integration Funding Stream 2008- 2011 to work towards race and religious equality, for example we are providing £160,000 to Dundee International Women's Centre for a project supporting minority ethnic and migrant worker women into employment;
- Support further work to help deliver on the recommendations in the Race Equality Statement, for example £122,000 to a project empowering young Gypsies/Travellers with a view to creating a representative body for this isolated community in the future;

- Support for our Strategic Partners – Council for Ethnic Minority Voluntary Organisations (CEMVO), Black and Ethnic Minority Infrastructure in Scotland (BEMIS), Scottish Refugee Council, and Scottish Inter Faith Council – to deliver on race equality and tackle religious intolerance across Scotland.
- Support will continue for Sense over Sectarianism and Nil by Mouth to tackle sectarianism.
- We will also continue to support the development of local interfaith work, interfaith dialogue and dialogue between religious and non-religious belief communities. We will continue our engagement with Muslim communities and the work to identify the issues of concern which need to be addressed.

Disability

Our funding will promote equality, inclusion and participation for disabled people through a range of initiatives including:

- developing a strategic and long term approach to independent living, working in partnership with the Independent Living in Scotland project, the Equality and Human Rights Commission and COSLA - and providing funding to develop the independent living movement and ensure that disabled people can participate in this work.
- ensuring that disabled people are involved in Scottish Government policy making by providing funding to the disability led organisations Inclusion Scotland and the Scottish Disability Equality Forum;
- increasing the number of British Sign Language/English interpreters through funding for the Scottish Association of Sign Language Interpreters.

Lesbian, Gay, Bisexual and Transgender (LGBT)

The budget will enable work to be done to promote equality for Scotland's lesbian, gay, bisexual and transgender people by:

- ensuring that LGBT people can participate in policy making through funding to the Equality Network and LGBT Youth;
- tackling prejudice through implementation of the LGBT Hearts and Minds report and supporting awareness raising activities including funding for LGBT History Month;
- helping public authorities to take account of LGBT equality in their work by funding a mainstreaming project through Stonewall Scotland.

Age and Older People

We value Scotland's older people and the contribution which they have made to society. We also know that it is important to consider our approach to older people in the context of Scotland's ageing population. We have implemented the key features of *'All our Futures'* and will be building on this as we focus around the work being considered by the Ministerial strategic group to reshape care for older people. This work is being taken forward jointly with CoSLA and other partners and will link with other relevant policy developments such as 'Shifting the Balance of Care', Changing lives, the work being undertaken by CoSLA on demographics and the UK Green paper on social care reform. We will continue to engage with older people and their organisations in pursuit of improved life experience for older people and in tackling age discrimination.

Sport

The Commonwealth Games in 2014 will be held in Glasgow, a multi-cultural City with the highest proportion of minority ethnic groups in Scotland. The Scottish Government wants these to be inclusive games and for the legacy to benefit all communities and is working with our partners to that end. In the planning for the Games and in the development of the legacy plan, equality and diversity are key considerations - being two of the five underpinning principles for the Games.

Although many sports organisations maintain they have an 'open door policy' we are aware that this has not necessarily changed the levels of participation and involvement in sport by women, girls, ethnic minority groups, disabled people and in some cases young people who are under represented. It is therefore crucial that we ensure that all individuals have equal opportunities and improved accessibility to all areas of sport. We recognise that we need to take account of the different needs and experiences of particular groups and address our activities accordingly. The 'Equity Standard' A framework for Sport ensures the core values of fairness, integrity, respect and equity of this strategy are promoted across Scotland and through all our recognised sports organisations.

Housing and Regeneration

Mainstreaming Equality

To ensure Housing and Regeneration Directorate understands and responds to the needs of equality groups we are committed to embedding equality considerations throughout our policy development and delivery process. Equality impact assessment forms a key part of this approach and Housing and Regeneration Directorate is making progress in assessing both new and existing policy and will continue to build on this to ensure our policy and spend reflects the needs of all Scotland's people.

We also recognise that, as part of our relationship with local government, registered social landlords and the wider housing sector, the Scottish Government has a role in influencing and encouraging the promotion and consideration of equality. Along with our Single Outcome Agreements (SOAs), the statutory requirement on local authorities to develop Local Housing Strategies (LHS) provides another opportunity for this. LHS provide the strategic direction to tackle housing need and demand and to inform the future investment in housing across local authority areas.

LHS are expected to cover the housing system as a whole and deal with the requirements of housing across all tenures. They are also now the main strategic documents dealing with housing and related issues, including homelessness, fuel poverty and housing support and have a strong emphasis on outcomes. We have been working with COSLA to ensure equality is embedded into LHS so the housing needs of equality groups are taken into account and inform local investment plans.

In addition, Scotland's disadvantaged groups and communities will benefit from targeted regeneration policy through mainstream investments in services/projects made by Community Planning Partnership's (CPPs) linked to the achievement of agreed outcomes set out in SOAs. To support CPPs develop their SOA the Scottish Government will use a range of official statistics to identify what issues and contributions each partnership can make under each of the 15 national outcomes. The national outcomes specifically seek to reduce inequality. Equalities considerations - including the sharing of good practice - will be promoted by the Scottish Government's Community Regeneration and Tackling Poverty Learning Network which was launched in January 2009. A number of equalities focused organisations and projects are already members of the network for example Faith in Community Scotland, Momentum Scotland, The Bridges Programme and The Star Project.

How Housing and Regeneration's 2010/11 budget contributes to advancing equality

Affordable Housing Investment Programme

Our affordable housing investment programme (AHIP) will continue to improve the supply and quality of housing across all tenures and for all of Scotland's people. In taking forward this investment programme we have taken account of the needs of equality groups and in response to these needs we

- have provided specific guidance for local authorities on considering the needs of equality groups in their housing need and demand assessments and in their Local Housing Strategies, which inform their Strategic Housing Investment Plans and investment decisions;
- require new build housing funded through AHIP to meet the Housing for Varying Needs standards, which means they should be flexible enough to accommodate a range of needs including a person's changing needs over their lifetime;
- provide affordable housing for rent for a range of client groups including older people, people with disabilities, and women facing domestic violence; and
- offer, as part of our targeted and proportionate financial support to first-time buyers, greater flexibility to enable physically disabled people to buy their first property or buy a property which is better suited to their individual needs if they are already a homeowner.

Energy Assistance Package

Our fuel poverty budget will provide £45.9m in 2010/11, which will be combined with some additional funds from other budget lines to implement the Energy Assistance Package to help increase incomes, reduce fuel bills and improve the energy efficiency of homes. This offers an integrated package of energy, benefits, tax credit and tariff checks for a wide range of people; standard insulation measures provided free for those most vulnerable to fuel poverty; and enhanced energy efficiency measures - including central heating, renewable heating systems and insulation for hard to treat homes - for eligible low income households including families with children under 5 or a disabled child under 16, living in homes with the lowest energy efficiency. Assistance is open to all those who are fuel poor, which we know disproportionately affects older people; single parents who are predominantly women; and disabled people. Our new Energy Assistance Package will therefore be of particular benefit to these groups.

Housing Voluntary Grants Scheme

Our Housing Voluntary Grants (HVG) Scheme will continue to support a variety of specific housing projects and organisations who contribute to

understanding the needs of equality groups and ensuring these are met across the housing sector. The recent review of the HVG scheme identified the important role it plays in promoting equalities and helping Housing and Regeneration Directorate meet its public sector equality duties. In 2010/11 this grant scheme will continue to help ensure that equality is taken into account in HAR's policy development and delivery as well as supporting the provision of housing information, advice and support to a wide range of equality groups. In previous years these groups have included disabled people; women who have experienced domestic abuse; older people, refugees; young people including those who are homeless or threatened with homelessness and people from our black and minority ethnic communities.

Wider Role

We will continue to support the unique role of Registered Social Landlords via the Wider Role Fund by promoting equality of opportunity for a diverse range of disadvantaged communities. The priority themes of early intervention, income maximisation and improving employability will help to tackle the causes of poverty and inequality.

Care and Repair

Through our support for the Care and Repair Forum we will help local authorities to make best use of their Care and Repair projects to provide a range of property based, but personalised services to support older and disabled homeowners, tenants of private landlords and crofters, to remain in their homes. The role of Care and Repair in Scotland is being reviewed to consider the future within the overall policy direction set by the Housing (Scotland) Act 2006. This incoming legislation radically changes the system of help for homeowners in respect of repairs, improvements and adaptations. Repairs and adaptation work represent key areas of work for Care and Repair and the Scheme of Assistance provisions in Part 2 of the Act represent a significant change in helping homeowners repair, improve and adapt their properties. The future role of the Care and Repair Forum is being considered as part of this review.

4 EDUCATION & LIFELONG LEARNING

BUDGET **£2,851.9m**

The Education and Lifelong Learning portfolio is responsible for government policy related to improving outcomes for children, young people and users of social care, all aspects of school education and national qualifications and further and higher education, community and adult learning and development, skills and training. The portfolio contributes substantively to all our Strategic Objectives and is the principal driver of our 'Smarter' Strategic Objective.

Mainstreaming Equality

The Education & Lifelong Learning portfolio looks to embed promotion of equality and diversity both within its operations and its policy. In 2008 we established a 'Diversity and Equality Network' with representation from across the portfolio. The Network continues to raise awareness of diversity and equality issues among all staff, ensuring we are all confident, knowledgeable and comfortable in our behaviour and approach, including in exercising our statutory obligations. In particular, the Network aims to produce practical advice on diversity and equality issues, with a view to 'mainstreaming' this thinking in the behaviour of all staff.

We have published our portfolio responsibilities in the Scottish Government gender and disability schemes

<http://www.scotland.gov.uk/Topics/People/Equality>

Summary of Key Spending Priorities

Some specific examples of the activity supported by the Education & Lifelong Learning Portfolio Budget are described below:

The Early Years Framework sets out the vision for a 10 year programme of transformational change in Scotland to give all our children the best start in life, and to tackle, at the earliest possible point, the disadvantage and adversity that some face. The principles and approaches already set out in *Getting it Right for Every Child* are central to the delivery of these changes. We are investing £103.8m to help ensure that all children and young people have the best start in life and promote early intervention to protect vulnerable children and families at risk and ensuring the protection of vulnerable groups through the completion of the implementation of the Protecting Vulnerable Groups Scheme;

- The implementation of Curriculum for Excellence will be taken forward with key national delivery partners, supported by investment of £132.9m, improving standards in teaching and learning to ensure that Scotland's education system can become internationally recognised for its excellence and one of the best performing in the world. This includes the funding of Learning & Teaching Scotland and Scottish Qualifications Authority;
- Funding of £198.2m for Skills Development Scotland which supports individuals and businesses, particularly those affected by the economic downturn;
- Recognising the central role of further and higher education in supporting our overall Purpose and Strategic Objectives, we are investing £1,777m in our colleges and universities.

As a result of the cuts imposed by the Chancellor, the ELL Portfolio spending plans for 2010-11 have been reduced by £49.7m since they were published in the 2009-10 draft budget. In making these changes, we have aimed to protect spend wherever possible on the people-related aspects of economic recovery, notably through Skills Development Scotland and have sought savings through lower than anticipated inflation, improved workforce planning, refocusing spend and more proportionate scrutiny.

We have secured increases to the following budgets: the Skills Development Scotland budget for 2010-11 has been increased by £16m for Modern Apprenticeships taking into account the agreement reached with Parliament on the 2009-10 Scottish Budget. In addition, a further £8.4m has been allocated to the further education resource budget; and £10m of increased capital has been invested in the school estate programme.

Children, Young People and Social Care

Our work on Children, Young People and Social Care focuses on those children who are in some way disadvantaged and in need of extra support. We aim to improve outcomes for looked after children and other children and families requiring support and to diminish the effects of early disadvantage.

High quality childcare provision contributes to greater equality of opportunity through increasing access to education, employment and training. Further it has a direct positive impact on our plans for economic recovery. The Scottish Government will continue to provide significant support to ensure the availability of childcare across Scotland that is of high quality, affordable and matches children's needs and parents' working patterns. We will do this through our local authorities and in conjunction with local childcare partnerships

We aim to improve the quality, qualifications and skills of the childcare workforce in Scotland and the importance of this for both genders. We have a competent, professional workforce in Scotland delivering excellent services to children, but this is still clearly a predominately female workforce. It makes perfect sense that children and young people should receive care from both women and men and the Scottish Government is fully committed to promoting diversity and reducing gender imbalance in the workforce.

Domestic Abuse

Under the *Getting it right for every child* programme a Domestic Abuse pathfinder project is pioneering new approaches to providing support to children affected by domestic abuse and violence against women. Better liaison between agencies such as the police and social work is ensuring support is offered more swiftly in such cases.

We are working across Government to address the needs of children and young people affected by domestic abuse. Our funding will enable us to take forward the Children and Young People Experiencing Domestic Abuse Delivery plan. This is a wideranging plan evolved through strong cross government and cross agency working and with the participation and engagement of young people affected by domestic abuse.

Schools

Whilst the majority of spend on school education is administered by local government, we can promote equality through encouraging and challenging our delivery partners in the public sector and beyond to take full account of their statutory duties and emerging good practice needs in the implementation of national policy and the services they provide.

We will support the development and implementation of frameworks and policies which contribute to making sure that children and young people, in all their diversity are supported to engage with and benefit from Curriculum for Excellence, wherever they are being educated and whatever their additional support needs.

Curriculum for Excellence places a sustained focus on developing literacy and numeracy skills, which are fundamental to all areas of learning – laying the foundations for life, learning and work. Well developed literacy and numeracy skills allow all young people to function responsibly in everyday life and contribute effectively to society. Such skills increase opportunities within the world of work and establish foundations which can

be built upon through lifelong learning. Under Curriculum for Excellence, the development and reinforcement of literacy and numeracy skills becomes the responsibility of all teaching practitioners.

We will support the development and implementation of policy on LGBT issues, disability matters, racial equality and anti-sectarianism in schools including building capacity in local authorities and schools and working in partnership with key stakeholders.

As part of the concordat agreement, from August 2010, we will require all Scottish local authorities to provide free school lunches to all P1 to P3 pupils. We have passed legislation which allows local authorities to meet this concordat commitment.

In addition the Directorate continues to fund a small number of specific initiatives that develop or pilot good practice, for example:

We fund and meet with the Scottish Travellers Education Programme (STEP) and the Traveller Education Network (TENET), who work with education authorities in promoting and developing inclusive educational approaches for both settled and mobile Gypsy/Traveller Families.

We are part-funding Show Racism the Red Card for the delivery of Islamophobia workshops in secondary schools across Scotland. The programme will look at the causes and consequences of Islamophobia; encourage young people to develop good relationships with people from different backgrounds and cultures to their own; prepare pupils for life in a multifaith, multicultural world; and provide teachers with a valuable teaching resource for ongoing use in the classroom.

We fund Enquire, a national organisation providing free, independent information and advice to families of children with additional support needs. This service promotes equality of opportunity by ensuring groups at risk of being excluded have access to information about their rights to support for learning.

We fund CALL Scotland, a national organisation which provides specialist expertise in technology for children who have speech, communication and/or writing difficulties - supporting those children to access the curriculum.

We directly fund seven Grant-Aided Special Schools, providing education for children with additional support needs ranging from sensory impairment, to physical or motor impairment, to social, emotional and

behavioural difficulties. Children and young people from anywhere in Scotland can attend one of these schools, if the education authority responsible for their education agrees that this is the most appropriate way of meeting their additional needs and enabling them to access the curriculum.

Student Awards Agency

Our student support policies aim to reduce the financial barriers to people across Scotland accessing further and higher education by

- Providing £16m a year for Modern Apprenticeships.
- Providing grants for part-time learners in higher education.
- Providing supplementary student support in FE and HE which is non means tested and targeted to specifically overcome personal circumstances.

The review of Disabled Students' Allowance looked at the provision of student support to disabled students. Its recommendations were announced in March 2009 and led to revised comprehensive guidance for college and university disability advisors on the revised criteria and rules governing the DSA. Partnership Matters (PM) which provides guidance for all agencies supporting people with additional support needs studying at Scotland's colleges was extended to the university sector in May 2009.

Scottish Further and Higher Education Funding Council

All colleges and universities in Scotland must focus on having admissions processes and support systems that ensure that everyone can take advantage of the opportunities presented by further and higher education irrespective of their background or personal circumstances. The SFC Access and Inclusion Committee was established in 2008 and the Scottish Government will work with the SFC to support its contribution to widening access activities.

Lifelong Learning

Scottish Government/Modern Apprenticeship group (MAG)

At the end of 2006, the Scottish Government set up a Cross-Directorate Working Group as the main vehicle for taking forward work to tackle gender stereotyping and occupational segregation - and to implement the recommendations of the UK Women and Work Commission's report (2006)

to close the gender pay and opportunity gap within a generation. However, there were other policy drivers. The Group was concerned to continue action in response to recommendations from the *Strategic Group on Women* (2003), to support the work of the *Close the Gap* partnership (established 2001) to reduce the gender pay gap in Scotland, and to take forward issues raised by the general formal investigation into occupational segregation (2006) by the Equal Opportunities Commission.

The Scottish Government has funded and been an active partner in the *Close the Gap* project since 2001. Other partners are Scottish Enterprise, Highlands and Islands Enterprise, the Equality and Human Rights Commission and the Scottish Trades Union Congress. In 2008, we agreed to continue funding *Close the Gap* until end March 2011 to carry out specific work for us around closing the gender pay gap; including helping us tackle one of the major causes, gender stereotyping/occupational segregation.

We recognise that there are barriers to overcome to balance gender participation in the Modern Apprenticeship programme. We also recognise that there is work to be done in changing industry perceptions and encouraging employers to recruit a diverse workforce. However, as the report found, this position is not simply as a result of the opportunities available to individuals. It is heavily influenced by peer pressure and parental expectation.

The Modern Apprenticeship Group (of which the Scottish Government is a member), who approve frameworks for use in Scotland have as one of their criteria the need to ensure that the framework is fully accessible. However, all modern apprentices in Scotland must be employed and it is for employers to select candidates most suitable for the role offered (while, of course, meeting their statutory obligations).

Skills Development Scotland

Skills Development Scotland (SDS) recognise there are a number of barriers to be faced in tackling occupational segregation within the Modern Apprenticeship programme and a joint approach is needed to address this complex matter.

To comply with our Public Sector Duties under the Equality legislation, Skills Development Scotland will undertake an Equality Impact Assessment on the Modern Apprenticeship programme in the coming year. Early discussions with the Equality and Human Rights Commission on this have indicated a willingness to work with SDS on the focus of the Occupational Segregation aspect of the Equality Impact Assessment.

The construction and engineering industries has been particularly proactive in tackling gender imbalance. There have been attempts to present a positive image of the industries in an attempt to attract a more diverse range of people. Evidence from this re-enforces that there is no quick fix and requires a long term approach and joint partnership working will be critical to progress the action plan.

Workforce Plus

Our funding for Workforce Plus supports action at a local level to:

- increase the number of people in sustained employment; and
- reduce the number of people dependant on benefits.

with a particular focus on those furthest from the labour market. We continue to support and test out new ways of working, particularly in relation to "hard to reach groups". Dedicated resources have been allocated specifically for people disabled people including people with learning disabilities, mental health and towards work with black and minority ethnic groups.

The budget also includes action to:

- make a clear commitment to young people about the routes to education, employment and training which are on offer and the support they can expect through implementation of 16+ Learning Choices
- drive forward programmes for adult literacy and numeracy

We will support the development and implementation of policy on LGBT issues, disability matters, racial equality and anti-sectarianism in schools including building capacity in local authorities and schools and working in partnership with key stakeholders.

5 JUSTICE

BUDGET £1,215.0m

Spend on this portfolio area plays a key role in supporting the achievement of our objective for a safer and stronger Scotland – helping local communities to flourish and to become places to live which offer improved opportunities and a better, safer quality of life. In doing this it makes a major contribution to advancing equality in Scotland and tackling disadvantage, prejudice and discrimination. We are committed to ensuring that equality is embedded throughout all areas of justice spend.

KEY SPENDING PRIORITIES FOR 2010-2011

The key priorities for the portfolio for 2010-11 are briefly described below.

- £136.8m for capital investment to support the ongoing development and modernisation of the Scottish Prison Service – this includes HMP Grampian which will replace HMP Peterhead and HMP Aberdeen; a new prison at Bishopbriggs; and replacement of prisons and facilities which are unfit for purpose;
- Substantial investment in the improvement of immediacy and visibility of community service in preparation for the introduction of the Community Payback Order through the Criminal Justice and Licensing Bill;
- £7.4m to provide for the annual service fee costs in relation to the Firelink project. Firelink is a single wide-area digital communications platform for the FRS and replaced 8 outdated systems with one highly resilient system allowing for multi-agency interoperability;
- Funds to the courts to create fit-for-purpose facilities for court users, improve service delivery and increase access to justice;
- Making an additional 1,000 police officers available in our communities through increased recruitment, improved retention and redeployment
- £32.3m to deliver better drug treatment and support services to promote recovery from drug addiction;
- £170.5m for legal aid ensuring appropriate access to justice;
- £208.3m for centrally funded police costs such as the Scottish Police Services Authority, the Scottish Drug Enforcement Agency, and other police support services.

The priority we give to embedding equalities in the day to day work of this portfolio is evidenced in a number of ways including the review of team plans to embed equalities into all areas of work and the routine completion and publication of equality impact assessment (EQIA) as part of policy

development. A very firm commitment to gathering and understanding the data and information we require to embed equalities within our work is evidenced in our analytical programmes. For example we are gathering data on the level of racially motivated crime in Scotland to help us understand better how to tackle this and the new **Scottish Crime and Justice Survey** (available annually from late 2009) will also contribute significantly to our understanding of issues such as gender and victimisation which will inform future policy.

An example of how we are giving a focus to incorporating equality considerations within the justice system in Scotland has been the work of the **Justice Disability Steering Group**. The aim of this group is to secure a justice system in which disabled people are and feel fairly treated in accordance with their needs. The group aims to develop ways in which disabled people can get involved in helping to improve access to services across the justice system in Scotland and to draw on their skills and experience to improve the Scottish justice sector for all. The JDSG has recently formed a collaborative partnership with leading disability organisations interested in the justice process. This collaboration will offer a wider perspective and enable the JDSG members to identify what changes are required in each specific organisation.

Drugs and Community safety

CashBack for Communities is the badge for the range of activities which delivers on our commitment to use the funds recovered from criminals under the Proceeds of Crime Act in a positive and innovative way to expand young people's horizons and increase the opportunities they have to develop their interests and skills in an enjoyable, fulfilling and supported way. This programme works through a range of effective partnerships with Scottish sporting, arts and business associations to provide diversionary activities for young people in Scottish communities. A worker for the Black Community Development Project commented on a valuable outcome of this programme: - *"I have been bringing a group of black and minority ethnic children and young people along to the club for the past 2 months, and without a doubt, the Twilight Basketball club has provided a regular safe, supportive and fun space in which young people can start breaking down the boundaries of racism and prejudice that sadly continue to separate them in society."*

Our budget will contribute to provide support to promote recovery from drug addiction and to support the access to drug treatment and rehabilitation services. Our strategy recognises the diversity of our communities and the need to be responsive. We will be building on the good work undertaken in developing the Strategy and we look forward to

learning from the Assessment being undertaken by the Equality and Human Rights Commission. The development of the Drugs Strategy is one of three policy areas on which the Assessment will focus.

The evidence collected has influenced our strategy and informed our spending. An example of equalities work in this area is the £125,000 (made available for bids from local partners) for projects which will enhance black and minority ethnic communities' knowledge and understanding of drug use and its effects on individuals, families and communities

Legal Aid

Another area of the justice budget delivers **legal aid** which addresses inequalities by ensuring appropriate access to justice for all. The income threshold for civil legal aid was recently raised which means that more than a million more Scots will become potentially eligible for financial help towards court costs for civil actions.

Police Central Government

We have been working to increase the numbers of police in **Scotland's police forces** by 1,000 - this area of budget spend has a huge impact on society as a whole. On 22 June 2009 the Association of Chief Police Officers in Scotland published its Equality & Diversity Strategy 2009-2012 - "*Celebrating and Valuing Difference*", which states '*we will recruit, develop and maintain a skilled workforce that reflects and understands the diverse communities of Scotland*'. At the time of publication Chief Constable Ian Latimer said "*... promoting equality and recognising diversity, is fundamental to the success of policing. Understanding, promoting and respecting equality and diversity are key components in creating greater and sustained public confidence and trust in policing, as both a service provider and employer.*"

Courts Group and Scottish Court Service

Following a positive evaluation of the pilot **Domestic Abuse Court** in Glasgow, provision is being made to take all domestic abuse cases in Glasgow to specialist courts. Domestic abuse cases will now call at Glasgow Sheriff Court in both a dedicated court room and within specialist mainstream courts. We are working jointly with colleagues in the Equality Unit to support the victims of domestic abuse and their families to access advocacy and support services provided by ASSIST (Advocacy, Support and Information Services Together), who provide a range of services including court liaison and safety planning. Over 5,800 clients and their families have already made use of the service, which has recently been expanded to cover cases throughout the city of Glasgow.

Another example of work in this area is the budget allocated for the **Scottish Court Service** to ensure the running of courthouses - the service has a particular aim of seeking opportunities to help ensure that court buildings are accessible and supportive environments.

Scottish Prison Service

The **Scottish Prison Service** is an equal opportunities employer and is committed to the most effective use of all available human resources, valuing everyone's contribution irrespective of gender, marital status, race, age, ethnic origin, disability, sexual orientation or religion and belief through a programme of equal opportunities that ensures avoidance of discrimination, victimisation and harassment. The SPS continues to monitor and review policies and procedures in line with the published SPS Race Equality Scheme and SPS Disability Equality Scheme which reflects its duties under the Race Relations (Amendment) Act 2000 and the Disability Discrimination Act 2005.

Offender Management

We are also clear that that systems and services must be designed to meet all offenders' specific needs. We have for example, been explicit in response to the Inquiry by the Parliament's Equal Opportunities Committee into Female Offenders in the Criminal Justice System Inquiry about embedding the Gender Equality duty across all the workstreams of the **Offender Management Programme**. This will ensure that we deliver appropriate services to women offenders in a coherent and joined-up way.

6 RURAL AFFAIRS AND ENVIRONMENT

BUDGET **£628.6m**

The Rural Affairs and Environment (RAE) Portfolio is committed to promoting equality for all the people of Scotland irrespective of gender, race, disability, sexual orientation, age, religion or faith. We can only meet our policy objectives and targets by involving everyone and ensuring there are no barriers to people who wish to be involved in the sustainable management of our natural resources. In addition, many of our programmes involve funding from Europe, thus we must ensure we comply with European and UK equalities legislation.

The RAE Budget for 2010 - 11 is over £600m. The action we take to promote equality includes involving a range of people in policy development, completing equality impact assessments of our policies, ensuring our guidance and information is accessible to all, and our spending programmes, such as Scotland's Rural Development Programme, fully reflect equality requirements.

Spending priorities include:

- Over £1½ billion of funding in rural areas through the Scotland Rural Development Programme to be invested before 2013;
- Increasing sustainability and competitiveness in the fishing and aquaculture industries through £44 million worth of investment of European funding (European Fisheries Fund) in Scotland to 2013;
- Continuing to develop innovative and leading solutions to the challenges of fisheries management;
- Implementing the Marine Strategy Framework Directive to ensure good environmental status is achieved in Scotland's seas by 2020;
- Preparing for new functions under the Marine Bill, including marine planning, notably through the activity of Marine Scotland;
- Investing £75m to 2013 supporting Scotland's food and drink industry, creating and safeguarding jobs, delivering environmental health benefits and increasing quality and sales;
- Stimulating biomass energy developments through £1.5m in the Scottish Biomass Heat Scheme;
- Facilitating the sustainable transport of timber in rural areas for the benefit of local communities and the environment using £5m through the Timber Transport Scheme;
- Investing £152m of zero waste spending over 3 years, including investment of up to £7.5m in community recycling projects;
- Supporting new entrants to farming through the SRDP;

- Increasing the area of woodland created by investing an additional £15m per year;
- Engaging communities through the Climate Challenge Fund, investing £27.4m over 3 years to support community led action to reduce carbon emissions;
- Undertaking a £5m investment in forest recreation facilities in the Scottish Borders; and
- Merging Scottish Natural Heritage and the Deer Commission for Scotland as part of simplifying the public sector landscape.

Below are examples of how the RAE Budget contributes to the promotion of equality.

EU Support and Related Services

Scotland Rural Development Programme - Leader

The LEADER programme accounts for 5% (approximately £38m) of the total Scotland Rural Development Programme (SRDP) allocation. This funding enables local rural community and business networks to build knowledge and skills, and encourages innovation and co-operation in order to tackle local development objectives. It does so through funding local projects. There are 20 LEADER Local Action Groups (LAGs) covering around 95% of rural Scotland. Women and young people are identified as priority groups. In addition LAGs have identified further target groups for their own areas. These include older people, under/un-employed, people with disabilities, ethnic minorities and migrant workers. Each LEADER Local Action Group has an equal opportunities policy which recognises legal duties relating to race, gender and disability to ensure equality of opportunity in preparation and delivery of projects. Applicants for LEADER funding are required to demonstrate that they have considered discrimination, disability and equal opportunities issues at all stages of the project. Around 500 projects have been approved with a total SRDP payment of £467,169 having been made so far.

Scotland Rural Development Programme - Technical Assistance

SRDP Technical Assistance budget of £2.3M includes funding for The Scottish National Rural Network. It currently operates on-line. The website has been designed with the aim of making it accessible to all visitors, ensuring it meets the needs of disabled users, and is viewable in the widest possible range of web-browsing technology. To achieve this goal the website was created in accordance with the World Wide Web Consortium (W3C) Web Accessibility Initiative Standards to 'AA' level. In addition, Gaelic translation is provided for Static Text and Menu Items. The

contract to design, build and maintain the website, supported by ongoing content management, is worth £365,250 through to 2011.

Research, Analysis and Other Services

We are funding research to improve our understanding of the links between greenspace and health, including the relationships between access to greenspace and health inequalities. This research will provide input to policy development across a range of areas. The 'Contribution of Green and Open Space in Public Health and Well-Being' project ('GreenHealth') is being carried out by a consortium of researchers from the Macaulay Institute, Edinburgh College of Art, University of Glasgow, and Biomathematics & Statistics Scotland, and runs from 2008 to 2012, with a total budget of £1 million. We ensure that equality is taken into account when commissioning research programmes and all research providers have a contractual obligation to take reasonable steps to ensure that their organisation, their agents and any sub-contractors adhere to relevant equality legislation. There is also a requirement when designing social research to consider the involvement of equality groups, ensuring that equalities groups are appropriately represented wherever possible.

Marine and Fisheries

Marine Fisheries

We support the North Sea Women's Network in its continued participation in the North Sea Regional Advisory Committee (NSRAC). It is open to all women in the North Sea States with an interest in helping their fishing community. The Network acts as a voice for the fishing dependent coastal communities of the North Sea Nations. Our support to the North Sea Women's Network is worth £10,000 over the next 2 years.

Freshwater Fisheries

A Strategic Framework for Scottish Freshwater Fisheries' published in 2008 commits Scotland's angling sector to: reviewing access to freshwater fisheries; encouraging participation by young and disabled people; and widening participation across the social spectrum. This is currently being taken forward through various educational and coaching projects, the establishment of a Disabled Angling Taskforce and a working group to consider and report on opportunities to encourage social inclusion. We are also currently developing proposals to look at access and make recommendations as to how this can be improved.

Natural Heritage and Rural Services

Access to Scotland's Outdoors

We know from Census data that more black and minority ethnic (BME) people live in urban areas rather than rural ones (with 1 in 3 living in Glasgow). Research has shown that the typical visitor to the Scottish countryside is white, middle class and middle aged with under representation by minority groups, older and younger people, those on low incomes and those with disabilities. There is some evidence, from elsewhere in the UK, to suggest that a lower proportion of people from BME groups access the countryside. The Forestry Commission's 'All Forests Visitors Monitoring Survey, has indicated that BME groups form 1% of visitors to woodlands.

Scottish Natural Heritage (SNH) is committed to supporting increased participation by all individuals and groups across Scotland, through its "Enjoying the Outdoors" approach and its role to report to the Scottish Government with data for National Performance Indicator 41 (visits to the outdoors). SNH has engaged with BME groups through the distribution of translated text and leaflets targeting both nationals and those visiting Scotland. Through this, and working with other partnerships, SNH aim to determine good practice, promote new initiatives and ensure that the needs of users are represented

SNH will embed their Toolkit across their organisation and make their staff more aware of the impact that their function has on BME Groups and they will report on initiatives that have a positive impact on relation to race and other equality groups.

Environmental Protection, Sustainable Development and Climate Change

Equality Impact Assessments are completed on policies and plans as they are developed, for example, an equality impact assessment will be carried out as part of the review of the National Waste Plan.

Forestry Commission Scotland

The Forestry Commission Scotland (FCS) will continue to develop innovative projects and initiatives to ensure that the services provided to people who visit our forests are as diverse as possible. Most of our forests have walks designed for people who have a physical disability. Many of our paths have sensory interpretation features for those with sight impairment.

We encourage community engagement and have had success in bringing many people into our forests that might not otherwise have visited. These

include those with mental health issues, older people and ethnic minority groups. Our outreach programmes are set to expand over the coming year and all our recreation work in the forests will be completed with equality and diversity firmly in mind. Our recreation and education staff are receiving training specifically designed to help them to facilitate the enjoyment of the forests for those people from groups representing the six strands of diversity.

The facilities and opportunities we have to offer will continue to expand, offering the health and recreation benefits available from forests to an increasingly diverse range of visitors.

7 ADMINISTRATION

BUDGET **£262.2m**

The Administration Budget covers the costs of running the core administration of the Scottish Government to help it deliver its Purpose - **To focus Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth** - and its Strategic Objectives.

What the budget does

The Administration budget covers the costs of running the core administration of the Scottish Government. The majority of these costs relate to civil service staff, with the remainder supporting office accommodation, information technology, training and travel. The spending supports the delivery of the Government's contribution to all of the strategic objectives set out in this document for all the Ministerial portfolios.

The Administration portfolio's priorities are:

- To ensure that the Scottish Government is best equipped and organised to support the delivery of the Purpose and Strategic Objectives, including assisting the process of economic recovery in Scotland;
- To ensure that the organisation offers maximum value for public money, and in particular - by operating a policy on the deployment of staff employed by the Scottish Government that is proportionate and reflects the current economic climate - to support overall priorities for public spending within the current tight financial perspective;
- To ensure that the percentage of total expenditure devoted to administration costs, across the core government and our agencies, remains at least 25% below the comparable percentage for the UK government;
- To implement a range of measures to deliver a reduction in emissions across the Scottish Government. Specific measures introduced include installation of a Building Management System across the whole estate to provide additional control through optimisation of building lighting, heating, ventilation and cooling systems; and installation of a voltage optimisation device at main buildings to reduce the voltage supply. More information about the measures to be implemented are set out in the Scottish Government Carbon Management Programme publication.
- To ensure that the organisation continues to contribute to promoting equality by remaining committed to becoming an exemplar in the field of diversity and equality. The Scottish Government's equality initiatives

will play a key role in supporting the delivery of all national outcomes, engaging with stakeholders and our own staff to share best practice to ensure our diversity and equality messages are communicated throughout the organisation and beyond.

Human Resources

As an employer, the Scottish Government remains committed to becoming an exemplar in the field of diversity and equality and to building on the significant achievements we have already made. Our revised Diversity Delivery Plan, now supported by a joint Diversity and Equality Action Plan, will continue to progress our corporate vision of creating the conditions for success for the organisation, enabling us to deliver high quality, joined-up services, centred around customer need. Our diversity and equality initiatives will play a key role in supporting the delivery of all of our national outcomes, engaging with stakeholders and staff to share best practice to ensure our diversity and equality messages are communicated throughout the organisation and beyond.

Our overall approach

Our Plan focuses on four key themes: behaviour and culture change; leadership and accountability; talent management and representation. By delivering the actions that support these themes, we will ensure that we are an inclusive and confident organisation, which supports and promotes an environment of dignity and respect for all, and that equality and diversity are fully mainstreamed across the Scottish Government. We will provide active and visible leadership in every aspect of equality and diversity, with clear and effective lines of accountability. We will also encourage and support our talented people from the widest range of backgrounds to join and progress up through the organisation and to ensure good progress towards reflecting Scottish society by 2020, at all levels.

The Administration Budget

In 2010/11, we will focus on a range of specific activities from our joint action plan to make this happen: These will include:

- Undertaking further research into the barriers to career progression for our under-represented groups.
- Progressing our programme of diversity awareness-raising by continuing to develop our diversity intranet pages and publishing case studies on a range of diversity issues, including flexible working and more non-traditional diversity strands.
- Continuing to develop stakeholder engagement mechanisms, developing an organisation-wide network of diversity groups.

- Developing and delivering a programme of additional leadership activity, as well as supporting wider Civil Service leadership initiatives.
- Investigating the provision of prayer or contemplation facilities for our staff.
- Providing enhanced training for our HR Professional Advisers on diversity issues.
- Undertake positive action measures in our external recruitment programmes to increase the pool of diverse candidates.
- Implementing a range of measures to improve our diversity information, including action to increase diversity declaration rates; regular reporting on working patterns and systematic monitoring of our HR policies.
- Undertaking a further equal pay review of the Scottish Government Main pay system to ensure that it remains free from discrimination.

8 CROWN OFFICE AND PROCURATOR FISCAL SERVICE

Budget **£119.2m**

Summary Of Key Spending Priorities

The spending priorities for COPFS for 2009-10 to 2010-11 are briefly described below:

- £52.7m/£54.0m for the prosecution of serious, complex and organised crime, whether in the High Court or before a Sheriff and jury, including the prosecution of terrorism, murder, serious assaults, sexual offences, drug and people trafficking, fraud and organised crime and the confiscation of proceeds of crime;
- £34.2m/£32.2m for the efficient and timely prosecution of summary casework, which comprises in numerical terms the large majority of the (approximately) 330,000 crime reports submitted each year, including less serious offences and antisocial behaviour, prosecuted in the justice of the peace (formerly district), stipendiary and Sheriff courts, without a jury;
- £4.3m/£4.4m for the investigation of deaths, which includes discharging the public function in investigating relevant categories of deaths promptly, appropriately and with sensitivity to the needs of the next of kin;
- £3.1m/£3.8m for Victim Information and Advice, supporting victims of crime and vulnerable witnesses involved in the resolution of cases; and
- capital expenditure of £6.7m/£7.2m, which will complete the modernisation of the COPFS estate and improve the ICT system and increase case-processing efficiency.

We are taking forward the equality agenda on two fronts:

- in front line service delivery; and
- in the way that the organisation is run.

Equal access to, and treatment in, the justice system is fundamental in any civilised society. It remains a challenge not least because we live in an increasingly dynamic environment.

COPFS has been at the forefront of recent changes in prosecution policy and practice such as race and hate crime, sexual offences, vulnerable witnesses (including the setting up of specialist support teams) and the provision of translation and interpretation facilities for victims and witnesses.

We have conducted a number of public surveys to monitor trends in public confidence in the prosecution service, and set ambitious improvement targets.

Initiatives such as Summary Justice Reform have allowed us to reallocate resources whilst simultaneously securing speedier and more effective prosecutions.

Crime, both serious and petty, is concentrated disproportionately in communities that are disadvantaged. Both perpetrators of crime and victims of crime live for the most part in disadvantaged communities. The increase in resources going into the prosecution of crime will produce speedier and more effective prosecutions by providing more frontline lawyers and better IT systems with real-time links to criminal records. In conjunction with the efforts of other partners in the criminal justice system, this should reduce the impact of crime upon the communities and individuals whose lives are currently afflicted by it. This will help to support stronger, safer communities.

A second focus of COPFS resources will be the pursuit of persistent offenders. Because crime is disproportionately concentrated upon disadvantaged communities and a high volume of crime is by relatively few individuals, a faster clear up rate for persistent criminals will produce noticeable benefits for such communities. In addition, a high proportion of serious crime involves drugs offences. These are also concentrated in disadvantaged communities and their effects can blight the lives of many of the families who live there. COPFS has continued to strengthen its Criminal Confiscation and Civil Recovery Units, which are targeting the proceeds of illegal activities. Monies recouped are being invested in community initiatives.

COPFS continues to make special efforts on race crime including an independent inspectorate, which reviews the handling of race crime cases. Communities with a higher than average proportion of ethnic minority residents have lower average income levels than other communities. The effort to target and improve the handling of cases that involve race crime will therefore serve to bolster confidence in the justice system amongst ethnic minority groups and improve the opportunities and life chances of the members of ethnic minority communities.

The addition of an objective specifically on community engagement which was championed by the Lord Advocate and which was embedded in the 2009/10 business planning discussions, illustrates further the determination of the service to work with communities to remove inequalities.

Looking inward, COPFS has recognised that we cannot deliver world class front line services without addressing equalities issues with our own staff. Improving the diversity of our workforce and supporting all of our people to achieve their potential is a key objective of our People Strategy. By March 2009 all staff had attended compulsory two day diversity training events. These were supported from the very top with attendance on the course by the Lord Advocate, Solicitor General and Crown Agent. Attendance for all new staff is mandatory. Training unit are developing an e-learning diversity refresher pack for all other staff.

In June 2009 COPFS published its first Equality and Diversity Strategy and in July 2009 ran a Disability Awareness Week programme. Within, COPFS there is a Staff Disability Advisory Group that is open to any member of staff who has a disability or who cares for someone with a disability and provides a forum to discuss and raise awareness of disability issues especially in the workplace.

9 LOCAL GOVERNMENT

BUDGET **£11,885.3m**

Under the Concordat, both the Scottish Government and local government have committed to work jointly towards agreed outcomes under a single national Purpose - to focus the Government and public services on creating a more successful country with opportunities for all and for Scotland to flourish, through increasing sustainable economic growth.

Summary of Key Spending Priorities

In addition to the main provisions of the Concordat, it was agreed that we and local government would each do what is required to ensure delivery of key government policies and programmes including:

- freezing council tax rates;
- making 1,000 additional police officers available in communities;
- reducing or removing business rates for the smallest businesses in Scotland;
- improving the learning experience for children and young people by improving the fabric of schools and nurseries; developing and delivering A Curriculum for Excellence; and, as quickly as possible, reducing class sizes in P1 to P3 to a maximum of 18 and improving early years provision with access to a teacher for every pre-school child;
- expanding pre-school provision;
- subject to necessary legislation being passed, extending entitlement to free school meals to all primary and secondary pupils of families in receipt of maximum child tax credit and maximum working tax credit from August 2009;
- more vocational training;
- providing allowances to kinship carers of "looked after" children;
- improving care home quality; and
- providing carers' support amounting to 10,000 extra respite weeks per annum.

Addressing inequalities, and improving equality, in quality of life and opportunities in life is a national outcome in its own right and, as such is a shared aspiration for Scottish Government and local government under the Concordat. It is a cross-cutting theme that is being considered across all the Single Outcome Agreements. General improvement that leaves some of our

people living well below the standards of the majority will not meet either national or local ambitions for a fairer Scotland.

The process to design and deliver SOAs is developmental. In the case of equality issues, the statutory obligations on public bodies are clear and are being implemented, however, we recognise that starting points may vary and further developmental work in this area will be required.

Guidance on preparing SOAs (produced by SG, COSLA, the Improvement Service, SOLACE and Audit Scotland) issued in February and October 2008. The Guidance set out that all parties to an SOA are responsible for ensuring that their statutory requirements and obligations have been met. An Equality Impact Assessment on the Scottish Government's Single Outcome Agreement approach was undertaken and published in November 2008 and further joint Scottish Government/COSLA advice for local authorities and other Community Planning partners on equalities and SOAs was issued in March 2009.

The Local Government in Scotland Act 2003 set out requirements on local authorities and other Community Planning partners to pursue continuous improvement and work in partnership. Equalities is one of the 10 characteristics covered by statutory guidance for Best Value for local authorities and one of the 9 in non-statutory guidance for other public service organisations and is covered in the statutory guidance for community planning. Specific guidance on equalities has been produced by COSLA.

It has long been recognised that lack of data at local level for equality groups severely limits evaluation of the impact of policies. The Scottish Government is working in partnership with Local Authorities and the Equalities and Human Rights Commission to try and address this limitation by looking at ways of improving information at local level from National Surveys, better co-ordination of national and local data collection and making better use of administrative data.

Best Value

The duty of Best Value (BV) encompasses equalities as a key characteristic and a local authority which secures Best Value will be able to demonstrate a culture which encourages both equal opportunities and the observance of the equal opportunities requirements.

In November 2008 Audit Scotland published 'The impact of the race equality

duty on council services'. This report found that while councils had developed policies on race equality, they needed to ensure that these had a positive impact on people from minority ethnic communities, through the design and delivery of services. The report concluded that councils needed to build a better understanding of the needs of their minority ethnic communities, ensure that their approach to race equality is considered routinely when planning and evaluating services, and give more priority to race equality in delivering services.

The Best Value 1 audits included some coverage of equality issues, however Audit Scotland recognise this is key consideration of a Best Value organisation that should be further developed in BV2 (their revised approach to local authority audits). Audit Scotland is therefore working with the Equalities and Human Rights Commission (EHRC) and other interested parties (including Capability Scotland) to develop their audit toolkits in order to have a consistent and more coherent approach to auditing equalities matters within BV2.

In undertaking a Shared Risk Assessment of local authorities, Audit Scotland are able to take a more informed approach to audit, they are in close liaison with EHRC on how to best share knowledge and intelligence in support of this approach.

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