

Annex D:
**Detailed Analysis of
Equalities and Fairer Scotland
Issues by Portfolio**

This annex supports the [Equality and Fairer Scotland Budget Statement](#) which is available on the Scottish Government website. It provides detailed analysis of how the Scottish Budget for 2023-24 impacts on the people of Scotland and particularly those in protected characteristic groups or experiencing socio-economic disadvantage. It is structured into nine sections. Each section reports analysis of the impact of a portfolio's spend against protected characteristics and socio-economic disadvantage.

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Constitution, External Affairs and Culture Portfolio

Purpose of Portfolio Budget

The Constitution, External Affairs and Culture portfolio engages at home and internationally to enhance Scotland's reputation, increase prosperity and wellbeing, and promote Scotland as a great place to live, visit, work, move to, study and do business.

Our Culture Strategy for Scotland sets out a vision of how we support culture in Scotland centred on three ambitions: strengthening culture; transforming through culture; and empowering through culture.

Our National Events Strategy works to establish Scotland as the perfect stage for events. It supports a strong and dynamic events industry producing a portfolio of events that deliver sustainable impact and international profile for Scotland. This strategy is currently being reviewed.












Our Population Strategy sets out how we want to ensure that Scotland is open and welcoming for people and their families to move to, live and work in, and to make a positive contribution to our country.

We place great importance on Scotland being a good global citizen. This means playing our part in tackling global challenges including poverty, injustice and inequality. At the forefront of our efforts is our International Development Fund, the main aim of which is to support and empower our partner countries: Malawi, Rwanda, Zambia, and Pakistan.

Summary of Spend on Equality of Outcomes

Reducing inequality and ensuring all groups are able to participate in, enjoy and access careers in our diverse culture, heritage and events sectors is at the heart of the Constitution, External Affairs and Culture portfolio. Our culture and heritage investment aims to protect and support our public bodies and organisations across Scotland. The budget enables funded organisations to deliver an active programme of cultural activity and events that take into account the preferences and circumstances of groups who experience structural disadvantage, and those from lower income groups. Examples include the work of our national performing companies in ensuring improved access and inclusion for disadvantaged and low income groups.

In 2022-23, the International Development Fund increased from £10 million to £11.5 million in line with the 2021 Programme for Government commitment to increase the fund to £15 million over the course of this Parliament. On the new Women and Girls Empowerment Fund within the new Equality Programme, we will refocus £500,000 of the budget on promoting equality of women and girls, and supporting their rights. Through establishing a Global Citizenship Fund as part of the future programme we will provide more funding directly in-country to smaller local civil society organisations.

Portfolio Contributions to National Outcomes	Most Relevant to these Human Rights
<p>Primary</p> <ul style="list-style-type: none"> Communities Culture International <p>Secondary</p> <ul style="list-style-type: none"> Human Rights Children and Young People Health Economy Fair Work and Business Environment Poverty Education	<ul style="list-style-type: none">• Right to take part in cultural life• Right to freedom of expression• Right to an adequate standard of living, including housing, food, protection against poverty and social exclusion

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>In 2020, rates of cultural attendance were highest among those living in the 'least deprived' quintile, as measured by the Scottish Index of Multiple Deprivation.</p> <p>There was a significant difference in cultural attendance (including cinema) between those living in the 20% most and 20% least deprived areas (36% compared with 53%).</p> <p>In 2020, cultural attendance was generally higher among those with greater net annual household income. For example, half of those with a net annual household income of over £30,000 had attended or visited a cultural event or place in the last 12 months. This compared to 29% of respondents with a net annual household income of between £0 and £10,000 who had attended or visited a cultural event or place.</p> <p>In 2020, participation for some cultural activities, was higher for adults living in the least deprived areas compared to those in the most deprived areas. The most marked</p>	<p>We will continue to invest in our internationally renowned culture organisations, through direct funding of the National Performing Companies, through Creative Scotland's funding of Regularly Funded Organisations, and funding of museums and galleries, ensuring provision of culture throughout Scotland. Scottish Government supports the National Museums Scotland, National Galleries of Scotland and National Library of Scotland to provide free public access to the collections. This will help ensure that access to these collections is not determined by ability to pay.</p> <p>We will protect our investment in Sistema Scotland, who work with around 2,800 children and young people per week across Scotland, targeting communities of greatest need. Sistema Scotland is viewed as a model for social inclusion and improving the lives of children living in poverty. They work closely across some of Scotland's most deprived communities in Raploch and Fallin, Govanhill, Torry and Douglas and Wester Hailes, with the six priority family groups identified in the child poverty action plan, providing holistic support for parents as well as free childcare in school holidays and after school. Independent evaluation highlights that their Big Noise programmes help children and young</p>	<p>The overall budget commitments set out for the National Performing Companies, National Collections and Sistema Scotland remain the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p> <p>The reduction of the Creative Scotland's 'lottery Shortfall' component could have an overall negative impact on equality if funding to Regularly Funded Organisations is not able to be maintained.</p>	<p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Scottish Household Survey 2020 - telephone survey: culture and heritage report - gov.scot (www.gov.scot)¹</p> <p>Big Noise - Sistema Scotland :: Education Scotland - 2017 (makeabignoise.org.uk)</p> <p>Evaluation of Sistema Scotland Glasgow Centre for Population Health (gcphe.co.uk)</p> <p>Big Noise Evaluation Report Final 23-11-21.pdf (makeabignoise.org.uk)</p> <p>Section Twelve - Culture and Heritage - Scottish household survey 2019: key findings - gov.scot (www.gov.scot)</p>

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Socio-economic disadvantage	<p>differences between those living in the 20% least deprived areas and those living in the 20% most deprived areas were reading a book for pleasure (78% and 64% respectively) and viewing performances online (30% and 20% respectively).</p> <p>However, participation was similar between those living in the least and most deprived areas, in certain activities such as art and sculpture, photography, film making, computer artwork animation, dancing and crafts.</p> <p>In terms of satisfaction with Local Authority Cultural Services, the levels were fairly similar. 50% of adults living in the 20% least deprived areas were very or fairly satisfied with library services compared to 47% of adults living in the 20% most deprived areas. 47% of adults living in the 20% least deprived areas were very or fairly satisfied with museums and galleries compared to 41% of adults living in the 20% most deprived areas.</p> <p>In terms of understanding why there may be differences among groups of the population, lack</p>	<p>people from deprived areas access creative resources, provide opportunities for them to learn new skills and boost their confidence to express themselves in a fun and safe environment. The evaluation evidence to date also suggests that Sistema Scotland can make a positive difference, benefitting families and wider communities. Recent evaluation by the Glasgow Centre for Population Health² found almost all Big Noise participants achieved a positive post-school destination (98%) compared with 84% of non-participants of a similar sociodemographic background, that the young people who attended Big Noise programmes were more likely to be in employment after leaving school than their counterparts, with 42% of Big Noise attendees in employment as opposed to 30% of non-attendees and that the programme had a positive impact on children's cumulative tariff scores (Sistema Scotland, 2022).</p>		<p>The Cost of Living Crisis in Scotland: analytical report - gov.scot (www.gov.scot)</p> <p>Recent Key Insights The Audience Agency</p> <p>Panel Survey May 2022 ScotInform</p>

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Socio-economic disadvantage	<p>of time, cost, lack of experience/ confidence and transport are common perceived barriers to cultural participation.</p> <p>In particular, given the current situation with the cost of living crisis, cost is likely to be one of the main issue. Polling data (September 2022) suggests that the majority of those (85%) who are managing less well financially, are struggling to pay for non-essential items (e.g. going out).</p> <p>A UK wide population study on cultural engagement (October 2022) has found that people were intending to engage with cultural events more locally and inexpensively than before the pandemic and cost of living crisis.</p> <p>Respondents from the 'Scotinform Cultural Panel', a panel survey conducted in Scotland in May 2022, showed some impact of the cost of living crisis. 63% said they would pay more attention to the cost of cultural activities than they did before and 51% said they would be more likely to look for free experiences or activities³.</p>			

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Socio-economic disadvantage	The World Food Programme estimates that up to 811 million people are chronically hungry, with 283 million acutely food insecure, and 45 million are on the edge of famine. According to the United Nations, conflict, economic shocks and weather extremes are the main driver of hunger in most of the world's food crises.	The Scottish Government's vision remains that through embedding the UN Global Goals, Scotland will contribute to sustainable development and the fight against poverty, injustice and inequality internationally. All projects funded through the International Development Fund, which increased by £1.5 million to £11.5 million in 2022-23, have poverty reduction as an underpinning aim. In addition to that, the Humanitarian Emergency Fund with a budget of £1 million per annum provides immediate and effective assistance to reduce the threat to life and wellbeing including hunger, disease or death, caused by disasters, disease or conflict.	The overall budget commitments set out for the International Development Fund and Humanitarian Emergency Fund remain the same as for 2022-23 at £11.5 million and £1 million respectively, and the impacts of maintaining these commitments are already described in this template.	WFP - saving lives, preventing famine World Food Programme Global Report on Food Crises - 2022 World Food Programme (wfp.org) Responding to Humanitarian Crisis

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Age	<p>In 2020, a notably higher proportion of younger age groups attended cultural events or visited places of culture in the last 12 months than older age groups. A higher share of 16 to 24 year olds (55%) had attended or visited a cultural event or place compared to 23% of those aged 75 and over. While younger groups were also more likely to have attended a cultural event in 2019, it is noted that this survey was undertaken during the pandemic. Social distancing requirements may have impacted differently on individuals' ability to attend or participate in some cultural activities across age bands.</p>	<p>Enabling physical access to historic sites can be challenging. Historic Environment Scotland are balancing the need to protect and preserve our historic sites with the need to enable visitors with limited mobility due to age or disability to access them. Uneven stairs, cobbled walkways and narrow passages can be challenging for older visitors. Digital delivery methods can allow visitors to access these spaces in new ways, either from the sites themselves, or from home.</p> <p>For example, in consultation with Euan's Guide, at Melrose Abbey the interpretation team developed an Access Tablet, providing 360° views of all the abbey, and tells the stories of the site. This enables a visitor with limited mobility to explore the whole site from a stationary position, or to view individual spaces that were not accessible to them.</p> <p>Historic Environment Scotland aim to create a consistent offer across multiple sites. Development has begun on tablets for Skara Brae and St Andrews Castle and Cathedral.</p>	<p>The overall budget commitments set out for Historic Environment Scotland are broadly similar as for 2022-23, with a continued forecast increase in commercial income, the budget from Scottish Government is £72 million. The impacts of maintaining these commitments are already described in this template.</p>	<p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Scottish Household Survey 2020 - telephone survey: culture and heritage report - gov.scot (www.gov.scot)</p> <p>Mainstreaming and 2021-25 Equality Outcomes Report Hist Env Scotland (historicenvironment.scot)</p>

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Disability	<p>The available data suggests that 147 million children have missed more than half of their in-class instructions over the last two years due to COVID. Before the COVID-19 Pandemic, projections showed that globally the proportion of children and youth not in school was improving but that more than 200 million children were still out of school, and only 58% of young people would be completing upper secondary education. The problem was greatest in sub-Saharan Africa and for disabled children in low and middle income countries. More generally, students from more socio-economically disadvantaged backgrounds are at higher risk due to factors such as the need to earn an income, increased caring responsibilities, and early and forced marriages. Students who were unable to access distance learning during the pandemic are also at higher risk of not returning to school at all.</p>	<p>Through the International Development Fund, the Scottish Government contributes £1,239,488 to the project 'Promoting equal access to education in Malawi North' with Sense Scotland between 2018 and 2023. The project will work in Northern Malawi with children, young people, families, schools, communities and all traditional and governmental authorities to address negative attitudes towards disability, improve access to quality and relevant education and to enable disabled children to reach their full potential.</p> <p>The Scottish Government is committed to improving access to education and is funding a range of partner organisations, for example by funding scholarships in Pakistan for girls from disadvantaged backgrounds, minority ethnic backgrounds and disabled girls. Last year around 2,000 scholarships were funded with an overall spend of £200,000, as part of the wider £400,000 per annum Scotland-Pakistan Scholarships for Young Women and Girls programme. The scholarship programme will be ongoing until 2024.</p>	<p>The overall budget commitments set out for the International Development Fund remain the same as for 2022-23 at £11.5 million, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Education - United Nations Sustainable Development – SDG Indicators (un.org)</p>

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Disability	<p>In 2020, cultural attendance was lower among disabled adults. 32% of those that reported a disability had attended or visited a cultural event or place compared with 48% attendance for those that reported having no disability.</p>	<p>This budget provides core funding of £60 million for the three National Collections and £23 million for the National Performing Companies which enables them to continue to develop and deliver an active programme of events including events for Deaf/BSL children and their families, descriptive tours for the visually impaired.</p>	<p>The overall budget commitments set out £60 million for the three National Collections and £23 million for the National Performing Companies. These allocations remain broadly the same as for 2022-23, with increases for the National Collections to cover pay policy and some inflationary increases. The impacts of maintaining these commitments are already described in this template.</p>	<p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Scottish Household Survey 2020 - telephone survey: culture and heritage report - gov.scot (www.gov.scot)</p>
	<p>Globally, there are one billion disabled people. Of those, 80% live in developing countries, and only 1% of significantly disabled persons in developing countries have access to disability benefits, compared to 28% worldwide. Two thirds of disabled people state that they would like to work but only 35% are able to find suitable employment</p> <p>According to the United Nations, one in ten children are disabled. 90% of disabled children in developing countries do not attend school.</p>	<p>The International Development Fund funds initiatives in Malawi and Rwanda totaling £2,040,199 between 2018 and 2022 are aimed at enhancing the economic sustainability and participation in development processes of disabled people. These initiatives include: supporting a community ear and hearing care and rehabilitation of disabling hearing loss in Zambia; disability mainstream and training through a range of other projects in our partner countries.</p> <p>We grant £706,407 to the Global Concerns Trust for its 'Tools and training for livelihood in Malawi' project. The Project will contribute to the reduction of poverty, the enhancement of economic sustainability and participation in development processes</p>	<p>The overall budget commitments set out for the International Development Fund remain the same as for 2022-23 at £11.5 million, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Reduce inequality within and among countries - United Nations Sustainable Development</p> <p>Factsheet on Persons with Disabilities United Nations Enable</p>

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Disability		<p>of people in Malawi, while promoting skills development, wellbeing and engagement in international development of disabled people in the UK.</p> <p>As part of our Scotland Pakistan Scholarship Scheme for Young Women and Girls (2019-24), 187 disabled children received a scholarship in 2020-21. The implementing partner of the Deaf Reach program is Family Educational Services Foundation, which is pioneering efforts to empower the Deaf community in Pakistan through education, skills training and career development. The overall spend was £16,000. We are still awaiting figures for the number of scholarships awarded in 2022-23, nonetheless this scholarship programme is ongoing until 2024.</p>		

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Gender Reassignment	Existing research suggests that many trans people in the UK hide their gender identity at work or experience negative reactions to it.	National Records of Scotland, who produce Scotland's Census, which is funded through the Constitution, External Affairs and Culture budget, helps collect, preserve and produce information about Scotland's people and history and make it available to inform current and future generations. Scotland's Census 2022 asked a mandatory binary sex question. This was followed by a voluntary question on trans status or history asked for those over 16. This will provide the first official estimate of the trans population in Scotland, the characteristics of the population and their outcomes across a range of policy areas. This will build the evidence on the characteristics and outcomes for this group, addressing the current recognised gaps in evidence from existing data sources. These new questions, in combination with the existing questions on equality characteristics, and the new question about those who have previously served in the Armed Forces, are designed to provide valuable evidence to support equality monitoring, policy development and service provision at a local and national level across Scotland.	The overall budget commitments for the Census has reduced as the collection phase has completed, however £3.1 million is provided for ongoing costs in 2023-24 and the impacts of providing this budget is already described in this template.	Scotland's Census 2022: sex question guidance Scotland's Census (scotlandscensus.gov.uk) National LGBT Survey: Research report - GOV.UK (www.gov.uk) lgbt in britain - trans report final.pdf (stonewall.org.uk) Transgender labour market outcomes: Evidence from the United States - Ciprikis - 2020 - Gender, Work & Organization - Wiley Online Library

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Pregnancy and Maternity	Malawi has experienced a noticeable drop of maternal mortality rates and neonatal mortality rates in recent years. Between 2010 and 2015-16, the maternal mortality ratio fell from 675 to 439 per 100,000 live births. However, more needs to be done to improve maternal and newborn health.	Through the International Development Fund, the Scottish Government funds a range of projects aiming to improve maternal, new-born and child health. For example, the 'Community action and service access for maternal, new-born and child health' project with St John's Scotland in Malawi is receiving £457,591 during 2017-23 (plus £13,800 for PPE and £7,830 for 136 bicycles) in total. It aims to improve maternal, new-born and child health by increasing health behaviours and the use of critical health services, and by removing barriers to the provision of Malawi's Essential Health Package (EHP).	The overall budget commitments set out for the International Development Fund remain the same as for 2022-23 at £11.5 million, and the impacts of maintaining these commitments are already described in this template.	Malawi (who.int) UNFPA Malawi Maternal Health
	As part of the Family Friendly Nation strand of the Population Programme, it was identified in late 2021 that the evidence base around 'attitudes to family formation' and ideal family size in Scotland required updating, with a need established to understand attitudes towards family formation, and the barriers which may prevent people from having the family they wish to have.	In October 2021, the Ministerial Population Taskforce agreed to develop an analytical package to update the Scottish-specific evidence base around attitudes to family formation. The report published in November 2022 therefore summarises the findings of two commissioned studies: i) a short quantitative survey, delivered via ScotCen in Winter 2021, and ii) qualitative focus groups delivered in Spring 2022. Together, the two commissioned studies had research objectives to: investigate general attitudes around having children (or not) in Scotland, including ideal family size; explore barriers that people may face when planning to have children; and explore how recent trends – such as climate change, delayed		Report will be published on SG Website on 24 November 2022 – link can be shared thereafter. For wider context: A Scotland for the future: opportunities and challenges of Scotland's changing population - gov.scot (www.gov.scot)

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Pregnancy and Maternity		<p>parenthood, and Covid-19 - relate to decisions to have children.</p> <p>The findings of this research will have the following practical uses in 2023-24: to update the evidence base around attitudes to family formation in Scotland; to inform ongoing delivery of the Scottish Government's Population Strategy, specifically the Family Friendly Nation workstream; and to, where relevant, support the development of new, discrete policy responses and interventions to challenges and opportunities highlighted within the report's findings.</p>		
Race	<p>By the end of June 2022, more than 314,000 applications had been made to the EU Settlement Scheme from Scotland. Of the concluded applications, about 173,000 were granted settled status and 118,000 were granted pre-settled status. Concerns remain that EU citizens may not have full information about their rights, as well as increased risks of exploitation for those without leave to remain.</p>	<p>EU citizens living in Scotland were required to apply to the UK Government's EU Settlement Scheme by 30 June 2021 to secure settled or pre-settled status if they wished to remain in the UK and in Scotland. While most citizens have secured their status, we will continue to help those that have not by providing information and advice through our partner organisations.</p> <p>We will continue to provide support to EU citizens to help safeguard their rights, especially for individuals yet to secure their permanent status in Scotland.</p> <p>We will launch a Talent Attraction and Migration service for Scotland in 2023. The service will provide good quality information and advice to help people</p>	<p>The migration strategy budget, which supports this work, has increased to £4.013 million in 2023-24 (from £2.257) to sustain our work and deliver new commitment such as the Talent Attraction and Migration Service.</p>	<p>What Now? The EU Settlement Scheme after the Deadline - Migration Observatory - The Migration Observatory (ox.ac.uk)</p> <p>EU Settlement Scheme quarterly statistics, June 2022 - GOV.UK (www.gov.uk)</p>

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Race		move to Scotland and settle into their communities, and its delivery will be overseen by the Ministerial Population Taskforce.		
	<p>In 2020, cultural attendance (including cinema) was highest for 'White: Other' adults (65%)⁴. 51% of minority ethnic adults had attended or visited a cultural event or place compared with 42% for 'White: Scottish' adults and 48% for 'White: Other British' adults. For certain cultural events and places, notable differences were observed between 'White: Other' adults and 'White: Scottish' adults including for visits to historic places, museums and art galleries.</p> <p>Compared to the average, cultural participation (including reading) was higher for 'White: Other' adults (92%) in 2020. However, there was a notable difference between groups for viewing cultural content online, with 24% of minority ethnic adults reporting that they viewed cultural content online in the last 12 months whereas only 10% of 'White: Scottish' adults reported doing so.</p>	<p>Several programmes funded within the culture budget are actively working to uncover opportunities within the creative arts and creative industries for people from a minority ethnic and mixed background, such as projects funded by the Culture Collective programme⁵, which help empower communities from all backgrounds to develop cultural activities. For example, Art27@Southside (Edinburgh) is a partnership between Art27, Southside Community Centre, and the City of Edinburgh Council, developing work led by a young team of creatives reflective of the diverse Edinburgh Southside community (including artists from Yemen, Polish, South-East Asian and Sudanese communities). Additionally, led by Intercultural Youth Scotland, Restless Creatives has brought together six minority ethnic artists to find new expressive pathways and support the community to co-create. This culminated in the 2021 Scotland in Colour Festival on 4 September which showcased a variety of young talent who have developed through IYS's youth groups.</p>	<p>The overall budget commitments set out for Culture Collective remain broadly similar as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p> <p>Providing new funding to Museums Galleries Scotland to develop more equitable practice across under-represented communities, focused on race equality, is an increase in funding on the portfolios work on race equality. The intended outcomes are that museums will be more inclusive and welcoming spaces with more opportunity for ethnic minorities, and with greater workforce diversity.</p>	<p>https://scotland.shinyapps.io/sg-equality-evidence-finder/#equality-npf-top</p> <p>COVID-19 Population Survey: Wave 4 Creative Scotland</p>

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Race	<p>Satisfaction levels with Local Authority Cultural Services were broadly similar between adults of most ethnicities for library services, museums and galleries and theatres or concert halls. However, compared to the average adults of 'White: Other' ethnicity were notably more likely to be very or fairly satisfied about museums and galleries and the least likely to offer no opinion.</p> <p>Survey research led by Creative Scotland (fieldwork February 2022) found that black, Asian and minority ethnic groups were more likely to state that arts and culture have become more important because of the pandemic.</p>	<p>The Empire, Slavery and Scotland's Museums⁶ independent steering group report in June 2022 set out a number of recommendations on how our museums and galleries could better represent an accurate and more complete picture of our past. While the Scottish Government is still considering its full response to the recommendations, it is committed to continuing work in this vital area. This will include a £62,000 contribution to Museums Galleries Scotland to support the museum sector to develop more equitable practice across under-represented communities, focused on race equality.</p>		
Religion or Belief	<p>Discrimination against and hostilities involving religion and beliefs are on the rise globally. Based on Freedom House research, the global average score of religious freedom has declined by 5.6% over the last 15 years. This decline is driven by state repression of religious minorities and attacks by non-state actors. According to the United Nations, people most</p>	<p>The Scottish Government is committed to supporting minorities, including religious minorities, in its partner countries. As mentioned above, in 2021-22 alone, £200,000 were allocated towards the Pakistan scholarships which supported disabled girls, children from disadvantaged and minority backgrounds. Together with the National Catholic Education Commission Pakistan, 550 girls from minorities, including religious minorities, were supported with an overall spend of £48,000. These</p>	<p>The overall budget commitments set out for the International Development Fund remain the same as for 2022-23 at £11.5 million, and the impacts of maintaining these commitments are already described in this template.</p>	<p>https://www.ohchr.org/EN/Issues/FreedomReligion/Pages/Annual.aspx</p> <p>Leveraging Targeted Sanctions in Defence of Religious Freedom Freedom House</p>

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Religion or Belief	likely to be left behind by development are often those who endure discrimination and exclusion on the grounds of identity, including religious or belief identity.	scholarships will be continued until 2024 as part of the wider Scotland-Pakistan Scholarships for Young Women and Girls 2019-24 programme.		
Sex	<p>Within the Scottish Creative Industries workforce, in 2019 men comprise two-thirds of the workforce, and women occupy a larger proportion of part-time positions. Despite similar levels of qualifications between men and women in the sector, men occupy a greater proportion of senior and professional positions within the sector and a greater proportion of self-employed positions.</p> <p>In terms of participation, in 2020, more women than men reported having participated in a cultural activity in the last 12 months. 88% of women had participated in a cultural activity in the last 12 months compared with 78% of men, though this varied by activity.</p> <p>Men are more than twice as likely to cycle regularly as women⁷. Men were more likely than women to meet physical activity guidelines in 2020 (51% and 42%, respectively)⁸</p>	<p>The Culture Strategy for Scotland includes actions and aims to strengthen diversity in the sector and is now supporting the cultural workforce through several recent initiatives including the Culture Collective programme⁹.</p> <p>For example, Feis Rois are working with women and children affected by domestic violence. The group have had positive verbal and written feedback from participants so far, including describing the project as a 'lifeline' and a safe space with no judgement. The Highland Culture Collective group have also worked with women, children and young people affected by domestic abuse, and have published work reflecting on their working methodology and the importance of considering the intersection of protected characteristics.</p> <p>It will continue work to help make the culture and heritage sector part of Scotland as a Fair Work Nation by 2025, looking at the potential impact of Fair Work criteria being part of relevant grant schemes. Working in partnership with stakeholders, the aim is to help</p>	<p>The overall budget commitments set out for Culture Collective remain broadly similar as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p> <p>The UCI Cycling championships have an increased budget as 2023 is the delivery year. The impacts of providing this funding is already described in this template.</p>	<p>Arts and Creative Industries - What we already know - One Scotland</p> <p>Creative Industries and Arts - Scottish Government - One Scotland</p> <p>Scottish household survey 2019: culture and heritage - report - gov.scot (www.gov.scot)</p> <p>Scottish Household Survey 2020 - telephone survey: culture and heritage report - gov.scot (www.gov.scot)</p>

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Sex		<p>increase diversity in the sector, ensuring that skills development and board membership have diversity at their core, including helping recruitment diversity by introducing appropriate remuneration for board members of national culture and heritage public bodies.</p> <p>All the major cultural organisations that we provide core funding for have a duty to eliminate discrimination and advance equality of opportunity. National Collections, Historic Environment Scotland and Creative Scotland all report on the gender pay gap.</p> <p>The First Minister's National Council for Women and Girls published a spotlight piece in 2021 exploring the existing activity undertaken by Scottish Government on gender equality within the creative industries and arts. This paper provides an overview of Scottish Government's vision and priorities for the creative industries in Scotland, work already underway to create a fairer landscape for women and girls, and discusses where there might be opportunity to do more. The Scottish Government has a Programme for Government commitment to review our Creative Industries Policy Statement and equality and diversity considerations will be a key part of the discussions feeding into this.</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex		The Scottish Government is a principal funder of the 2023 Union Cycliste Internationale Cycling World Championships. The Championships provides an opportunity to inspire a new generation of cyclists. One of the priority areas for the championships in terms of Equality Diversity and Inclusion is women and girls, consistent with the wider Scottish Government priority to increase participation of women and girls in sport.		
	<p>Gender-based violence and discrimination is widespread globally. The UN estimate that 26% of ever-partnered women have experienced physical and/or sexual violence by an intimate partner within their lifetime.</p> <p>Only 57% of women married or in a union freely make their own decisions about sexual relations, contraceptive use and health care.</p>	<p>We will support a new £500,000 International Development Women and Girls Empowerment Fund, funding local organisations in partner countries to ensure women and girls are safe, equal and respected.</p> <p>Ahead of this new Fund, we have already extended additional funding to our collaboration with Comic Relief on our joint Levelling the Field II Programme to fund additional projects. The focus of the funding in Levelling the Field II (2021-24) is using Sport for Change approaches to fund CSOs direct in-country to: ensure women and girls are safe, equal and respected; and promote women and girls' decision-making power and inclusion. The programme has been highly successful attracting large numbers of high quality applications by locally led organisations in our partner countries for new funding since April 2021.</p>	The overall budget commitments set out for the International Development Fund remain the same as for 2022-23 at £11.5 million, and the impacts of maintaining these commitments are already described in this template.	Gender equality and women's empowerment - United Nations Sustainable Development – SDG Indicators (un.org)

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex		<p>In Rwanda we are supporting victims of sexual and gender based violence through an Oxfam Rwanda led project on Claiming Sexual and Reproductive Health Rights in Rwanda.</p> <p>In Zambia we are continuing to provide MBA scholarships through Heriot Watt University to help women get into business. Future graduates of this programme will use the skills and knowledge gained to create employment and support local communities in Zambia. In Malawi we also provide secondary and tertiary education scholarships for girls - the Colin and Alison Cameron Scholarships for Girls - through the Mamie Martin Fund.</p> <p>The Scottish government will continue to support the women peace and security agenda through investment in fellowships for women in conflict to empower them with the skills to build peace. We have created new fellowships to also focus on the nexus between conflict and climate.</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sexual Orientation	A quarter of respondents to Creative Scotland's Arts and Diversity survey identifying as LGBT stated their sexual orientation was a barrier to career progression in the Scottish arts sector in 2016.	<p>Scotland's Census asked for the first time, a voluntary question on sexual orientation for those aged over 16. This will build the evidence on the characteristics and outcomes for this group, addressing the current recognised gaps in evidence from existing data sources. This will help provide valuable evidence to support equality monitoring, policy development and service provision at a local and national level across Scotland.</p> <p>All the major cultural organisations that we provide core funding for have a duty to eliminate discrimination and advance equality of opportunity, this includes £32.7 million of core funding provided to Creative Scotland who provide funding to the Scottish Arts sector.</p>	The overall budget commitments for the Census has reduced as the collection phase has completed, however £3.1 million is provided for ongoing costs in 2023-24 and the impacts of providing this budget is already described in this template.	<p>Arts-and-Diversity-Survey-Summary.pdf (creativescotland.com)</p> <p>National LGBT Survey: Summary report (publishing.service.gov.uk)</p>
	69 countries have discriminatory laws that criminalise private, consensual same sex relationships. This exposes millions of individuals to the risk of discrimination, arbitrary arrest, prosecution and in five countries even the death penalty. And even though under international human rights law, all people have the right to be protected from violence and discrimination, bisexual people especially are discriminated against on the	Following our investment in a successful Police Scotland Programme partnered with the Malawian and Zambian Police Forces focused on Gender Based Violence and Child Protection, a programme has been developed to support leadership to tackle local issues and give support to a wider range of marginalised groups such as women, children, disabled people, LGBTI and albino people in Malawi and Zambia under our 'Rights and Equality for Marginalised Groups' Programme this ongoing partnership between Police Scotland and the national Police Forces	The overall budget commitments set out for the International Development Fund remain the same as for 2022-23 at £11.5 million, and the impacts of maintaining these commitments are already described in this template.	<p>UNFE FactSheet Bisexual EN.pdf (ohchr.org)</p> <p>Map of Countries that Criminalise LGBT People Human Dignity Trust</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sexual Orientation	basis of their sexual orientation. Abuse includes violence and stigma including in health, education, employment and access to social services.	in Malawi and Zambia continues. Through this partnership with African police forces, Police Scotland are also learning and improving policing for the communities of Scotland.		
<p>Summary of Impact of Budget Reductions or Savings on Tackling Inequality</p> <p>The 2023-24 Constitution, External Affairs and Culture budget is focused on maintaining and protecting spend that tackles inequality. For External Affairs the budget has no reductions in these areas, protecting the International Development Fund at £11.5 million and the Humanitarian Emergency Fund at £1 million.</p>				

- 1 To note in 2020 due to the pandemic all interviews were undertaken remotely. This means that it is not possible to determine the extent to which any differences between 2020 and previous years represent genuine changes in people's views and experiences, as opposed to being due to changes in how the survey was carried out [Scottish Household Survey 2020: methodology and impact of change in mode - gov.scot \(www.gov.scot\)](#)
- 2 [Big Noise - Sistema Scotland: Glasgow Centre for Population Health - 2022 \(makeabignoise.org.uk\)](#)
- 3 This is not a representative sample of the Scottish population. The panel is made up of people who are already highly engaged in cultural activities.
- 4 'White: Other' includes Irish, Gypsy/Traveller, Polish and other white ethnic groups and 'Minority ethnic groups' includes mixed or multiple, Asian, African, Caribbean or Black, Arab or any other ethnic groups
- 5 [Culture Collective Fund - Coronavirus \(COVID-19\) business support: equality impact assessments - gov.scot \(www.gov.scot\)](#)
- 6 Empire, Slavery & Scotland's Museums: Steering Group Recommendations June 2022 ([museumsgalleriesscotland.org.uk](#))
- 7 [Cycling UK's Cycling Statistics | Cycling UK](#)
- 8 [Chapter 5: Physical Activity - Scottish Health Survey - telephone survey - August/September 2020: main report - gov.scot \(www.gov.scot\)](#)
- 9 [Culture Collective Fund - Coronavirus \(COVID-19\) business support: equality impact assessments - gov.scot \(www.gov.scot\)](#)

Deputy First Minister and Covid Recovery Portfolio

Purpose of Portfolio Budget

The portfolio co-ordinates policy on constitution, Cabinet business, elections, freedom of information, inter-governmental relations and the government's legislative programme. It also supports the delivery of the Covid Recovery Strategy and the costs of the independent Scottish public inquiry into the handling of COVID-19. It co-ordinates work to build Scotland's resilience against hazards and threats and provides analysis underpinning the strategic response to COVID-19, the invasion of Ukraine and the cost of living crisis. It also includes a Strategy function which supports effective policymaking across the organisation.

The portfolio also has responsibility for open government policy and applying public service reform learning to support transformational change across public services with the intention of achieving national outcomes with a particular emphasis on tackling inequality.

Summary of Spend on Equality of Outcomes



The portfolio co-ordinates and provides grant resource to partners to build capacity to support delivery of the Covid Recovery Strategy, which commits us to a strong equality led approach. The terms of reference for the independent Scottish public inquiry into the handling of COVID-19 require it to demonstrate how a human rights based approach has contributed to its findings in facts and recommendations.

A further key area of spend is on improving equality of participation in elections, working with partners in the electoral community to increase voter registration and active participation in elections by underrepresented groups, including young people and non UK citizens. This spend will also be used to undertake field trials of tactile ballot papers designed to enable people with sight loss to vote independently and in secret.

The Central Analysis Division will contribute evidence and data informing policy and delivery across the work of the portfolio in 2023-24, including for wellbeing and resilience, cost of living and Ukrainian displaced persons, all with a strong equality focus.

Portfolio Contributions to National Outcomes

Primary

-  Human Rights
-  Communities

Secondary

-  Economy
-  Poverty
-  Environment
-  Health
-  Children and Young People

Most Relevant to these Human Rights

- Right to free elections
- Right to freedom of thought, conscience and religion
- Right to freedom of expression
- Right to an adequate standard of living, including housing, food, protection against poverty and social exclusion
- Right to non-discrimination in the exercise of all of these rights

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Evidence suggests that the direct and immediate economic effects of the pandemic fell disproportionately on those on low pay with little savings as a buffer. There were greater negative impacts on incomes and employment for low earners and those in unstable employment. Low income households experienced more negative impacts on their financial security and were more likely to have seen their debts increase than higher income households.¹ Conversely, household budgets were often strengthened during lockdown for those with higher incomes: 50% of UK adults in the top income quintile saw falling outgoings compared to 30% in the bottom quintile.²</p> <p>People living in Scotland's most deprived areas were significantly less likely to trust the data that was made available to them during the pandemic about the spread of coronavirus 'a great deal/quite a lot', 49%, than those living in the other Scottish Index of Multiple Deprivation quintiles, 66-74%.³</p>	<p>This portfolio contributes to strategic oversight and coordination of the Scottish Government's Covid Recovery Strategy. This strategy commits us to a strong equality led approach to everything we do to reduce poverty and inequality in Scotland. The strategy was informed in part by a series of open dialogue events with the Deputy First Minister and stakeholders during the summer of 2021. These events provided further insight from a range of organisations working directly with people adversely impacted by the pandemic as well as from local authorities, business organisations and third sector organisations.</p> <p>Increasing financial security for low income households is one of the three key outcomes for the Covid Recovery Strategy, which sets out the actions that will be taken to make progress towards this outcome. These actions advance several recommendations from the Social Renewal Advisory Board as well as those from the National Advisory Council on Women and Girls and the Citizens' Assembly of Scotland.</p> <p>Each action will be taken forward by the relevant portfolio, while spend in this portfolio will focus on supporting and coordinating delivery and leadership between the Scottish Government, Convention of Scottish Local Authorities, the Improvement Service and other partners to ensure the Covid Recovery Strategy delivers increased financial security.</p>	<p>The overall budget commitments set out for strategic oversight and coordination of the Scottish Government's Covid Recovery Strategy are similar to those for 2022-23 and the impacts of maintaining these commitments are already described in this template.</p>	<p>Coronavirus (COVID-19): impact on equality (research)</p> <p>Scotland's Wellbeing: The Impact of COVID-19 - Chapter 4: Communities, Poverty, Human Rights National Performance Framework</p> <p>Covid Recovery Strategy: for a fairer future</p> <p>Covid recovery strategy - for a fairer future: fairer Scotland duty assessment - summary</p> <p>COVID-19 in Scotland (data.gov.scot)</p> <p>Scottish social attitudes survey 2021/22: Attitudes to Scotland's handling of the pandemic</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>People living in Scotland's more deprived areas have been less likely to agree with the statement 'I can influence decisions affecting my local area' than those in less deprived areas.⁴</p> <p>Those on lower incomes have also been less likely to say that the Scottish Government is good at listening to people's views before taking decisions and less likely to trust the Scottish Government to make fair decisions than those on higher incomes.⁵</p> <p>While these patterns were not evident in the most recent Scottish Household Survey⁶ and Scottish Social Attitudes survey,⁷ information on the ongoing commitment to ensuring all groups in society have the opportunity to engage meaningfully in decision-making is set out here.</p>	<p>The 2021-25 Open Government Action Plan includes commitments on Fiscal Transparency, Health and Social Care, Climate Change, Data and Digital, and Participation. This Action Plan was developed in collaboration with civil society partners and members of the public, and its delivery will be shared with and accountable to civil society.</p> <p>A key Open Government participation commitment is the delivery of the Institutionalising Participatory and Deliberative Democracy working group report, published in Spring 2022. This embeds a range of participatory and democratic innovations and includes a focus on equalities and inclusion and the establishment of sustainable and accessible infrastructure to enable people in Scotland, including those who currently feel furthest from government, to meaningfully engage in important decisions.</p>	<p>The overall budget commitments set out for public service reform and community empowerment, including work on open government remain similar to 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Scottish household survey 2019: annual report - gov.scot (www.gov.scot)</p> <p>Scottish Social Attitudes 2019: attitudes to government and political engagement - gov.scot (www.gov.scot)</p> <p>Scotland's Open Government action plan: 2021 to 2025 - gov.scot (www.gov.scot)</p> <p>Institutionalising Participatory and Deliberative Democracy Working Group: report - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	<p>The gap between the political engagement of younger and older people in Scotland has narrowed over the last 15 years, according to Scottish Social Attitudes survey data. The proportion of those in the youngest age group who thought it very or fairly important to vote in Scottish Parliament elections increased by 28 percentage points from 64% in 2004 to 92% in 2019. This is compared with an increase of 8 percentage points from 86% to 94% for the oldest age group in the same period.⁸ The most recent data from the Scottish Social Attitudes Survey (2021-22), shows 97% of 16-34 year olds, and 98% of those aged 65 and over thought it was (very or fairly) important to vote in Scottish Parliament elections, albeit older people are more likely to say that it is very important, 94%, than younger people, 81%.⁹</p> <p>Electoral Commission survey data from the 2021 Scottish Parliament elections suggests the gap is not yet closed, however, with younger people less likely to be registered to vote and to say that they have voted.¹⁰</p>	<p>The Scottish Government works closely with the Electoral Commission, the Electoral Management Board for Scotland and other key stakeholders to encourage and support all eligible citizens to register to vote and to help remove barriers and improve the accessibility of voting. Young people are eligible to register as 'attainers' from the age of 14.</p> <p>Our Shared Policy Programme with the Scottish Green Party¹¹ includes a commitment to work to increase voter registration and active participation in elections by underrepresented groups including young people. We will continue to take an evidence-based approach to this work including continuing to explore attitudes to voting and civic participation in the Scottish Government funded Growing Up in Scotland longitudinal survey during 2023.</p>	<p>The overall budget commitments set out for elections are substantially lower than for 2022-23 as it is not an election year. This does not affect the equality issue set out here, as the work with stakeholders that is described continues throughout the electoral cycle.</p>	<p>Scottish Social Attitudes 2019: attitudes to government and political engagement</p> <p>Scottish Social Attitudes survey 2021/22: attitudes data - gov.scot (www.gov.scot)</p> <p>Report on the Scottish Parliament election on 6 May 2021 Electoral Commission</p> <p>Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	<p>Children and young people, as well as their parents, reported a decline in their mental wellbeing over the course of the pandemic.¹² The pandemic also had an impact on physical activity levels and on increased purchases of food higher in fat, salt and sugar, which are likely to have exacerbated health inequalities, including among children and young people.¹³</p> <p>Research also highlighted that young people who had recently left education and who had recently entered (or were about to enter) the labour market were more susceptible to long-term unemployment and pay scarring as a result of the pandemic.¹⁴</p>	<p>As stated above, this portfolio contributes to strategic oversight and activity across the Scottish Government, as set out in our published Covid Recovery Strategy.</p> <p>Enhancing the wellbeing of children and young people is one of the three key outcomes for the Covid Recovery Strategy, which sets out the actions that will be taken to make progress towards this outcome. Each action will be taken forward by the relevant portfolio, while spend in this portfolio will focus on supporting and coordinating delivery and leadership between the Scottish Government, Convention of Scottish Local Authorities and other partners to ensure the Covid Recovery Strategy delivers for children and young people in Scotland.</p>	<p>The overall budget commitments set out for strategic oversight and coordination of the Scottish Government's Covid Recovery Strategy are similar to those for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>COVID Recovery Strategy: for a fairer future</p> <p>Coronavirus (COVID-19) - experiences of vulnerable children, young people, and parents: research - gov.scot (www.gov.scot)</p> <p>Scottish social attitudes survey 2021/22: Attitudes to Scotland's handling of the pandemic - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Age	Those aged 65 and over were most likely to think that the Scottish Government had been 'very good' at listening to their views about how to best handle the coronavirus pandemic, 21%, with those aged 35-54 being least likely, 9%. There was some variation by age evident in whether people felt the Scottish Government had their interests at heart during the pandemic. Almost half, 48%, of those aged 55-64 and 42% of people aged 65 and over felt that the government had their interests at heart 'a great deal' compared with 23% of 16-34 year olds. ¹⁵			

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>All voters have a right to vote independently and in secret. Research by the Royal National Institute of Blind People indicates, however, that large proportions of blind and of partially sighted voters who voted in the May 2021 elections across the UK said they could not vote independently and in secret under the current voting system.¹⁶</p> <p>The Electoral Commission's public opinion survey to inform their report on the Scottish Parliament election on 6 May 2021 found that 93% of disabled respondents said they were satisfied with the process of voting in the 6 May election, while 96% of non-disabled respondents said this. Disabled respondents were 10 percentage points less likely than non-disabled respondents to say that they were 'very satisfied' with the process.¹⁷</p>	<p>In 2023-24 spend on the local government elections line in this portfolio will be used to continue field trials of tactile ballot papers designed to enable people with sight loss to vote independently and in secret. We know from research and our own stakeholder engagement that people with sight loss often face some of the biggest barriers to voting so we are working with the Royal National Institute of Blind People Scotland and others to trial solutions. Also, accessibility of elections will form a central part of the electoral reform consultation to be launched before the end of 2022 with a view to informing improvements and associated spending commitments for future elections.</p> <p>We will continue to invest in our Access to Elected Office Fund, administered by Inclusion Scotland, which provides financial support for disabled people seeking selection as candidates to pay for the additional costs that disabled people can face when running for elected office.</p>	<p>The overall budget commitments set out for elections are substantially lower than for 2022-23 as it is not an election year. This does not affect the equality issue set out here as the budget for 2023-24 includes spend on field trials of tactile ballot papers.</p> <p>The Access to Elected Office Fund in Scotland will remain open for applicants running for selection and as candidates for Scottish Parliament and local council by-elections.</p>	<p>Turned Out 2021 (rnib.org.uk)</p> <p>Report on the Scottish Parliament election on 6 May 2021 Electoral Commission</p> <p>Local Government Candidates Survey 2022 (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Disability	Data from the Scottish Local Government Candidate Diversity Survey 2022 found that the proportion of candidates both standing for election and being successfully elected with a disability was lower than to be expected as compared to the prevalence of disabilities amongst the overall Scottish population. This suggests that barriers may exist to standing for election amongst individuals with a disability. ¹⁸			

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>Data suggests that disabled people have experienced higher death rates from COVID-19 compared to non-disabled people. Delays in, or avoidance of, accessing healthcare during the pandemic is also likely to have long term impacts for many disabled people who are more likely to be in poor health. Higher proportions of disabled than non-disabled people have said that their access to healthcare and treatment for non-coronavirus-related issues has been affected by COVID-19, and that they have had new or worsening health problems.¹⁹</p> <p>During the pandemic, research suggests that disabled people reported higher levels of anxiety and loneliness. They were more likely to need help with mental health, were managing less well financially and were more likely to report feeling cut off from friends and family.</p>	<p>The portfolio supports the costs of the independent Scottish public inquiry into the handling of COVID-19. The inquiry was established by Scottish Ministers but is conducted independently of government. Its terms of reference require it to demonstrate how a human rights based approach has contributed to its findings in facts and recommendations.</p>	<p>Not applicable (independent public inquiry)</p>	<p>Coronavirus (COVID-19): impact on equality (research) - gov.scot (www.gov.scot)</p> <p>Equality analysis (data.gov.scot)</p> <p>COVID-19 Inquiry - gov.scot (www.gov.scot)</p> <p>Coronavirus (COVID-19) impact on wellbeing: wave 3 - survey summary - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Gender Reassignment	<p>Trans people are likely to have experienced a number of specific health and social impacts resulting from the COVID-19 pandemic, including:</p> <ul style="list-style-type: none"> • lack of access to gender-affirming health care potentially deemed non-essential; • hormone prescriptions, some of which require administration by a practice nurse, may not have been readily available; • abuse from unsupportive families or partners who some trans people may have been required to spend time with due to the 'lockdown'; and • increased levels of mental health problems including depression, anxiety and self-harm, which are already more prevalent amongst the trans community.²⁰ 	<p>This portfolio budget funds the Scottish Government Central Analysis Division which undertakes a range of analysis including on COVID 19 recovery, wellbeing, resilience, cost of living and Ukrainian displaced persons using a variety of methods including primary research to capture lived experience.</p> <p>This analysis considers changes in wellbeing measures at a national level through several national surveys and also seeks to proactively capture information from places and subgroups of the population through qualitative research, dialogue-based research and open consultation-based research.</p>	<p>The overall budget commitment set out for the Central Analysis Division remains similar to 2022-23 and the impacts of maintaining this commitment are already described in this template.</p>	<p>Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)</p> <p>COVID-19 in Scotland - data and evidence on what we refer to as the Four Harms of COVID-19 (data.gov.scot)</p> <p>Coronavirus (COVID-19): strategic approach - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Pregnancy and Maternity	Redistribution of key medical staff and suspension of treatments for non-COVID-19 related health issues particularly impacts on those who are pregnant. For procedures that require in-person medical attention, the strain on resources may lead to impaired health outcomes. ²¹	As stated above, this portfolio budget funds the Scottish Government Central Analysis Division which considers the societal impacts of the pandemic including looking at different groups where there is variation.	As above	Equality analysis (data.gov.scot) Coronavirus (COVID-19): strategic approach - gov.scot (www.gov.scot) Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Race	<p>The protected characteristic of race includes nationality. The Scottish Elections (Franchise and Representation) Act 2020 extended the right to vote at Scottish Parliament and local government elections to all foreign nationals who are legally resident in Scotland. The proportion of minority ethnic people and foreign nationals who may have difficulty understanding election communications or completing English language forms is not known. Data on English language skills is available from the 2011 Census, which was over 10 years old by the time of the 2022 local government elections. That data showed that, in 2011: 2% of adults aged 16 and over in Scotland could understand but not speak, read or write English; 1% could speak but not read or write English; and 1% could speak and read but not write English.</p>	<p>The Scottish Government works closely with the Electoral Commission, the Electoral Management Board for Scotland and other key stakeholders to encourage and support all eligible citizens to register to vote and to help remove barriers and improve the accessibility of voting. The Electoral Commission, in turn, works with the Convention of Scottish Local Authorities and a range of equality partners. This includes work with the Scottish Refugee Council on planning for proactive or on demand translation of election information materials.</p> <p>Our Shared Policy Programme with the Scottish Green Party²² includes a commitment to work to increase voter registration and active participation in elections by under-represented groups, including non-UK citizens.</p>	<p>The overall budget commitments set out for elections are substantially lower than for 2022-23 as it is not an election year. This does not affect the equality issue set out here as the budget for 2023-24 includes spend on any Scottish Parliament by-elections and the work with stakeholders that is described continues throughout the electoral cycle.</p>	<p>Scottish General Election (Coronavirus) Bill: equality impact assessment</p> <p>Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Race	<p>People from a South Asian ethnic background have experienced disproportionately high numbers of COVID-19 deaths and are more likely to live in a multigenerational household, for example with older relatives, increasing the risk of infection.</p> <p>People from a minority ethnic background are more likely to work as a 'key worker' in a role that carries greater infection risk. They are also more likely to: earn less than the Living Wage, to live in relative poverty and to be on an insecure contract and more susceptible to reductions in hours or pay or to redundancy.²³</p>	As stated above, this portfolio budget funds the Scottish Government Central Analysis Division, which considers the societal impacts of the pandemic, including looking at different groups where there is variation.	The overall budget commitment set out for the Central Analysis Division remains similar to 2022-23 and the impacts of maintaining this commitment are already described in this template.	<p>Equality analysis (data.gov.scot)</p> <p>Coronavirus (COVID-19): strategic approach - gov.scot (www.gov.scot)</p> <p>Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Religion or Belief	<p>The 2020 COVID-19 Health and Social Impact Assessment noted that closure of places of worship during the pandemic had been disruptive to religious communities and that this may have had an impact on wellbeing for religious or faith groups. Many religious groups had also been unable to properly celebrate major festivals.²⁴</p> <p>Qualitative research has shown examples of lost capacity and wellbeing during the COVID pandemic including disruption to worship, external community support, buildings and social connections of members.²⁵</p>	<p>As stated above, this portfolio budget funds the Scottish Government Central Analysis Division which considers the societal impacts of the pandemic, including looking at different groups where there is variation.</p>	<p>The overall budget commitment set out for the Central Analysis Division remains similar to 2022-23 and the impacts of maintaining this commitment are already described in this template.</p>	<p>Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)</p> <p>The impact of COVID-19: conversations with faith communities - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex	<p>The proportion of female Members of the Scottish Parliament did not exceed 40% until 2021 when 45% of Members of the Scottish Parliament elected were women. Around a third of Scotland's elected representatives at the UK Parliament are women, and a third of candidates for election to local government in 2022 were women.</p> <p>Data from the Scottish Local Government Candidate Diversity Survey 2022 suggests that males were overrepresented amongst respondents overall amounting to 59% of those who responded to the survey. Similarly, amongst those successfully elected, males amounted to 57% of respondents.²⁶</p>	<p>We will continue to work with the Convention of Scottish Local Authorities cross party Barriers to Elected Office Special Interest Group and with the First Minister's National Advisory Council on Women and Girls to promote women's representation.</p> <p>The portfolio budget supported a new data collection on the diversity of candidates at the May 2022 local government elections. The data collection facilitated intersectional analysis of the potential combined effects of gender and other characteristics in terms of likelihood of standing for election, and we will continue to work with partners on what we have learned from its findings.</p>	<p>The overall budget commitments set out for elections are substantially lower than for 2022-23 as it is not an election year. This does not affect the equality issue set out here as the work with stakeholders that is described continues throughout the electoral cycle.</p>	<p>Diversity of candidates and elected officials in Great Britain Equality and Human Rights Commission (equalityhumanrights.com)</p> <p>Local Government Candidates Survey 2022 - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex	Women were relatively more exposed to the negative economic impacts of the crisis because they were over-represented in shutdown sectors, because they earn less than men and because they were more likely to bear the burden of additional caring responsibilities during the pandemic which can limit their employment options. ²⁷	<p>As stated above, this portfolio contributes to strategic oversight and activity across the Scottish Government, as set out in our published Covid Recovery Strategy.</p> <p>The strategy sets out a number of areas of disproportionate impact on women during the pandemic. Good, green jobs and fair work is one of the three key outcomes for the Strategy which sets out the actions that will be taken towards achieving this outcome including implementing recommendations from the National Advisory Council on Women and Girls. Each action will be taken forward by the relevant portfolio, while spend in this portfolio will focus on supporting and coordinating delivery and leadership between the Scottish Government, Convention of Scottish Local Authorities and other partners to ensure the Covid Recovery Strategy delivers its ambitions.</p>	The overall budget commitments set out for strategic oversight and coordination of the Scottish Government's Covid Recovery Strategy are similar to those for 2022-23 and the impacts of maintaining these commitments are already described in this template.	<p>Scotland's Wellbeing: The Impact of COVID-19 - Chapter 7: Unequal Impacts across the National Outcomes National Performance Framework</p> <p>COVID Recovery Strategy: for a fairer future</p> <p>Scottish social attitudes survey 2021/22: Attitudes to Scotland's handling of the pandemic - gov. scot (www.gov.scot)</p> <p>The Cost of Living Crisis in Scotland: analytical report - gov. scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Sex	<p>While all households in Scotland will be affected by increases in the cost of living it is those with lower incomes who will be most affected. Within low income households there are several groups of people who are likely to incur additional costs and/or receive real terms reduced income because of their particular protected characteristics and/or circumstances. Women are likely to experience indirect effects of cost pressures that are not always apparent in routine data. This can, for example, be due to formal or informal caring responsibilities and loss of income or career progression due to these caring responsibilities and divisions of domestic labour. They are more likely to live in lone parent households, households with an unpaid carer and larger households.</p>			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Sex	Research into public attitudes towards Scotland's Handling of the Pandemic found that the proportion of those who felt that the Scottish Government understood the impact of restrictions on the lives of people like themselves was associated with gender. 70% of women said that the government understood the impact of restrictions 'very/fairly' well compared with 59% of men. ²⁸			
Sexual Orientation	Members of the LGBT+ community are more likely to have poorer mental health ²⁹ and some experienced additional challenges during the pandemic due to issues including lockdown experiences with families that did not support their sexuality, a lack of access to LGBT+ specific spaces and a reduction in people's ability to socialise with other LGBT+ people for support, understanding and friendship. ³⁰	As stated above, this budget funds the Scottish Government Central Analysis Division, which considers the societal impacts of the pandemic, including looking at different groups where there is variation.	The overall budget commitment set out for the Central Analysis Division remains similar to 2022-23, and the impacts of maintaining this commitment are already described in this template.	Equality analysis (data.gov.scot) Coronavirus (COVID-19): strategic approach - gov.scot (www.gov.scot) Coronavirus (COVID-19): health and social impact assessment - gov.scot (www.gov.scot)

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Evidence suggests that women and those on low pay with little savings as a buffer were relatively more exposed to the negative economic impacts of the crisis. Children and young people, as well as their parents, reported a decline in their mental wellbeing over the course of the pandemic. Higher proportions of disabled than non-disabled people have said that their access to healthcare and treatment for non-coronavirus related issues was affected by COVID-19. This portfolio contributes to strategic oversight and coordination of the Scottish Government's Covid Recovery Strategy which commits us to a strong equality-led approach to everything we do, including the provision of grant resource to partners to build capacity to support delivery of the strategy. The strategy was informed in part by a series of open dialogue events with the Deputy First Minister and stakeholders during the summer of 2021. The terms of reference for the independent Scottish public inquiry into the handling of COVID-19 require it to demonstrate how a human rights based approach has contributed to its findings in facts and recommendations.

While the gap between the political engagement of younger and older people in Scotland has narrowed over the last 15 years, data suggests young people continue to be less likely to be registered to vote and to say that they have voted. Research indicated that large proportions of blind and partially sighted voters who voted in the May 2021 elections across the UK said they could not vote independently and in secret under the current voting system. Furthermore, data suggested the proportion of candidates with a disability both standing for election and being successfully elected to local government in 2022 was lower than to be expected as compared to the prevalence of disabled people amongst the overall Scottish population. A key area of spend in this portfolio is on improving equality of participation in elections, working with partners in the electoral community to increase voter registration and active participation in elections by underrepresented groups including young people and non UK citizens. This spend will also be used to undertake field trials of tactile ballot papers designed to enable people with sight loss to vote independently and in secret.

The Central Analysis Division will contribute evidence and data informing policy and delivery across the work of the portfolio in 2023-24 including for wellbeing and resilience, cost of living and Ukrainian displaced persons, all with a strong equality focus.

- 1 [Covid recovery strategy - for a fairer future: fairer Scotland duty assessment - summary - gov.scot \(www.gov.scot\)](#)
- 2 [Scotland's Wellbeing: The Impact of COVID-19 - Chapter 4: Communities, Poverty, Human Rights | National Performance Framework](#)
- 3 [Scottish social attitudes survey 2021/22: Attitudes to Scotland's handling of the pandemic - gov.scot \(www.gov.scot\)](#)
- 4 [Scottish household survey 2019: annual report - gov.scot \(www.gov.scot\)](#)
- 5 [Scottish Social Attitudes 2019: attitudes to government and political engagement - gov.scot \(www.gov.scot\)](#)
- 6 [Scottish Household Survey 2020 - telephone survey: key findings - gov.scot \(www.gov.scot\)](#)
- 7 [Scottish Social Attitudes survey 2021/22: attitudes data - gov.scot \(www.gov.scot\)](#)
- 8 [Scottish Social Attitudes 2019: attitudes to government and political engagement - gov.scot \(www.gov.scot\)](#)
- 9 [Scottish Social Attitudes survey 2021/22: attitudes data - gov.scot \(www.gov.scot\)](#)
- 10 [Report on the Scottish Parliament election on 6 May 2021 | Electoral Commission](#)
- 11 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 12 [Coronavirus \(COVID-19\) - experiences of vulnerable children, young people, and parents: research - gov.scot \(www.gov.scot\)](#)
- 13 [COVID Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 14 [COVID Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](#)
- 15 [Scottish social attitudes survey 2021/22: Attitudes to Scotland's handling of the pandemic - gov.scot \(www.gov.scot\)](#)
- 16 [Turned Out 2021 \(rnib.org.uk\)](#)
- 17 [Report on the Scottish Parliament election on 6 May 2021 | Electoral Commission](#)

- 18 [Local Government Candidates Survey 2022 - gov.scot \(www.gov.scot\)](#)
- 19 [Coronavirus \(COVID-19\): impact on equality \(research\) - gov.scot \(www.gov.scot\)](#)
- 20 [Coronavirus \(COVID-19\): health and social impact assessment - gov.scot \(www.gov.scot\)](#)
- 21 [Equality analysis \(data.gov.scot\)](#)
- 22 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 23 [Equality analysis \(data.gov.scot\)](#)
- 24 [Coronavirus \(COVID-19\): health and social impact assessment - gov.scot \(www.gov.scot\)](#)
- 25 [The impact of COVID-19: conversations with faith communities - gov.scot \(www.gov.scot\)](#)
- 26 [Local Government Candidates Survey 2022 - gov.scot \(www.gov.scot\)](#)
- 27 [Scotland's Wellbeing: The Impact of COVID-19 - Chapter 7: Unequal Impacts across the National Outcomes | National Performance Framework](#)
- 28 [Scottish social attitudes survey 2021/22: Attitudes to Scotland's handling of the pandemic - gov.scot \(www.gov.scot\)](#)
- 29 [Equality analysis \(data.gov.scot\)](#)
- 30 [LGBT Foundation: Hidden Figures - The Impact of the Covid-19 Pandemic on LGBT Communities](#)

Education and Skills Portfolio

Purpose of Portfolio Budget










Education and Skills has a vital role in ensuring that all children and young people, whatever their background, grow up loved, safe, and respected so that they reach their full potential. Improving the life chances of our children and young people through excellence and equity in education continues to be the principal mission of the Scottish Government. The portfolio also provides for vital education, upskilling, and reskilling of the adult population to help improve economic and social outcomes for disadvantaged groups.

Summary of Spend on Equality of Outcomes

Advancing equity and reducing inequality is at the heart of investment in Education and Skills. Spend within the Education and Skills portfolio is targeted to tackle the differences in development and attainment levels for children and young people with protected characteristics or experiencing socio-economic disadvantage.

Continued funding for the expanded statutory entitlement to funded early learning and childcare will maximise the opportunity to ensure that all children in Scotland get the best possible start in life. Continued investment in the delivery of the Scottish Attainment Challenge, the expansion of free school meals and school clothing grants will ensure that the progress made in embedding the principle of equity in schools and will continue to maximise the life chances of children and young people from the most deprived backgrounds. The Higher Education Student Support budget will continue to provide bursaries, student loans and free tuition – supporting young people and adult learners to access educational opportunities and entry to future employment.

Investment in our tertiary education and skills system will provide lifelong learning opportunities linked to the future needs of the economy.

Portfolio Contributions to National Outcomes	Most Relevant to these Human Rights
<p>Primary</p> <ul style="list-style-type: none"> <li data-bbox="120 309 338 373"> Education <li data-bbox="120 389 562 453"> Children and Young People <li data-bbox="120 469 327 533"> Economy <li data-bbox="120 549 311 612"> Poverty <p>Secondary</p> <ul style="list-style-type: none"> <li data-bbox="120 724 378 788"> Communities <li data-bbox="120 804 389 868"> Human Rights <li data-bbox="120 884 517 948"> Fair Work and Business <li data-bbox="120 963 378 1027"> International <li data-bbox="120 1043 300 1107"> Culture 	<p>Most Relevant to these Human Rights</p> <ul style="list-style-type: none"> <li data-bbox="1160 236 1435 268">• Right to education <li data-bbox="1160 276 1877 308">• Right to freedom of thought, conscience and religion <li data-bbox="1160 316 2085 379">• Right to an adequate standard of living, including right to protection against poverty and social exclusion <li data-bbox="1160 387 1615 419">• Right to take part in cultural life

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Socio-economic disadvantage is a key driver of poorer child health, development and educational attainment from the early years throughout school education. A socio-economic gap in cognitive development is apparent before children attend school.¹ Data continues to show gaps in attendance rates, exclusion rates, and attainment between primary and secondary pupils in least and most deprived areas.²</p> <p>Further, the evidence suggests that the COVID-19 pandemic affected children from low income families and those in the most vulnerable situations especially severely.³ A key risk is that the poverty-related attainment gap grows as a result of COVID-19.</p>	<p>This budget includes revenue funding for local authorities to deliver the statutory entitlement to funded early learning and childcare, which increased from 600 hours to 1,140 hours in August 2021. If eligible families were to purchase the funded childcare provided by the Scottish Government themselves, it would cost them around £5,000 per eligible child per year. This will support children's development and family wellbeing, as well as supporting parents' and carers' ability to train, study and move into sustainable employment and out of poverty.</p> <p>The Government has committed £1 billion to tackling the poverty-related attainment gap and support educational recovery. Supported by that £1 billion investment, the Scottish Attainment Challenge was refreshed in 2022 to take account of the impact of the pandemic and poverty on children and young people in every local authority area in Scotland. The refreshed approach has been informed by a range of published evidence and extensive stakeholder engagement and partnership working with local government. This budget includes investment of up to £200 million in 2023-24 to support recovery and accelerate progress in tackling the poverty-related attainment gap.</p>	<p>This budget includes continued funding for early learning and childcare. This will allow continued delivery of the statutory entitlement for three and four year olds and eligible two year olds – which is targeted to low income groups and other families of two year olds who would most benefit from early learning and childcare.</p> <p>This budget contains continued investment to support recovery and accelerate progress in tackling the poverty-related attainment gap.</p>	<p>Education recovery: key actions and next steps - gov.scot⁴</p> <p>Scottish Study of Early Learning and Childcare: Three-year-olds (Phase 3) Report - gov.scot;</p> <p>Decisions influencing early learning and childcare use - gov.scot;</p> <p>Parents' use and views of ELC in Scotland, 2022⁵;</p> <p>Expansion of Early Learning and Childcare - Reinstatement of 1140 statutory duty - Fairer Scotland Duty Assessment;</p> <p>Scottish Attainment Challenge - 2022 to 2023 - 2025 to 2026: fairer Scotland duty assessment - gov.scot (www.gov.scot)</p>

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Socio-economic disadvantage		<p>This is in addition to £80 million of capital investment to support the expansion of free school meals, and continued funding support to maintain the increased level of clothing grants, as part of the approach to help low income families to overcome the additional costs of learning that other families have the resources to meet. The budget also contains funding allocations of £12 million and £8 million respectively to support the removal of fees for instrumental music tuition and to remove costs associated with taking core curriculum lessons such as art or home economics. These commitments are about removing cost as a factor for young people when they and their families and carers are making decisions about their school education, helping to ensure that no child or young person is excluded from an area of education because of their financial circumstances.</p> <p>This budget also supports our commitment to building a system of school age childcare to support children and families, particularly those on the lowest incomes. The system will offer care before and after school and in the holidays, helping families to lift themselves out of poverty by supporting parents and carers to have secure and sustainable employment.</p>	<p>The £80 million capital funding for free school meals helps to expand this provision.</p> <p>This is continued funding to help low income families to overcome additional costs of learning.</p> <p>The overall budget commitments set out for music tuition and core curriculum lesson costs remain the same as for 2022-23. This funding helps low income families to overcome the additional costs of learning that other families have the resources to meet.</p> <p>This budget includes new funding, compared to 2022-23, to support our commitment to building a system of school age childcare to support children and families, particularly those on the lowest incomes.</p>	<p>Closing the poverty-related attainment gap: progress report 2016 to 2021 - gov.scot⁶</p> <p>Impact of school building closures - equity audit - gov.scot⁷</p> <p>Poverty and Income Inequality in Scotland 2018-21 - analytical report (data.gov.scot)</p> <p>Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot (www.gov.scot)⁸</p> <p>Out of school care in Scotland - draft framework: consultation - gov.scot⁹</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage		This offer will also reduce inequalities in access to a range of activities round about the school day, particularly for those children who may benefit most.		
	<p>Young people (16-19) from more deprived backgrounds are less likely to be participating in education, employment or training than those from the least deprived backgrounds.¹⁰</p> <p>People from the most deprived communities (SIMD20) are also under-represented at universities. Young people from more deprived backgrounds face a range of financial barriers to entry and attainment, and more typically require student support and bursaries. These challenges intersect with protected characteristics and with care experience status.¹¹</p>	<p>This budget allocates £25 million to continue funding the Education Maintenance Allowance. The allowance provides a £30 per week payment to 16-19 year olds from low income households to overcome financial barriers to stay in school, college, or access employability support. Alongside this, we will work with the employer led Developing Young Workforce groups to explore how their activity can offer tailored support to young people who receive Education Maintenance Allowance.</p> <p>Scotland's colleges play a vital role in improving the lives of all children and young people in Scotland, as well as ensuring, whatever their background, they are able to reach their full potential. The college resource budget funds a variety of activity, including college teaching and funding college bursaries, and childcare and discretionary (hardship) funds. These funds enable disadvantaged learners to participate in further education and access opportunities to upskill and gain qualifications.</p>	<p>This budget continues to provide funding to support young people from disadvantaged backgrounds to participate in education and training.</p> <p>We know that there are now more students from the 20 percent most deprived communities in Scotland entering higher education that ever before. This budget continues to provide support for the Widening Access programme to ensure progress towards the next milestone.</p> <p>The Scottish Funding Council budget continues to invest in learners through colleges and universities. It also funds college bursaries and childcare and discretionary (hardship) funds that enable disadvantaged learners to participate in Further Education and access opportunities to upskill and gain qualifications.</p>	<p>Report on Widening Access 2020-21 (sfc.ac.uk)</p> <p>Maintaining the Momentum Towards Fair Access: annual report 2022 - gov.scot (www.gov.scot)</p>

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Socio-economic disadvantage		<p>The ongoing Widening Access programme was developed in response to the long-standing under-representation of people from the most deprived communities (SIMD20) at universities.</p> <p>Free tuition benefits over 120,000 undergraduates each year studying in Scotland, contributing to the delivery of fair access. The bursary and grants budget helps to support specific groups, including providing a minimum income guarantee of £8,100 per year in bursaries and loans to support students from the lowest income households. Additional support is made available for care-experienced and disabled students, and childcare support for student parents.</p> <p>The Higher Education Student Support budget provides bursaries and access to student loans and free tuition for all eligible Scottish undergraduate students studying in Scotland, in order to support young people and adult learners who could not otherwise afford them to access educational opportunities and support entry to future employment.</p>		

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Age	<p>While the pandemic has adversely affected many people across Scotland, evidence suggests that it has and will continue to have a particularly significant effect on young people's outcomes.</p> <p>For instance, employees under 25 were about two-and-a-half times more likely to work in sectors experiencing shutdowns as part of responses to the pandemic.¹² Research has reported negative impacts on self-reported mental wellbeing for older children and students.¹³ Research also highlights that young people who have recently left education and who have recently entered the labour market are more susceptible to long-term unemployment and pay scarring as a result of the pandemic.¹⁴</p>	<p>This budget continues to support children and young people in the greatest need in our society, who may have been significantly affected by the detrimental impact of COVID-19 on inequality. We are working across over 40 areas of policy, towards the priorities identified in The Promise Scotland Plan 21-24 and Change Programme ONE, and we are in the initial phases of implementing the conclusions of the Independent Care Review in their entirety by 2030.¹⁵</p> <p>A significant part of delivering on The Promise is our commitment to transforming family support services across Scotland to ensure children, young people and families get access to the support they need, when they need it and for as long as they need it. Through the Whole Family Wellbeing Funding we will enable the building of universal and holistic family support services across communities in Scotland.</p>	<p>Through Developing Young Workforce coordinators based in every secondary school we will help to ensure that every young person can access employer-led support.</p> <p>We will take forward significant and sustained investment, alongside new ways of working, and ensure that children, young people and families benefit from wide-ranging support to recover from the pandemic – helping them to flourish, and play their full part in building a wellbeing economy.</p>	
	<p>Younger mothers are more likely than older mothers to give up work after having a child and not to have returned by the time their child is aged 5.¹⁶</p>	<p>Expanded early learning and childcare will support children's development and family wellbeing, as well as supporting parents' and carers', including young mothers', ability to train, study and move into sustainable employment and out of poverty.</p> <p>It also continues financial support for care-experienced and disabled students, and childcare support for student parents.</p>	<p>The overall budget commitments set out for early learning and childcare are similar to those in 2022-23. Maintaining this commitment to early learning and childcare continues to help young families.</p>	<p>Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>Differences in attendance and attainment between disabled pupils and their peers are found for school pupils.¹⁷</p> <p>The evidence base around the impact of COVID-19 suggests that young people with additional support needs and young disabled people were among the groups of young people most negatively affected by the pandemic.¹⁸</p>	<p>To further enhance capacity to respond effectively to the individual needs of children and young people with additional support needs, including disabled children and young people, this budget continues to provide support to local authorities by investing £15 million this year. This investment will increase the number of pupil support assistants already working in Scotland's classrooms contributing to the improvement of outcomes for this group.</p> <p>Additional student financial support is made available for care-experienced and disabled students, and childcare support for student parents.</p>	<p>The overall budget commitments set out for supporting disabled students remain the same as for 2022-23. By maintaining these commitments we continue to contribute to improvement of outcomes for this group.</p>	<p>Disabled parents and schools: Barriers to parental involvement in children's education. JRF</p> <p>Residential schools and disabled children: decision-making and experiences JRF</p>
	<p>Young people (16-19) identified as disabled are less likely to be participating in education, employment or training than those not identified as disabled.¹⁹</p> <p>College courses taken by disabled students are less likely to be successfully completed than those taken by non-disabled students.²⁰ During 2021-22, the achievement rate for disabled MAs was lower than the achievement rate for MAs who were not disabled.²¹ Between 2014 and 2019, the employment rate for young disabled people was lower than the employment rate for all young people.²²</p>	<p>Alongside Higher Education Student Support and free tuition support described above, the bursary and grants budget helps to support specific groups (for example for disabled students through the Disabled Student Allowance, and through bursaries for students with care experience). The Scottish Government provides additional financial support for eligible disabled students to support access to Higher Education.</p> <p>Scottish Government recognises that disabled people and those who are care experienced can face additional challenges in their career journeys. To address this, SDS is providing enhanced</p>		<p>Financial support for students - Universities - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability		contribution rates disabled people up to the age of 29 who are undertaking a Modern Apprenticeship (MA). This enables training providers to provide enhanced and additional support to help disabled people progress and achieve their MA. Work is ongoing to promote equal access, and although apprenticeship statistics show that there still appear to be barriers, we are committed to identifying, understanding and addressing these. This will require systemic change with a major cultural shift in the career pathways that people choose, as well as the recruitment and employment practices of businesses.		
Gender Reassignment	Existing research suggests that transphobic bullying remains a problem in schools, although there is a lack of robust evidence in relation to discrimination against trans individuals in education. ^{23 24}	<p>Bullying of any kind is unacceptable and must be addressed quickly whenever it arises. Scottish Government have fully funded respectme, Scotland's anti-bullying service, since its inception. respectme provide support to all adults working with children and young people to give them the practical skills and confidence to deal with all types of bullying behaviour.</p> <p>We have also published guidance for schools on Supporting Transgender Young People. The guidance aims to support schools to further enhance support for transgender young people to ensure that they fulfil their full potential.²⁵</p>		<p>Transgender and non-binary students' experiences at UK universities: A rapid evidence assessment - Jodie Smith, Sarita Robinson, Roxanne Khan, 2022 (sagepub.com)</p> <p>Stonewall School Report 2017</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Pregnancy and Maternity	Women continue to be more likely to be primary carers for children, which can restrict the type of work and working patterns they can take up. Typically, higher-paid jobs and career progression often come with less flexibility. ²⁶ Evidence suggests that the COVID-19 pandemic exacerbated the unequal responsibility for housework and childcare. ^{27 28}	Expanded early learning and childcare presents further opportunity to enable more women to work, train or study, and help to close the gender related pay gap, while broader policies in other portfolios such as the Gender Beacon Collaborative, the What Works Centre for Gender Equality and work to promote fair and inclusive workplaces all aim to shift broader gender stereotypes around work and caring.	This budget also supports our commitment to building a system of school age childcare to support children and families, particularly those on the lowest incomes. The system will initially be designed and tested in targeted communities supporting families on lowest incomes within those communities, and particularly the six priority family types as stated in the Tackling Child Poverty Delivery Plan. For those children accessing funded provision, it will also reduce inequalities in access to a range of activities round about the school day, and in the holidays.	Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot (www.gov.scot) Out of school care in Scotland - draft framework: consultation - gov.scot

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Race	Differences in attendance and attainment between different ethnic groups are found for school pupils. ^{29 30}	<p>As above, this budget continues to invest in the Scottish Attainment Challenge, which is intended to be inclusive. Targeting resources, through the Attainment Scotland Fund, to children and young people is expected to have a positive impact on the lives of children and young people affected by poverty, including those in the equality groups.</p> <p>The poverty-related attainment gap is exacerbated by intersecting protected characteristics. For example, the COVID-19 Expert Group on Ethnicity recognised that people of minority ethnicities, including children and young people are disproportionately impacted by the pandemic, both in and out of school settings and made a number of recommendations to Scottish ministers, including on education.</p> <p>We are working with a wide range of anti-racism organisations to further strengthen resources and approaches to prevent and respond to racist incidents through the Race Equality and Anti-Racism in Education Programme Board.</p>		<p>Promoting and developing race equality and anti-racist education</p> <p>Minority Ethnic Pupils' Experiences of School in Scotland, Full Report – University of Edinburgh Research Explorer</p> <p>In what ways do children and young people in Scotland experience racism? – Promoting Race Equality and Anti-racist Education (glowscotland.org.uk)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Race	<p>The participation rate for 16-19 year olds from minority ethnic groups was higher than those identified as White.³¹ However, those from non-White ethnic groups university graduates earn less on average than those from White backgrounds five years after qualifying.³² Data also suggests lower than average uptake of Modern Apprenticeships amongst people from minority ethnic backgrounds.³³</p> <p>The evidence base around the impact of COVID-19 suggests that minority ethnic young people's wellbeing³⁴ and personal finances³⁵ have also been disproportionately negatively affected by the pandemic.</p>	<p>For Modern Apprenticeships in Scotland the Equality Action Plan was in place from 2015 until 2021 which aimed to support more people from minority ethnic backgrounds into apprenticeships. Although work is underway to promote equal access, apprenticeship statistics show that there still appear to be barriers, and we are committed to identifying, understanding and addressing these. This will require us to effect systemic change with a major cultural shift in the career pathways that people choose, as well as the recruitment and employment practices of businesses.</p> <p>Alongside Higher Education Student Support free tuition support described above, the bursary and grants budget helps to support specific groups.</p>		
Religion or Belief	No differential impacts identified at present.			Scottish Government Equality Outcomes: Religion and Belief Evidence Review - gov.scot (www.gov.scot)

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex	Differences in levels of development and attainment between boys and girls are found in the early years and continue for school pupils. ³⁶ Girls also continue to be more likely to enter positive destinations than boys.	As above, this budget includes funding to support the delivery of the expansion of funded early learning and childcare and continues to invest in the Scottish Attainment Challenge.		
	<p>Gender differences in subject choice are evident throughout school, in apprenticeships, and in further and higher education.³⁷</p> <p>These are both causes and effects of wider gender stereotypes about the skills and abilities that women and men have and can best contribute to society and the economy. These wider causes and effects contribute to gender segregated qualifications pipelines and labour markets.</p>	For Modern Apprenticeships in Scotland the Equality Action Plan was in place from 2015 until 2021 which aimed to support more gender-balanced participation in apprenticeships.	Although work is underway to promote equal access, apprenticeship statistics show that there still appear to be barriers, and we are committed to identifying, understanding and addressing these. This will require us to effect systemic change with a major cultural shift in the career pathways that people choose, as well as the recruitment and employment practices of businesses. To support the cultural shift required, the Scottish Apprenticeship Advisory Board (SAAB) created the Gender Commission to develop recommendations that offer practical solutions to help address the gender imbalance across the whole Apprenticeship family, and to advise the Scottish Government how it can better	Modern Apprenticeship Statistics, up to the end of Q2 2022/23 (skillsdevelopment.scotland.co.uk)

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex			support all businesses in this area. The Gender Commission have published their report and recommendations. We have committed to working in partnership with SDS and SAAB to realise the outcomes of the Gender Commission Report as noted in the Gender Pay Gap Action Plan.	
Sexual Orientation	Evidence suggests that LGBT pupils may be particularly likely to experience bullying at school. ³⁸ Research also found that LGBT young people experienced higher levels of online bullying and lower levels of mental wellbeing during the pandemic compared with heterosexual young people. ³⁹	Bullying of any kind is unacceptable and must be addressed quickly whenever it arises. We have fully funded respectme, Scotland's anti-bullying service, since its inception. respectme provide support to all adults working with children and young people to give them the practical skills and confidence to deal with all types of bullying behaviour.		respectme Scotland's anti-bullying service respectme Stonewall School Report 2017

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Advancing equity and reducing inequality is at the heart of investment in Education and Skills. While there are adjustments to budget lines within the Education and Skills portfolio, overall funding in this area has increased from 2022-23. In particular, we continue to prioritise protecting the Education and Skills portfolio budgets that support disadvantaged groups in our society and are taking an intersectional approach to tackling inequalities in education and skills development.

- 1 [Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot \(www.gov.scot\)](#); [Tackling Inequalities in the Early Years: Key Messages from 10 Years of the Growing Up in Scotland Study](#); [Early child development - Scotland 2019/20 - Early child development - Publications - Public Health Scotland](#)
- 2 [Summary Statistics For Schools In Scotland 2021 - gov.scot \(www.gov.scot\)](#) (previous years' data available at: [School education statistics - gov.scot \(www.gov.scot\)](#) and 2022 Summary School Statistics will be published in December 2022); [Achievement of Curriculum for Excellence \(CfE\) Levels 2020-21 - gov.scot \(www.gov.scot\)](#)
- 3 [Coronavirus \(COVID-19\): impact of school building closures - equity audit - gov.scot \(www.gov.scot\)](#); <https://cpag.org.uk/policy-and-campaigns/report/cost-learning-lockdown-family-experiences-school-closures>; <https://www.suttontrust.com/our-research/covid-19-and-social-mobility-impact-brief/>; <https://ifs.org.uk/uploads/R178-Family-time-use-and-home-learning-during-the-COVID-19-lockdown-1.pdf>; <https://ifs.org.uk/uploads/R195-Home-learning-experiences-through-the-COVID-19-pandemic.pdf>
- 4 [Coronavirus \(COVID-19\) education recovery: key actions and next steps - gov.scot \(www.gov.scot\)](#)

- 5 [Scottish Study of Early Learning and Childcare: Three-year-olds \(Phase 3\) Report - Updated 2021 - gov.scot \(www.gov.scot\)](#); [Decisions influencing early learning and childcare use: understanding social policies and social contexts - gov.scot \(www.gov.scot\)](#); [Parents' use and views of ELC in Scotland, 2022](#)
- 6 [Closing the poverty-related attainment gap: progress report 2016 to 2021 - gov.scot \(www.gov.scot\)](#)
- 7 [Coronavirus \(COVID-19\): impact of school building closures - equity audit - gov.scot \(www.gov.scot\)](#)
- 8 [Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot \(www.gov.scot\)](#)
- 9 [Out of school care in Scotland - draft framework: consultation - gov.scot \(www.gov.scot\)](#)
- 10 [Annual Participation Measure for 16-19 Year Olds in Scotland \(2022\)](#)
- 11 [Report on Widening Access 2020-21 \(sfc.ac.uk\)](#)
- 12 [Sector shutdowns during the coronavirus crisis: which workers are most exposed? - Institute For Fiscal Studies - IFS](#)
- 13 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - June 2021](#); [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020](#); [Coronavirus \(COVID-19\): impact on children, young people and families - evidence summary October 2020](#); <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/bulletins/coronavirusandlonelinessgreatbritain/latest#who-is-feeling-lonely>
- 14 <https://www.ifs.org.uk/publications/14821>; <https://www.resolutionfoundation.org/app/uploads/2020/05/Class-of-2020.pdf>
- 15 [Plan 21-24 - The Promise](#)
- 16 [Growing Up in Scotland: Patterns of Maternal Employment and Barriers to Paid Work.](#)
- 17 [Summary Statistics For Schools In Scotland 2021 - gov.scot \(www.gov.scot\)](#)
- 18 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - June 2021](#); [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020](#); [Coronavirus \(COVID-19\): impact on children, young people and families - evidence summary October 2020](#)
- 19 [Annual Participation Measure for 16-19 Year Olds in Scotland \(2022\)](#)
- 20 [College Performance Indicators 2020-21 \(sfc.ac.uk\)](#);
- 21 [Modern Apprenticeship Statistics, up to the end of Q4 2021/22 \(skillsdevelopmentscotland.co.uk\)](#);
- 22 [Disabled people in the labour market in Scotland - gov.scot \(www.gov.scot\)](#)
- 23 [National LGBT Survey: Research report](#) ; [LGBT in Britain: Trans Report](#)
- 24 [Reports – Time for Inclusive Education \(TIE\)](#)
- 25 [Introduction - Supporting transgender young people in schools: guidance for Scottish schools - gov.scot \(www.gov.scot\)](#)
- 26 [Gender Pay Gap Action Plan: Analytical Annex](#)
- 27 See for example: [Risky-business.pdf \(resolutionfoundation.org\)](#); [How are mothers and fathers balancing work and family under lockdown? - Institute For Fiscal Studies - IFS](#)
- 28 [Mothers on the lowest incomes are eight times more at risk of losing their job due to school closures in the UK - Womens Budget Group \(wbg.org.uk\)](#)
- 29 [Summary Statistics for Attainment and Initial Leaver Destinations, No. 4: 2022 Edition - gov.scot \(www.gov.scot\)](#)
- 30 [Improving Educational Outcomes for Children and Young People from Travelling Cultures](#)
- 31 [Annual Participation Measure for 16-19 Year Olds in Scotland \(2022\)](#)
- 32 [Longitudinal Education Outcomes \(LEO\) from Universities: 2019/20: Scotland - gov.scot \(www.gov.scot\)](#)
- 33 [Modern Apprenticeship Statistics, up to the end of Q4 2021/22 \(skillsdevelopmentscotland.co.uk\)](#)
- 34 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - June 2021](#)
- 35 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020](#)
- 36 [Scottish Study of Early Learning and Childcare - ELC leavers: phase 2 report](#) ; [Scottish Study of Early Learning and Childcare - three-year-olds \(phase 3\)](#); [Attainment statistics 2022 - SOA](#); [Summary Statistics for Attainment and Initial Leaver Destinations, No. 4: 2022 Edition - gov.scot \(www.gov.scot\)](#)
- 37 [Achievement of Curriculum for Excellence \(CfE\) Levels 2020-21 - gov.scot \(www.gov.scot\)](#) ; [Attainment statistics 2022 - SOA](#) ; [Foundation Apprenticeship Progress Report June 2021](#); [Modern Apprenticeship Statistics, up to the end of Q4 2021/22 \(skillsdevelopmentscotland.co.uk\)](#); [Report on Widening Access 2020-21 \(sfc.ac.uk\)](#)
- 38 [Is Scotland Fairer? ; National LGBT Survey: Research report](#); <https://www.tiecampaing.co.uk/s/TIE-ONLINE-IN-LOCKDOWN-REPORT-9s5p.pdf>
- 39 [Coronavirus \(COVID-19\): children, young people and families - evidence summary - June 2021](#); [Coronavirus \(COVID-19\): children, young people and families - evidence summary - December 2020](#); [Reports – Time for Inclusive Education \(TIE\)](#)

Finance and Economy Portfolio

Purpose of Portfolio Budget

The cost crisis is the most immediate challenge to people and businesses across Scotland and this Portfolio budget helps:

- protect businesses through the Cost of Doing Business Programme which has resulted in the commitments announced by the Deputy First Minister during the Emergency Budget Review;
- support and strengthen the labour market with a particular focus on: those most at risk of poverty, inequality and redundancy; tackling climate change with a just transition to Net Zero; and promoting fair work across the labour market in Scotland;
- invest in those sectors and industries which have been hardest hit, protecting the communities who rely on them, including the rural economy and tourism;
- supporting employers to attract talent and to continue to invest in the development of their workforce to achieve the higher level skills they need;
- support an ambitious programme of long-term green infrastructure spend and investment to support this and the benefits it will have for business, job opportunities and meeting our Net Zero ambitions
- implement Fair Work First to drive fair work practices, by asking employers accessing public funding or contracts to adopt fair work practices; and
- develop policies that address labour market inequalities, including encouraging and supporting employers to invest in a diverse workforce.

Furthermore, the Portfolio supports delivery of core Government functions around, public finances, fiscal policy, public sector pay and taxation.

Summary of Spend on Equality of Outcomes

The National Strategy for Economic Transformation sets out our vision for a wellbeing economy: a society that is thriving across economic, social and environmental dimensions and that delivers prosperity for all Scotland's people and places. Advancing equality and reducing inequality is at the heart of the portfolio's objectives.

The commitments set out in the National Strategy for Economic Transformation are intended to drive Scotland's overall economic prosperity to the benefit of all our people. However, just as every person is an individual with individual characteristics and circumstances, their experiences of economic activity and the impacts that Scotland's economy has on their lives are different. We have targeted the actions proposed in the strategy towards people with protected characteristics and people experiencing poverty. Targeting and taking a person-centred approach to considering policies and their implementation, can help address entrenched inequality and cumulative impacts on people, particularly those who experience disadvantage.

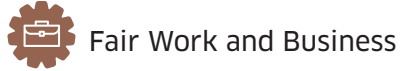
We will pursue a more equal and fairer Scotland when delivering core Scottish Government functions such as the Scottish Budget and will continue to use our powers over Income Tax in a progressive manner, raising vital revenue to help fund high quality public services for all.

Contributes to National Outcomes**Primary**

Economy



International



Fair Work and Business



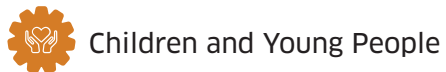
Environment

Secondary

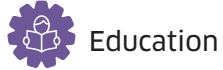
Poverty



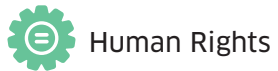
Communities



Children and Young People



Education



Human Rights

Most Relevant to these Human Rights

- Right to work (and to work in just and favourable conditions)
- Right to an adequate standard of living (protection against poverty and social exclusion)
- Rights for women, ethnic minority groups, disabled people, children
- Right to highest attainable standard of physical and mental health
- Right to freedom from forced and compulsory labour
- Right to respect for private and family life

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Individuals from socio-economically disadvantaged backgrounds are more likely to experience barriers to participation in the labour market such as lower skills or social capital, less flexible availability due to health or care responsibilities, or discrimination, which is often exacerbated during times of economic crisis.</p> <p>This also includes challenges faced by entrepreneurs from socio-economically disadvantaged backgrounds, who may face difficulty in accessing start up finance and in accessing working capital once their businesses are up and running.</p> <p>According to the World Economic Forum, the United Kingdom ranks 21st in terms of the most sociable mobile country, lagging behind other G7 economies (Germany 11th, France 12th, Canada 14th and Japan 15th), but ahead of the United States who rank 27th and Italy as 34th.</p>	<p>We will continue to gather and use relevant data relating to inequalities associated with socio-economic disadvantage, to help target activity to advance equality of opportunity.</p> <p>A substantial proportion of this portfolio's budget is spent on tackling child poverty, though our various employability commitments.</p> <p>We will continue our work to tackle child poverty through our employability commitments. For example, No One Left Behind and Fair Start Scotland. Our employability support prioritises those who face complex barriers to accessing the labour market, including those associated with a socio-economically disadvantaged background. Supporting disadvantaged parents into better employment is a key means to increase social mobility and break the intergenerational transmission of poverty.</p> <p>As well as parents, Fair Start Scotland also provides services for those who are disabled, long-term sick or economically inactive who may not be parents.</p> <p>A total of 32,505 people joined the Fair Start Scotland service. 11,522 participants, 35%, had started a job. 77% of those who sustained employment for six months went on to reach at least one year.</p>	<p>The Finance and Economy portfolio is at the heart of the Scottish Government's ambition to build a stronger, fairer, greener economy for all Scotland's people and places, and to make our economy more sustainable and resilient in the longer term.</p> <p>By protecting investment in our employability commitments in 2023-24 through No One Left Behind and Fair Start Scotland, we will continue our work to tackle child poverty and prioritise support for those who face complex barriers to accessing the labour market.</p>	<p>http://www.gov.scot/Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p> <p>Global Social Mobility Index 2020 World Economic Forum (weforum.org)</p> <p>Scottish National Investment Bank: Fairer Scotland Duty assessment - gov.scot (www.gov.scot)</p> <p>Covid recovery strategy - for a fairer future: fairer Scotland duty assessment - summary - gov.scot (www.gov.scot)</p> <p>The Cost of Living Crisis in Scotland: analytical report - gov.scot (www.gov.scot)</p> <p>Fairer Scotland Duty Summary for Young Person's Guarantee</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage		Taking into account the impact of Fair Start Scotland on the broader society and economy, including public finance savings, improved quality of life, and income redistribution, the results indicate that for every £1 spent on the service, the estimated benefit was £3.60 to society, £1.60 to public finances, and £2.60 to Fair Start Scotland participants.		<u>Tackling child poverty delivery plan 2022-2026 - annex 9: fairer Scotland duty impact assessment - gov.scot (www.gov.scot)</u> <u>Fair Start Scotland: annual report - year 3 (www.gov.scot)</u>
Age	<p>Older People</p> <p>Scotland has an ageing population. Scotland's population is increasing, and older people represent a growing share. People are also working into older ages.</p> <p>There is considerable geographical variation in the age profile of the population, with the lowest variation in the cities and a greater proportion of older people in rural and island areas. This uneven age structure can be attributed to falling birth rates, an increase in life expectancy, and migration.</p> <p>Older people are among those who have experienced disproportionate health, social and economic impacts as a result of the COVID-19 pandemic.</p>	<p>We will continue to gather and use relevant data relating to age, to help target activity to advance equality of opportunity for people of all ages in their workplaces and in the labour market overall.</p> <p>Our Workplace Equality Fund is aimed at removing labour market barriers for certain priority groups including the over 50 year old workforce, racialised minorities, disabled people and women.</p> <p>We are currently supporting 13 projects with over £750,000 worth of funding in year one of the fund. Of the 13 projects, three focus specifically on disability, four on race while other projects focus on gender and age.</p> <p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to</p>	The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.	<u>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</u> <u>Fair Work Action Plan: Becoming a leading Fair Work Nation by 2025 - gov.scot (www.gov.scot)</u>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	<p>In the year to April 2020-March 2021, the employment rate for people aged 50-64 fell by 2.6 percentage points, the largest decrease of any age group.</p> <p>Those aged over 50 years old face employment barriers in three key areas: communities, access to services and financial security. Ageism, exclusion and lack of willingness to recognise the skills and experience of the older workforce also present employment barriers for this group.</p> <p>Young People</p> <p>Following the 2008 recession, there was a substantial decrease in the employment rate for people aged 16-24 years old and the COVID-19 pandemic has also adversely impacted this age group. The employment rate for young people had been gradually increasing since April 2013 to March 2014 but decreased significantly between April 2018 and March 2019 and April 2020 and March 2021.</p> <p>More recent employment data suggests some recovery. The</p>	<p>commit to criteria such as appropriate channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Policy development behind these measures is informed by structured engagement with stakeholder groups involving gender, disability and ethnic minority organisations, and set out in our new Fair Work Action Plan, published on 9 December 2022.</p> <p>Furthermore, we are working with partners including Young Enterprise Scotland and in the education sector to create stronger links between education and enterprise in school/employer engagement, including through creating links between the careers service and enterprise activity.</p> <p>Work is also currently underway to develop an enterprise resource pack to provide more information to Developing Young Workforce co-ordinators and educators.</p>		

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending, compared to last year, affected these issues?	Where can the reader get further evidence?
Age	<p>employment rate of 16-24 year olds increased from 52.9% in April 2020 to March 2021 to 56.4% in April 2021 to March 2022.</p> <p>Young people, 16-24 year olds, are more likely to be unemployed than older age groups and are vulnerable to long term employment 'scarring'. They are more likely to earn less than the Real Living Wage and are more likely to be financially vulnerable and in unmanageable debt.</p> <p>There has been significant improvement in business start-ups in the younger age groups. Scotland's Total Early-stage Entrepreneurial Activity rate for the 18-29 age group has increased over time to catch up with rates in England and Wales, standing at 9% in the 2019-21 period, broadly in line with England and Wales. It remains unclear whether this is caused by young people's interest in pursuing an entrepreneurial career or by a lack of secure, well paid employment opportunities.</p>			

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>It is estimated that around one fifth of Scotland's working age population is disabled. The prevalence of disability increases with age.</p> <p>Disabled people are less likely to be in employment than non-disabled people and earn less on average than non-disabled people.</p> <p>The employment rate for disabled people was estimated at 49.6% from January to December 2021, significantly lower than the employment rate for non-disabled people (80.8%).</p> <p>The disability employment gap in Scotland narrowed in the pre-pandemic period and over the year from January to December 2021, but remains large at an estimated 31.2 percentage points.</p> <p>Disabled people are employed across all occupation types and sectors of Scotland's economy, however they are more likely to work in lower paid occupations.</p> <p>Even pre-pandemic, compared to non-disabled people, disabled people were less likely to have access to fair work.</p>	<p>We will continue to gather and use relevant data relating to disabled people, to help target activity to eliminate discrimination, and advance equality of opportunity for people with this protected characteristic in their workplaces and in the labour market overall.</p> <p>Our Workplace Equality Fund is aimed at removing labour market barriers for certain priority groups, including the over 50 year old workforce, racialised minorities, disabled people and women.</p> <p>We are currently supporting 13 projects with over £750,000 worth of funding in year one of the fund. Of the 13 projects, three focus specifically on disability.</p> <p>We are funding a Public Social Partnership which works with employers to help them improve their policy and practice in relation to the recruitment and retention of disabled people.</p> <p>The portfolio budget also assists in the implementation of ongoing commitments to help realise the Scottish Government's ambition to at least halve the disability employment gap in Scotland by 2038.</p> <p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants,</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Disabled people in the labour market in Scotland - gov.scot (www.gov.scot)</p> <p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p> <p>Workplace Equality Fund: equality impact assessment - gov.scot (www.gov.scot)</p> <p>Fair Work Action Plan: Becoming a leading Fair Work Nation by 2025 - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>They are also more likely to be underemployed than non-disabled people.</p> <p>Available data also indicate that the proportion of disabled sole traders is relatively low in Scotland. In 2014, only 9% of small and medium-sized enterprises (between 1 and 249 employees) in Scotland had an owner with a disability or long standing illness, representing a decrease of 2% since 2012.</p>	<p>other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Policy development behind these measures is informed by structured engagement with stakeholder groups. In refreshing A Fairer Scotland for Disabled People: Employment Action Plan as part of our new, aligned Fair Work Action Plan, disabled people and their representative organisations were involved in our Short Life Working Group. This group was co-chaired by Glasgow Disability Alliance, a key partner and disabled people's organisation.</p>		

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Gender Reassignment	<p>Trans people face a range of disadvantages and vulnerabilities in their everyday life and in employment.</p> <p>The lives of many trans people at work remain difficult, and they face discrimination, bullying and harassment at every stage of employment, including during recruitment processes.</p> <p>Some trans people find getting into work difficult or challenging, with prejudice and stereotyping having negative impacts on their employment prospects.</p> <p>Half of trans and non-binary people (51% and 50% respectively) have hidden or disguised the fact that they are LGBT at work because they were afraid of discrimination.</p> <p>One in five trans people (21%) would not report transphobic bullying in the workplace.</p> <p>Almost one in five LGBT+ people (18%) who were looking for work said they were discriminated against because of their sexual orientation and/or gender identity while trying to get a job in the last year.</p>	<p>There is relatively limited evidence available for this group. Where appropriate, we will work with relevant stakeholders to build knowledge and improve data and evidence.</p> <p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Although there is limited evidence for this specific group, a key part of Scottish Government programmes is maintaining dignity and respect. 95% of all Fair Start Scotland participants felt that they were treated with dignity and respect and 82% of all participants felt the support took account of their individual needs and circumstances.</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p> <p>Stonewall LGBT in Britain - Trans Report (2017)</p> <p>Fair Start Scotland: annual report - year 3 (www.gov.scot)</p>

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Pregnancy and Maternity	<p>Motherhood has a significant impact on the number of hours that some mothers can work, which then affects their pay and income relative to non-mothers and men. Mothers suffer a big long term pay penalty from part time working, on average earning about 30% less per hour than similarly educated fathers. Some of this wage gap can be attributed to mothers being more likely to work part time, or taking time out of the labour market altogether.</p> <p>Unlike for women, men's work prospects do not appear to be impacted by the birth of a child. International evidence suggests that, overall, the birth of a child tends to have little impact on a father's labour force status or hours of work.</p> <p>In depth analysis of Growing Up in Scotland data showed that the likelihood of employment when a child was still under one increased with the mother's age. When their child was ten months, 21% of mothers under 20 years were employed (either full time or part time) compared with 55% of those in their early</p>	<p>We will continue to gather and use relevant data relating to pregnancy and maternity, to help target activity to advance equality of opportunity for people within this group in their workplaces and in the labour market overall.</p> <p>Our Workplace Equality Fund is aimed at removing labour market barriers for certain priority groups including the over 50 year old workforce, racialised minorities, disabled people and women.</p> <p>We are currently supporting 13 projects with over £750,000 worth of funding in year one of the fund. Of the 13 projects, three focus specifically on disability, four on race while other projects focus on gender and age. Those that focus on gender include a menopause awareness project in the social care sector, training on gender based violence and sexual harassment in the legal sector, action informed by experiences of women and disabled people in workplace and improving recruitment and progression of women in the digital technology sector. The Workplace Equality Fund has previously provided funding for projects for employers to improve their policies and procedures to support pregnant employees and new mums. It also seeks to encourage employers to adopt flexible working practices that support all their employees.</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Pregnancy and Maternity Discrimination Working Group Final Report 2021</p> <p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p> <p>Scottish Business Pledge</p> <p>Workplace Equality Fund: equality impact assessment</p> <p>A fairer Scotland for women: gender pay gap action plan - gov.scot (www.gov.scot)</p> <p>Fair Work Action Plan: Becoming a leading Fair Work Nation by 2025 - gov.scot (www.gov.scot)</p>

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Pregnancy and Maternity	<p>twenties and 83% of those aged 25 years or older. As the child ages, mothers aged 25 years or older remained most likely to be in employment and mothers aged under 20 years old remained least likely. However, employment levels among mothers aged under 20 years old do increase over time, while for other groups they remain similar. So, by age six the gap is narrower than at age two.</p> <p>A report by the Equality and Human Rights Commission in 2018 showed that around one in nine mothers (11%) reported that they were either dismissed; made compulsory redundant where others were not; or treated so poorly they felt they had to leave their job.</p> <p>One in five, 20%, of mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and/or colleagues.</p> <p>One in ten, 10%, reported that their employer discouraged them from attending antenatal appointments.</p>	<p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Policy development behind these measures is informed by structured engagement with stakeholder groups involving gender, disability and ethnic minority organisations, and set out in the recently published Fair Work Action Plan.</p>		

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Race	<p>Compared with the UK as a whole, Scotland's population is less ethnically diverse and its minority ethnic population is less likely to be born in the UK.</p> <p>While the UK's minority ethnic employment gap has been narrowing consistently over time, there is less evidence of that same progress in Scotland. However, this may also be partly due to small survey samples in Scotland leading to greater data volatility in Scotland than in the UK.</p> <p>The employment rate for people from minority ethnic groups in Scotland is consistently lower than the employment rate for white people. The employment rate for the minority ethnic population aged 16-64 years was estimated at 62.1% in January to December 2021, significantly lower than the rate for the white population at 73.9% – an employment rate gap of 11.7 percentage points.</p>	<p>We will continue to gather and use relevant data relating this group, to help target activity to advance equality of opportunity for people with this protected characteristic in their workplaces and in the labour market overall.</p> <p>Our Workplace Equality Fund is aimed at removing labour market barriers for certain priority groups including the over 50 year old workforce, racialised minorities, disabled people and women.</p> <p>We are currently supporting 13 projects with over £750,000 worth of funding in year one of the fund. Of the 13 projects, three focus specifically on disability, four on race while other projects focus on gender and age. The projects that focus on race include: working with NHS GGC Health Board to deliver a leadership programme aimed at workers from racialised minorities; improving diversity in the construction industry, the tourism and heritage sectors; and refugees working in the social care sector.</p> <p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p> <p>Fair Work Action Plan: Becoming a leading Fair Work Nation by 2025 - gov.scot (www.gov.scot)</p> <p>Anti Racist Employment Strategy:</p>

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Race	<p>The minority ethnic employment gap is much larger for women than men. In Scotland, the minority ethnic employment gap was estimated at approximately 23.1 percentage points for women and at -1.5 percentage points for men (January to December 2021). A negative ethnicity employment rate gap is where the rate for the minority ethnic population is higher than the rate for the white population.</p>	<p>channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Policy development behind these measures is informed by structured engagement with stakeholder groups involving gender, disability and ethnic minority organisations, and set out in the Fair Work Action Plan and Anti Racist Employment Strategy. This new strategy sets out the actions the Scottish Government will take and how it will work with employers to close the employment and pay gaps faced by people from racialised minorities. The strategy will support employers to:</p> <ul style="list-style-type: none"> • improve their collection of workforce data, including reporting their pay gap, and act on the findings; • remove barriers in their recruitment, retention and progression practices to improve representation of people from racialised minorities; and • drive cultural and attitudinal change through building an understanding of the impact of 		

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Race		<p>institutional racism and changing organisational processes and practices to address this.</p> <p>A Centre of Expertise in Equality and Human Rights within the Scottish Government has been established which will advance our understanding and embed equality and human rights within the economic policymaking process.</p>		
Religion or Belief	<p>There is limited information on the barriers faced by those who follow a religion or belief in the workplace. However a range of material indicates issues linked to religious attire, time off for religious holidays, religious observance, and praying at work.</p> <p>There is variation in employment rates by religion. Since 2004, the employment rate of Muslims in Scotland has been consistently lower than the employment rate for the population at large (58.1% versus 73.4% in 2020).</p> <p>While estimates are less precise for other religions due to small sample sizes, the data do suggest that the employment outcomes for those who are</p>	<p>Relatively limited evidence is available for this group. Where appropriate, we will work with relevant stakeholders to build knowledge and improve data and evidence.</p> <p>Our Workplace Equality Fund is aimed at removing labour market barriers for certain priority groups including the over-50 year old workforce, racialised minorities, disabled people and women.</p> <p>We are currently supporting 13 projects with over £750,000 worth of funding in year one of the fund. Of the 13 projects, three focus specifically on disability, four on race while other projects focus on gender and age.</p> <p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p>

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Religion or Belief	<p>Jewish, Sikh or Buddhist in Scotland lag behind the overall population.</p> <p>Faith and belief communities will face many barriers also addressed under other protected characteristics; for example, some issues experienced by minority religious groups will likely be captured in the context of the challenges experienced by wider minority ethnic communities.</p>	<p>commit to criteria such as appropriate channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Policy development behind these measures is informed by structured engagement with stakeholder groups involving gender, disability and ethnic minority organisations, and set out in our recently published Fair Work Action Plan and Anti Racist Employment Strategy.</p>		
Sex	<p>Whilst substantial progress has been made over the past 20 years in Scotland in reducing both the employment rate gap and pay gap between men and women, outcomes for women still lag behind men.</p> <p>Women experience a range of barriers in the labour market that lead them to be paid less on average than men, drive aspects of the gender pay gap and contribute to the existence of poverty. These relate to the type of job they are more likely to do (job selection), how much</p>	<p>Our Workplace Equality Fund is aimed at removing labour market barriers for certain priority groups including the over-50 year old workforce, racialised minorities, disabled people and women.</p> <p>We are currently supporting 13 projects with over £750,000 worth of funding in year one of the fund. Of the thirteen projects, three focus specifically on disability, four focus on race, and three focus specifically on women while other projects focus on age or a combination of characteristics such as sex and disability.</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p> <p>A fairer Scotland for women: gender pay gap action plan - gov.scot (www.gov.scot)</p> <p>Fair Work Action Plan: Becoming a leading Fair Work Nation by 2025 - gov.scot (www.gov.scot)</p>

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Sex	<p>these jobs pay (job valuation) and whether they can move into higher paid jobs (job progression).</p> <p>Age also presents a barrier to women's employment – for example, women transitioning through the menopause while in work can require additional support.</p> <p>Between April 2011 to March 2012 and April 2014 to March 2015, the employment rate had increased at a faster rate for women compared with men in Scotland. However, since then, the rate of change had been similar for women and men up until April 2019 to March 2020, after which both decreased during the pandemic. In April 2020 to March 2021, the employment rate for women was estimated at 70.5% (down from 71.4% in the previous year) and for men 75.2% (down from 77.7% in the previous year).</p> <p>More recent data (April 2021 to March 2022) show increases in employment rates, with the employment rate for women 71.3% and for men 76.4%.</p>	<p>Through Fair Work First, we are improving conditions for all workers by extending the criteria to grants, other funding, and public contracts, where relevant and proportionate to do so. This includes asking employers to commit to criteria such as appropriate channels for effective voice, as well as action to tackle the gender pay gap and create more diverse and inclusive workplaces and offer flexible working from day one of employment. Fair Work First applies to all government spend and therefore the entirety of this portfolio.</p> <p>Policy development behind these measures is informed by structured engagement with stakeholder groups involving gender, disability and ethnic minority organisations, and set out in the Fair Work Action Plan and Anti Racist Employment Strategy.</p> <p>We have also launched a review of the entrepreneurship landscape for women in Scotland, which is being led by experienced entrepreneur and investor, Ana Stewart with support from Chief Entrepreneur Mark Logan.</p> <p>It will identify the root causes of the continuing under-representation of women in enterprise and propose specific actions required to address the needs of female-led businesses in Scotland.</p>		<p>Addressing Barriers of Entry - technology ecosystem review - Towards the Tipping Point: progress report</p>

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Sex	<p>Despite an increasing share of self-employment, women are still less likely to be self-employed than men.</p> <p>In 2020, only 17% of small and medium-sized enterprises in Scotland with employees and 20% of sole traders were women-led.</p> <p>In terms of start ups, as measured by the Total Entrepreneurial Activity rate, female entrepreneurship in Scotland has risen over time but remains lower than that amongst males, at 7.8% for women and 11.4% for men in 2021.</p>	<p>We are committed to responding to the recommendations of the review following publication, which is expecting early next year.</p>		
Sexual Orientation	<p>While attitudes towards lesbian, gay and bisexual people have become more positive over the past decade in Scotland, they continue to face a range of inequalities and disadvantage across a number of areas and settings, including employment, healthcare and education.</p> <p>Despite studies showing equal or better pay for LGB+ people, they continue to experience discrimination, harassment and abuse in the workplace and</p>	<p>Relatively limited evidence is available for this group. Where appropriate, we will work with relevant stakeholders to build knowledge and improve data and evidence.</p>	<p>The overall budget for this policy area in 2023-24 remains the same as for 2022-23, and the impacts of maintaining these commitments are already described in this template.</p>	<p>Scotland's National Strategy for Economic Transformation - Equality Impact Assessment (Record and Results) - gov.scot (www.gov.scot)</p>

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Sexual Orientation	<p>in education. LGB+ employees are more than twice as likely to experience bullying at work than heterosexual employees, but many do not report this.</p> <p>Four in ten LGB+ employees have experienced a form of workplace conflict in the past year, a rate significantly higher than for heterosexual workers. When conflicts, such as undermining, humiliation, shouting or verbal abuse occurred, the issue had only been partially resolved or not resolved at all.</p>			

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

The Finance and Economy portfolio is at the heart of the Scottish Government's ambition to build a stronger, fairer, greener economy for all Scotland's people and places, and to make our economy more sustainable and resilient in the longer term.

We have prioritised our investment in key areas, such as our employability and training budget, where responsibility for a significant number of the policy developments identified above sit. The key principles underpinning our Fair Work and Employability policies for 2023-24 are aimed at reducing the barriers to work for people with protected characteristics or those experiencing socio-economic disadvantage, particularly those who have been most negatively impacted by the ongoing cost crisis. By protecting investment in our employability commitments through No One Left Behind and Fair Start Scotland we will continue our work to tackle child poverty and prioritise support for those who face complex barriers to accessing the labour market.

In addition, the investment to protect and support businesses across the economy, as well as across our agencies, takes steps to advance equality by protected characteristic and socio-economic disadvantage including the Scottish National Investment Bank's key mission to reduce inequality.

Across this portfolio, we will work to continue to maximise the uptake of benefits to equality groups in the year ahead.

Health and Social Care Portfolio

Purpose of Portfolio Budget

The overarching aims of the Health and Social Care portfolio are to improve population health and tackle health inequalities. In the year ahead, we will continue to prioritise the recovery of our National Health Service from the pressures arising from COVID-19. This is in addition to ensuring that we continue to see improved outcomes, despite the increased impact of the cost of living crisis on health outcomes, especially in less economically advantaged groups. Key priorities of the portfolio budget will be supporting frontline services through a period of pressure, reducing backlogs, reforming services, prioritising population health and tackling underlying health and wellbeing inequalities.

We will continue to invest in primary and community health care services; put in place the actions needed to tackle backlogs and improve access to care; support progress of the National Care Service Bill which will pave the way for more integrated and person-centred care; improve population health through combating obesity and addiction to drugs, alcohol and tobacco; and improve the mental health and wellbeing of the population.

Summary of Spend on Equality of Outcomes

The cost of living crisis is causing profound hardship for many in our society meaning this year's Budget is required to identify additional resources to support those hardest hit and ensure we deliver a balanced budget. This will have an impact on the portfolio's ability to increase the levels of positive impact on behalf of those from protected characteristic groups. However, despite repurposing some spending, the Health and Social Care portfolio budget will, overall, support people with protected characteristics and/or those experiencing socio-economic disadvantage. The portfolio budget may also mitigate existing inequalities. Spending on mental health, tackling alcohol, drugs, tobacco and obesity and workforce will likely have a demonstrable impact in tackling inequalities and improving the population's health. Human rights and equality will be at the core of National Care Service development.

We will ensure access to person-centred and trauma-informed services which can flex to meet the range of needs that any one individual might have. Alongside this, we fund condition and circumstance specific support based on need. To support our work we fund a range of groups which enable us to draw on equalities expertise and lived experience from across the population to support policy development and service design.

Portfolio Contributions to National Outcomes

Primary



Health



Children and Young People



Human Rights

Secondary



Poverty



Communities



Education



Economy



Fair Work and Business



Environment

Most Relevant to these Human Rights

- Right to the enjoyment of the highest attainable standard of physical and mental health
- Right to an adequate standard of living, including housing, food, protection against poverty and social exclusion
- Right to a healthy environment, including:
 - Right to benefit from healthy ecosystems that sustain human wellbeing
 - Right to access to information

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>There is a large gap of roughly 24 years in healthy life expectancy between the most and least deprived areas in Scotland.</p> <p>Mortality rates are about two times as high in the most deprived areas compared to the least deprived areas. For some specific causes of death we see much larger inequalities.</p> <p>The COVID-19 pandemic highlighted particular inequalities across various groups. For example, minority ethnic communities have been disproportionately impacted by COVID-19.</p> <p>Public mental health in particular has been identified as an area of concern as emerging evidence highlights the likely impact of lockdown from the Covid-19 pandemic and associated measures on the nation's mental health. Adults living in the most deprived areas of Scotland are approximately twice as likely to have a possible psychiatric disorder as those in the least deprived areas (31% versus 16%).</p>	<p>Healthy life expectancy and good mental health and wellbeing are determined by our social and economic conditions, physical environment, health behaviours and the availability and quality of health and care services. Poverty and living in economically deprived areas can exacerbate existing health inequalities and lead to poorer health outcomes.</p> <p>Addressing these inequalities therefore involves spend across multiple portfolio areas that will help improve the conditions into which people are born, live and work.</p> <p>The Health and Social Care portfolio budget is supporting the following actions to encourage better health behaviours in deprived areas:</p> <ul style="list-style-type: none"> • The Primary Care budget includes funding for Community Link Workers in General Practice and a support network, the Deep End General Practice project, Welfare Advice in Health Partnerships and work taken forwards by the Primary Care Health Inequalities Development Group (PCHIDG), all of which support a programme of work to tackle health inequalities through the power of primary care. 	<p>Pressure has been put on the Health and Social Care budget by the cost of living crisis and rising inflation exacerbating the significant challenge of recurring cost pressures as a result of the Covid pandemic. Subsequent impacts of inflation on pay disputes have also been felt.</p> <p>We will prioritise support for those who are in greatest socio-economic need and continue to deliver the reform programme set out in the NHS Recovery Plan, and the update this year, to ensure that care can be accessed in a variety of settings for those that need it.</p> <p>Alcohol-related hospital stays are seven times higher in Scotland's most deprived areas compared to the least. Work to develop alcohol treatment targets and reviewing how alcohol brief interventions are delivered across Scotland will continue to be taken forward.</p>	<p>Scotland's Population 2021 - The Registrar General's Annual Review of Demographic Trends National Records of Scotland (nrscotland.gov.uk)</p> <p>Healthy Life Expectancy in Scotland, 2018-2020 National Records of Scotland (nrscotland.gov.uk)</p> <p>Scottish Health Survey 2021: supplementary tables - gov.scot (www.gov.scot)</p> <p>The Cost of Living Crisis in Scotland: analytical report - gov.scot (www.gov.scot)</p> <p>Free NHS dental care for 18-25 year olds: equality impact assessment: 2021</p>

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Socio-economic disadvantage	Public Health Scotland has assessed the population health impacts of the rising cost of living and sets out a range of adverse impacts on health and health inequalities in the short term as well as likely reductions in population resilience and health inequalities in the longer term. The impacts on children and young people could have lifelong effects on their life chances and health.	<ul style="list-style-type: none"> Smoking rates have declined steadily since 2003 with 11% of adults identifying as current smokers in 2021. Our Tobacco Control action plan,¹ published in 2018, sets out our determination to prevent the uptake of smoking among young people and to provide the best possible support for those people who want to give up. Our cessation services standard is to sustain and embed successful smoking quits, at 12 weeks post quit, for people residing in the 40 per cent most-deprived data zones (60% for island health boards) in the NHS Board (i.e. two most-deprived local quintiles and three most deprived local quintiles for island health boards). As part of our work on a refreshed Tobacco Action Plan we are engaging with young people and the Poverty Alliance to ensure we continue to embed equalities into our plans. 	<p>Work of the PCHIDG will continue to consider greater opportunities to care in a preventative and proactive way; meet unmet need and co-locate/integrate services in deprived areas; bringing together social workers and GPs/ practice teams to support children and families. Community Link Workers will continue to be at the forefront of our efforts to improve patient health and wellbeing, providing a range of social support in response to local need and reducing pressure on general practice.</p> <p>We know that poor mental health disproportionately affects those from the most disadvantaged backgrounds. Early evidence from the investment we have already made suggests that we are reaching those in our most disadvantaged communities. We will work with delivery partners to prioritise support for those most in need.</p>	<p>Primary care improvement plans - implementation: progress summary - March 2021 - gov.scot (www.gov.scot)</p> <p>Ophthalmic workload statistics - Statistics as at year ending 31 March 2022 - Ophthalmic workload statistics - Publications - Public Health Scotland</p> <p>Primary Care Health Inequalities Short-Life Working Group: report - gov.scot (www.gov.scot)</p> <p>MBRRACE-UK Maternal MAIN Report 2022 v10.pdf (ox.ac.uk)</p> <p>Coping with money worries NHS inform</p>

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Socio-economic disadvantage		<ul style="list-style-type: none"> • Our Alcohol Framework (published 20 November 2018) sets out our priorities for preventing alcohol-related harm. It contains 20 actions building on existing measures to change Scotland's relationship with alcohol, including our world-leading minimum unit pricing policy. Restricting alcohol advertising and promotion is one of the World Health Organisation's three best buys to prevent and reduce alcohol-related harms. Our proposals have been informed directly by young people's voices gathered through projects by the Children's Parliament and Young Scot Health Panel. • We have launched a public consultation setting out potential restrictions on a variety of methods of alcohol advertising, including on sports sponsorship. This closes on 9 March next year and we would encourage responses to this. • We continue to fund free universal NHS eye examinations under General Ophthalmic Services arrangements. An eye examination helps detect eye problems and signs of other significant health conditions (such as diabetes, high blood pressure, cardiovascular disease and, in rare cases, brain tumours) before they become more serious. 	<p>There was high level of demand for the Communities Mental Health Fund in Year 1 and early indications of high level of demand in Year 2. Year 1 of the Fund supported over 1,800 projects across a diverse range of activities, from social spaces to connect to therapeutic approaches.</p> <p>Recognising the disparities in outcomes for pregnant mothers and babies from deprived areas, we continue to support roll-out of our Best Start Programme and have asked Health Boards to focus the remobilisation of continuity of care on women from the most deprived areas or women with the most complex social needs.</p>	<p>Brooks et al (2020) The psychological impact of quarantine and how to reduce it: a rapid review of the evidence. Lancet; 395: 912-20.</p> <p>Javakhishvili et al (2020) Trauma-informed responses in addressing public health consequences of the COVID-19 pandemic: position paper of the European Society for Traumatic Stress Studies (STSS).</p> <p>Public Health Scotland (December 2022): Population health impacts of the rising cost of living in Scotland - A rapid health impact assessment</p>

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Socio-economic disadvantage			By March 2022, we had recruited 3,220 WTE healthcare professionals to primary care multi-disciplinary teams, working alongside GPs and practice teams to provide additional capacity in the community, making it easier for patients to see the right person, at the right time, for their healthcare needs. This funding supports recruitment across 6 key services, including mental health workers and community link workers, which have clear links to our efforts to tackle socio-economic disadvantage.	

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Socio-economic disadvantage	<p>Problematic drug use and drug deaths are more common in the most deprived communities.</p> <p>In 2021, people in the most deprived areas were 15.3 times as likely to have a drug-related death as those in the least deprived areas. That ratio has increased since the early 2000s.</p>	<p>Our Programme for Government 2022-23 continues our commitment to address drug deaths in Scotland. We have committed £250 million for drug treatment and support over the next five years, including £100 million in residential rehabilitation that we believe will help to reduce drug-related deaths and improve lives.</p> <p>Given that problematic drug use and the likelihood of drug death is associated with living in the most deprived communities - drug deaths are 15.3 times more likely from these communities than from the least deprived - services focus on the areas where deprivation is highest. Outreach services and recovery communities are focused here, where the need is greatest.</p>	<p>Funding for drugs related deaths will increase, enabling the delivery of the National Drugs Mission Plan which will work along six cross-cutting priorities to reduce drug related deaths. By increasing funding we hope to meet six key outcomes around early intervention: reducing risk, access to treatment, improved quality of life and support for families.</p> <p>As drug deaths are more common in the most deprived areas we are focused on work here. By providing funding to local health boards, Alcohol and Drug Partnerships (ADPs) and third sector organisations we can focus on areas where risk is highest. We can make a positive difference to those who use drugs by supporting them to enter and stay in a high quality treatment pathway that works for them. This will help reduce health inequality.</p>	<p>Drug related deaths in Scotland (NRS)</p> <p>The Scottish Health Survey 2021 - volume 1: main report - gov.scot (www.gov.scot)</p>

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Age	<p>Amongst young adults the prevalence of psychological distress has increased (from 16% in 2009 to 31% in 2021 amongst 16-to-24-year-olds), whereas older adults have seen decreases in prevalence over the same time period (from 15% to 13% in those aged over 74).</p> <p>In addition to socio-economic disadvantage and age-related factors, the evidence also demonstrates that women and girls, disabled people, ethnic minority communities and people from LGBT+ communities are more likely to experience poor mental health.</p>	<p>We are developing a population health response to the issues affecting the mental health and wellbeing of children, young people and their families. Our direct programme budget for mental health will be used to develop and enhance services and support for children and young people. This ranges from funding Child and Adolescent Mental Health Services, through to community mental health and wellbeing services and counselling in schools. We also fund a range of information and advice for children, young people and families.</p> <p>We have continued to support spend on mental health services - including overall increases to mental health spending as well as delivery of dementia, learning disability and autism services and cross-cutting trauma work.</p> <p>We will seek to focus on progressing existing commitments including clearing Child and Adolescent Mental Health Services and psychological therapies waiting times backlogs.</p>	<p>We know that poor mental health disproportionately affects those from the most disadvantaged backgrounds. Early evidence from the investment we have already made suggests that we are reaching those in our most disadvantaged communities.</p> <p>We will work with delivery partners to prioritise support for those most in need.</p> <p>Children and young people have also been disproportionately impacted by the pandemic. We will work to maintain a very significant focus on the children and young people's mental health, perinatal mental health and to work with representatives of our ethnic minority and LGBT+ communities to support access to mental health support for those who need it.</p>	<p>Scottish Health Survey - gov.scot (www.gov.scot)</p> <p>Child And Adolescent Mental Health Services: national service specification</p> <p>Children and young people - national neurodevelopmental specification: principles and standards of care - gov.scot (www.gov.scot)</p> <p>Coronavirus (COVID-19): mental health tracker study - wave 1 report - gov.scot (www.gov.scot)</p> <p>About See Me (seemescotland.org) see-me-strategy.pdf (seemescotland.org)</p>

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Age		<p>The Communities Mental Health and Wellbeing Fund for adults was launched in October 2021 to tackle the impact of social isolation, loneliness and mental health inequalities made worse by the pandemic. The second year of the Fund (2022-23) will provide £15 million to communities across Scotland and includes a focus on supporting older people.</p> <p>In 2021, we announced See Me, Scotland's campaign to end stigma and discrimination. See Me work to prioritise people at greatest risk of experiencing mental health stigma and discrimination including young people aged 16-24, vulnerable adults and people who experience severe mental illness. See Me continue to lead campaigns and work in schools to increase understanding of mental health and stigma amongst young people.</p>	<p>There was high level of demand for the Communities Mental Health Wellbeing Fund in Year 1 and early indications of high level of demand in Year 2. Year 1 of the Fund supported a range of projects supporting older people across Scotland.</p>	

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Age	<p>Most people who receive formal social care support (including home care, telecare etc.) are aged over 75. In 2020-21, 139,790 people aged over 75 received formal social care support, including 74,190 people aged over 85, compared to 83,290 people under the age of 75.</p> <p>Those aged over 75, face disproportionate health, frailty and multi-morbidity effects and, in general, a difference in needs in comparison to younger age groups. For example, increasing proportions of those aged over 75 are living with long-term conditions in comparison to younger age groups.</p>	<p>The pandemic illustrated to everyone the importance of high quality and affordable social care, something which will also be important as the cost crisis develops. The most recent Health and Care Experience Survey should two-thirds of adults agreed that the help, care or support they received improved or maintained their quality of life.</p> <p>The Scottish Government launched its written consultation on our Health and Social Care Strategy for Older People on 8 March. We have been considering how a Health and Social Care Strategy for Older People links into the new National Care Service (NCS) and how the views that have been gathered through this consultation can best inform the development of the NCS. We therefore propose to extend the timeframe for development of the Health and Social Care Strategy for Older People in order to take account of, and contribute to, the development of the NCS. This is especially important since the National Care Service (Scotland) Bill proposes making provision for the establishment of area boards to carry out Ministers' functions in relation to social care, social work and community health.</p>	<p>All reductions in social care capacity and health care capacity have a disproportionate impact on unpaid carers who step in to support those whose needs are not being met.</p> <p>We have provided funding to ensure the minimum hourly rate for workers providing direct adult social care rose to £10.50 per hour from April this year. This is an increase of 4.8% from the £10.02 pay rate that was introduced in December 2021 and an increase of 10.5% for these workers in the course of a year – with pay rising from at least £9.50 per hour in April 2021 to at least £10.50 per hour in April 2022. For a full-time adult social care worker, based on 37.5 hours a week, the increase represents an uplift of over £1,600 over the course of the year. We are continuing to progress the commitment to fair work and adult social care, as we work with stakeholders on delivery mechanisms for future years.</p>	<p>Insights in social care: statistics for Scotland (PHS)</p> <p>Scottish Health Survey</p>

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Age		<p>The NCS is one of the most significant pieces of public service reform to be proposed by the Scottish Government. It is being designed together with people who have lived experience of accessing and delivering social care support services and a human rights based approach is being embedded throughout its development and delivery. Work on the NCS is progressing and we are committed to co-design to ensure the optimal delivery model is created and we achieve value for money in all decisions.</p>	<p>In the meantime we continue to work with all partners in local government, health and social care partnerships, Trade Unions and care providers to improve the lives and experience of the adult social care workforce.</p> <p>In October 2022, an additional £5 million was committed to NHS boards to support winter resilience across health and social care. This extra winter funding builds on the £9 million being invested to improve A&E performance, and £50 million support to improve waiting times performance.</p> <p>The consultation on the NCS has made clear that the proposals aim is to put a human-rights based approach at its heart and to refocus the system to one that upholds the human rights of people who access and who offer care and support.</p>	

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Disability	<p>Disabled people tend to have higher health and social care needs than non-disabled people.</p> <p>Large numbers of the people for whom our health and social care services provide care and support can be defined as disabled under the Equality Act 2010 because their mental health has a long term effect on their day to day activities. This can include conditions such as depression, dementia, bipolar disorder and schizophrenia.</p> <p>Almost half of all adults (47%) reported living with a long-term condition. A third (34%) of all adults said they had a long-term condition which limited their day-to-day activities.</p> <p>People with learning disabilities have some of the poorest health outcomes of any group in Scotland and die on average twenty years earlier than those without learning disabilities.</p>	<p>There are a variety of measures that Scottish Government will fund in 2023-24 that will help to support those people with long-term health conditions and/or disabilities, improving their access to vital care and keeping them safe from harm, including:</p> <ul style="list-style-type: none"> • Scottish Government funding is administered by Independent Living Fund Scotland (ILFS), delivering life-changing financial awards to those in receipt of ILFS support, enabling disabled people to pay for care, supporting them in their homes and local communities and contributing to a reduction in admission into residential care, a reduction in crisis intervention and enhanced capacity within health and social care. • A Self-Management Fund is administered on behalf of the Scottish Government by the Health and Social Care Alliance Scotland (the Alliance), providing a unique opportunity for third sector organisations and partnerships to develop and strengthen new project ideas that support self-management as well as building upon existing approaches. 	<p>We will prioritise support for those who are in greatest socio-economic need and continue to deliver the reform programme set out in the NHS Recovery Plan, and the update this year, to ensure that care can be accessed in a variety of settings for those that need it.</p> <p>In September 2021, we published our National Neurodevelopmental Specification for Children and Young People. The Specification aims to ensure that children and families receive the support and access to services that meet their needs at the earliest opportunity, based on Getting It Right For Every Child (GIRFEC).</p> <p>The National Neurodevelopmental Specification sets out the principles and standards of care expected. This makes clear that support should be put in place to meet the child or young person's requirements when they need it, rather than be dependent on a formal diagnosis.</p>	<p>Health and Care Experience Survey</p> <p>Framework for the Recovery of NHS Pain Management Services</p> <p>Neurological Care and Support: Framework for Action 2020-2025</p> <p>Children and young people - national neurodevelopmental specification: principles and standards of care - gov.scot (www.gov.scot)</p> <p>See the Equality Impact Assessment for the Action Plan.</p> <p>Services-for-who-final-report-1.pdf (drilluk.org.uk)</p>

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Disability		<ul style="list-style-type: none"> Our Communities Mental Health and Wellbeing Fund aims to promote wellbeing, mitigate and protect against the impact of distress and help tackle the impact of social isolation, loneliness and mental health inequality of adults, including people with a long-term health conditions or disabilities. 	In May 2022, we announced NHS Boards will implement annual health checks for adults with learning disabilities. Research has shown evidence in support of the effectiveness of annual health checks for people with learning disabilities.	

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Gender Reassignment	Results from a survey conducted with 402 LGBT young people aged 11-19 in 2016-17 (Stonewall Scotland, 2017) found that 96% of transgender young people had deliberately harmed themselves at some point and 43% had at some point attempted to take their own life.	<p>We are currently developing a self-harm strategy and action plan, involving stakeholders and people with lived experience from different groups and we will work to ensure transgender people are actively engaged, involved and considered as part of this work. A key element of developing our strategy will be filling gaps in data and gaining a deeper understanding of how self-harm affects different groups, including the transgender community, so that we can design the most effective pathways and types of support that meets their needs.</p> <p>The Communities Mental Health and Wellbeing Fund for adults was launched in October 2021 to tackle the impact of social isolation, loneliness and mental health inequalities made worse by the pandemic. The second year of the Fund (2022-23) will provide £15 million to communities across Scotland and includes a focus on women (particularly young women, and women and young women affected by gender-based sexual violence).</p>	<p>We are investing over three years in new services to support people who self-harm and to provide vital information and advice to those that care about people who self-harm. While these services are being developed with input from a diverse range of people with lived experience of self-harm, they do not have a specific focus on any particular protected characteristics.</p> <p>There was a high level of demand for the Communities Mental Health Wellbeing Fund in Year 1 and early indications of high level of demand in Year 2. Year 1 of the Fund supported a range of projects supporting women. The Fund's focus on supporting grassroots community mental health and wellbeing initiatives means that a reduced budget could have implications for provision of community support, with potential increases in demand for primary care services.</p>	<p>Health Needs Assessment of LGBT and Non-Binary People (Stonewall)</p> <p>What Makes Great Care (National Gender Identity Clinical Network Scotland)</p> <p>Health Needs Assessment of LGBT and Non-Binary People - COVID19 (Stonewall)</p>

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Gender Reassignment		A number of avenues of support are available for LGBT+ young people through our funding for children and young people's community mental health and wellbeing support services. While local authorities have the flexibility to implement services on the basis of local need, there should be targeted provision for those in at-risk groups and a systematic focus on those with protected characteristics, including the transgender community. Community services should be accessible to all children and young people and local authorities are expected to actively engage with underrepresented and at-risk groups and make conscious efforts to reduce health inequalities.		

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Gender Reassignment	<p>Public Health Scotland, NHS Greater Glasgow and Clyde and NHS Lothian published a national LGBT+ Health Needs Assessment in May 2022. This included a supplementary report of transgender and non-binary people's health experiences. Assessment showed high level of dissatisfaction with current offering to access gender identity clinics in NHS Scotland, including very long waiting times.</p> <p>A 2018 Stonewall Scotland survey of 1,261 transgender and non-binary people found that 59% felt healthcare staff lacked understanding of trans health needs when accessing general health services and almost two in five trans people (37%) have avoided healthcare treatment for fear of discrimination.</p>	<p>In December 2021 Scottish Government published a framework for NHS gender identity service improvement. This fully took into account the views of service users and those with lived experience.</p> <p>Following publication of this framework, we have:</p> <ul style="list-style-type: none"> • established a National Gender Identity Healthcare Reference Group to oversee the progression and implementation of actions set out in that framework; • commissioned Public Health Scotland to establish robust waiting times collation and reporting for these clinical services; • commissioned Healthcare Improvement Scotland to produce national standards for accessing and delivery of gender identity healthcare; • provided funding to support a review and update of the 2012 Gender Reassignment Protocol for Scotland by NHS National Services Scotland; • commissioned NHS National Education for Scotland to develop a transgender healthcare knowledge and skills framework for all NHS Scotland staff. 	<p>We are maintaining the budget for Gender Identify Services in the NHS.</p> <p>There continues to be positive work taking place to improve access to gender identity support:</p> <ul style="list-style-type: none"> • commissioning Public Health Scotland to establish robust waiting times collation and reporting for these clinical services; • commissioning Healthcare Improvement Scotland to produce national standards for accessing and delivery of gender identity healthcare; • commissioning NHS National Education for Scotland to develop a transgender healthcare knowledge and skills framework for all NHS Scotland staff; • a call issued by the Chief Scientist Office for academic institutions to host grant funding to support further academic research in this space; 	<p>SNHS Scotland Health needs assessment of lesbian, gay, bisexual, transgender and non-binary people May 2022</p> <p>NHS Scotland Health needs assessment LGBT+people: Transgender and non-binary supplementary report June 2022</p> <p>LGBT Youth Scotland's Life in Scotland report 2022</p> <p>Scottish Government NHS gender identity services: strategic action framework 2022-2024</p>

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Gender Reassignment		<ul style="list-style-type: none"> commissioned a trans healthcare-specific report as part of NHS Greater Glasgow and Clyde, NHS Lothian and Public Health Scotland national LGBT+ Health Needs Assessment. 	<ul style="list-style-type: none"> continuing to ensure that ongoing work to improve this healthcare provision is joined up with other relevant work within Scottish Government to support NHS Scotland in its continued recovery from the COVID-19 pandemic. a lived experience coordinator post has been recruited. This post holder will engage in depth with work-streams related to gender identity healthcare improvement, and directly communicate this to transgender and non-binary people in Scotland. 	

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Pregnancy and Maternity	<p>In the UK, women from Asian, Black, or Mixed Race backgrounds have an elevated risk of maternal death compared to women from White backgrounds. For Black women, the risk of maternal death is more than four times as high than for White women.</p>	<p>The Scottish Government provides annual funding to co-fund two programmes:</p> <ul style="list-style-type: none"> • The MBRRACE-UK Programme (delivered by the National Perinatal and Epidemiological Unit) to undertake audit and confidential enquiry into maternal mortality and perinatal death. The programme is designed to help assess the quality of maternity and neonatal healthcare and identify areas for improvement in safety and effectiveness by systematically enabling clinicians, managers, and policymakers to learn from adverse events and other relevant data. The aim of the programme is to highlight issues requiring change and provide tools to support local clinical improvement with the overall goal of improving outcomes for mothers and babies. • The National Maternity and Perinatal Audit (NMPA - delivered by the Royal College of Obstetricians and Gynaecologists and partners) uses data to audit and evaluate a range of care processes and outcomes in NHS maternity services to identify good practice and areas for improvement in maternity care. 	<p>The Women's Health Plan² underpins actions to improve women's health inequalities by raising awareness around women's health and improving access to health care for women across their life course.</p> <p>The Plan aims to take an intersectional approach which recognises that many women and girls in Scotland will face multiple, and often overlapping, disadvantages and barriers to accessing good healthcare. Work is underway on the delivery of the 66 actions in the plan, with all the short term actions commenced and the medium term actions underway. In line with our Programme for Government commitment, we will appoint a Women's Health Champion to drive forward strategic change, raise awareness around women's health and support the delivery of the Plan.</p>	<p>2021/22 Delivery Plan Actions - Perinatal and Infant Mental Health Programme Board: delivery plan - September 2021 to September 2022 - gov.scot (www.gov.scot)</p> <p>Perinatal and Infant Mental Health : Equality Impact Assessment Record (www.gov.scot)</p>

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Pregnancy and Maternity		<ul style="list-style-type: none"> The Scottish Government has also invested over £18 million since 2017 to implement the recommendations of our Best Start programme, which aims to improve maternity and neonatal care for all women, through a range of measures, based on research evidence, practice evidence and what women and families told us they wanted from their services. Funding for these programmes above is expected to continue into 2023-24. 	Whilst more needs to be done, the most recent MBRRACE report showed that outcomes for minority ethnic women are improving. Further work is underway within the Best Start programme to improve outcomes still further by focusing implementation of continuity of carer, and intervention known to improve outcomes, for minority ethnic women and women who suffer multiple and complex deprivation.	
	Mental health issues affect 10-20% of women during pregnancy and the first year after having a baby.	<p>Since 2019, the Scottish Government has engaged in a four-year investment plan and has so far provided over £18 million in perinatal and infant mental health.</p> <p>The Perinatal and Infant Mental Health Programme Board, which provides oversight and strategic direction of this work, is due to conclude in March 2023.</p> <p>We published an Equalities Impact Assessment for this and an Equalities sub-group has been established with a specific focus on applying the findings of the Impact Assessment to the work of the Programme Board.</p>	We have committed to supporting perinatal and infant mental health services following the conclusion of the Programme Board and are currently scoping what is required to take that forward but in 2023-24 we will focus on: ensuring that the voices of lived experience remain central; and continuing to have improvement oversight and Board monitoring.	See above

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Race	<p>People from minority ethnic groups are more likely to experience poorer health, access to and experience of health and care services compared to white ethnic groups.</p> <p>For example, type two diabetes is six times more likely South Asian people and three times more likely in African and Afro Caribbean people.</p> <p>Gypsy/Traveller communities have the poorest health outcomes across a range of indicators.</p> <p>Prevalence of some health conditions is known to be higher in certain ethnic groups. Among European national, prevalence was found to be up to six times higher in Bangladeshis, five times higher in Pakistanis and four times higher in Indians.</p>	<p>We are developing a health & social care action plan to address racism and racialised health inequalities. This includes wide-ranging commitments including workforce and data improvement set out in the Scottish Government's Race Equality Immediate Priorities Plan.³</p> <p>Obesity and type two diabetes disproportionately affect those already most at risk from the impact of the cost of living crisis. People from minority ethnic groups and living in our most deprived areas develop type two diabetes and the life-changing complications of the condition earlier than the general population, impacting significantly on quality of life and healthy life expectancy.</p> <p>As set out in Scottish Government's 2021 Race Equality Immediate Priorities Plan⁴, we are also developing plans to reinvigorate efforts on culturally competent health promotion and disease prevention of diabetes and cardiovascular disease for people from minority ethnic communities. This will be focused on dietary changes, healthy weight and access to services.</p>	<p>The disparities in outcome were initially highlighted in an MBRRACE report in 2019 which identified that Black women were five times more likely to die in pregnancy or immediately following pregnancy than their White counterparts. MBRRACE made a series of recommendations for service improvements. Whilst there is still a long way to go to address the disparities, the latest report showed that the disparity in outcomes had reduced significantly (from 5 times more to 3.7 times more likely to die) as a result of action by clinical teams.</p> <p>We increased funding for adult weight management services in 2022-23 in general by 5%, compared to the budget for 2021-22. We will seek to maintain funding for weight management services at current levels as a minimum.</p>	<p>Diabetes and Ethnicity (Diabetes.co.uk)</p> <p>Monitoring ethnic health inequalities in Scotland during COVID-19 (publichealthscotland.scot)</p> <p>Health Runnymede Trust</p> <p>Home page - NHS - Race and Health ObservatoryNHS - Race and Health Observatory (nhsrho.org)</p> <p>MBRRACE-UK Maternal MAIN Report 2022 v10.pdf (ox.ac.uk)</p> <p>RCOG Inequalities Report Lay Summary.pdf (maternityaudit.org.uk)</p> <p>Brooks et al (2020) The psychological impact of quarantine and how to reduce it: a rapid review of the evidence. Lancet; 395: 912-20.</p>

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Race		<p>We have awarded a contract to the Coalition for Racial Equality and Rights (CRER) to develop anti-racist training resources for NHS staff. These will cover identifying structural racism, the impact racism has on mental and physical health, racialised health inequalities, intersectional racism, reporting structures and support.</p> <p>We are also developing a suite of leadership development interventions for the health, social work and social care workforce with an outcome to increase the number people from diverse backgrounds in leadership roles at all levels. The Leading to Change programme will have a core workstream focusing on racial equality in 2023-24, and interventions will support on a range of issues including recruitment, retention, skills development, confidence building, career progression, line manager support, active allyship, and supporting diversity networks.</p>	<p>This year, the weight management budget will invest in the delivery of weight management services for people with, or at risk of, type two diabetes, or with prediabetes, in line with our Type 2 Diabetes Prevention Framework⁵. In delivering the Framework, NHS Boards are expected to work with Integrated Joint Boards, local delivery partners, people with lived experience, families and communities to ensure weight management services are designed with people at the centre. The weight management services budget also extends access to everyone living with obesity.</p> <p>At the moment, we believe this is the best way to lower the general incidence of this form of diabetes, including for those within the South Asian, Black and Afro-Caribbean communities. However, as set out in Scottish Government's 2019 Race Equality Immediate Priorities Plan, we are developing plans to reinvigorate efforts on culturally competent health promotion and disease prevention of diabetes for people from minority ethnic communities.</p>	<p>Javakhishvili et al (2020) Trauma-informed responses in addressing public health consequences of the COVID-19 pandemic: position paper of the European Society for Traumatic Stress Studies (STSS).</p> <p>Diabetes and Ethnicity (Diabetes.co.uk)</p> <p>Race equality: immediate priorities plan – gov.scot (www.gov.scot)</p> <p>Ethnic Minorities and Weight – Minority ethnic groups – understanding diet, weight and type 2 diabetes: scoping review – gov.scot (www.gov.scot)</p>

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Race			<p>A reduction in funding for weight management services will have an immediate and direct effect on board delivery of these interventions while they still recover their services from COVID-19. Without an uplift in funding, waiting times for patients will likely increase which will impact across the health system but particularly on the groups outlined above.</p> <p>In light of recent reports by MBRRACE UK⁶ (funded by all four UK countries) and The Royal College of Obstetricians and Gynaecologists which highlighted the differences in outcomes for Black, Asian and mixed ethnic women, Scottish Government is developing a programme of work, jointly with the Royal Colleges to address these inequalities in outcome, to be implemented by end 2024.</p>	

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Race	<p>Overall, White ethnic groups have proportionately higher uptake than minority ethnic groups for all COVID-19 vaccine doses across the majority of age groups.</p> <p>Uptake is lowest for 'African' groups, the 'Caribbean or Black' group or 'Mixed/Multiple' ethnic group, the Polish community and Gypsy/ Traveller communities, depending on the ages involved.</p>	<p>The pandemic shone a light on pre-existing inequalities. For example, compared to the White Scottish group, rates of hospitalisations and death were estimated to be around four times higher in Pakistani and Mixed/Multiple ethnic groups and around twice as high in Indian, Asian, Caribbean or Black and African groups.</p> <p>Minority ethnic communities have a relatively high risk of developing mental health problems and have been disproportionately impacted by COVID-19.</p> <p>Scottish Government undertakes a range of actions relating to existing Covid expenditure on vaccinations, test and protect, PPE and additional capacity to drive down additional costs.</p>	<p>The impact on inequalities will continue to be a focus, ensuring uptake rates and activity aimed at reducing vaccine inequalities are not negatively affected.</p>	<p>COVID-19 statistical report - 23 November 2022 - COVID-19 statistical report - Publications - Public Health Scotland</p>
Religion or Belief	<p>We have not identified religion or belief to be a key inequality in health and social care in Scotland. We will continue to monitor for any related impacts should they arise.</p>			

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Sex	<p>In every year since 1985, 70% of all people dying from suicide have been male. Younger men are particularly affected. In 2021, the rate of suicide in males was 3.2 times as high as the rate for females.</p> <p>The MBRRACE-UK collaboration for Maternal Deaths and Morbidity published the latest UK Confidential Enquiry which examines deaths within the perinatal period across UK and Ireland. Suicide and psychiatric disorders is one of the leading causes of death for women during the perinatal period (28 completed suicides recorded in 2020 across the UK and Ireland).</p> <ul style="list-style-type: none"> • Between 2018 and 2020, 18% of maternal deaths included suicide as a leading cause of death (between six weeks and a year post pregnancy). • In 2020, compared to the 2017-19 report, women were three times more likely to have suicide as the leading cause of death between six weeks and a year post-pregnancy. 	<p>The 'Creating Hope Together: Scotland's Suicide Prevention Strategy 2022-2032' is supported by record funding through the Programme for Government commitment to double the annual budget to £2.8 million by 2025-26. It will build on the work of the National Suicide Prevention Leadership Group and continue delivering the existing 'Every Life Matters' action plan.</p> <p>The Strategy will draw on levers across national and local government to address the underlying social issues that can cause people to feel suicidal, while making sure the right support is there for people and their families. This approach will help people at the earliest possible opportunity and aim to reduce the number of suicides – ensuring efforts to tackle issues such as poverty, debt, and addiction include measures to address suicide.</p> <p>Our £15 million Communities Mental Health and Wellbeing Fund will also support grass roots suicide prevention action.</p>	<p>We will work with delivery partners to prioritise support for those most in need.</p> <p>The Scottish Government will fund the Scottish Recovery Network as part of the initial three-year action plan. This will boost community peer-support groups to allow people to discuss their feelings and drive down suicide.</p> <p>Our Suicide Prevention Action Plan sets out a range of actions aimed at the whole population as well as focusing on population groups at increased risk of suicide. We are working with our National Suicide Prevention Leadership Group (NSPLG) to identify actions to take to prevent suicides in those at-risk groups. Middle-aged men are one of these at risk groups. Research suggests that men face unique barriers to accessing mental health support and that specific approaches and settings can help to reduce these barriers. These include sports, physical activity, or exercise-based interventions in social or peer-led settings, which is consistent with the specific interventions we fund.</p>	<p>Suicide Prevention Action Plan: Every life matters (SG)</p> <p>Probable Suicides National Records of Scotland (nrscotland.gov.uk)</p> <p>Creating Hope Together: Scotland's Suicide Prevention Strategy 2022-2032</p> <p>Creating Hope Together EQIA</p> <p>New report highlights urgent need for improved care regarding continued inequality and mothers' mental health NPEU (ox.ac.uk)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex	<ul style="list-style-type: none"> Multiple adversities and childhood/adult trauma were reported in over half of the suicide deaths and the majority of the substance use deaths. 			
	<p>Approximately 77% of the health and social care workforce is female, with significant segregation by gender. The percentage of women ranges from 45% in Ambulance Services to 89% in Nursing and Midwifery. The gender pay gap between men and women is 18% among health and social care staff.</p>	<p>The Scottish Government is working to lead reform on recruitment (including promotion) practices to further ensure that they are fair and provide opportunity to the most qualified candidates, regardless of gender or other characteristics. Further, to raise awareness of equality issues and improve both staff knowledge and culture within HSC settings, we have dedicated resources to education and staff networks, including:</p> <ul style="list-style-type: none"> Support for a two-to-three-year post with NHS Education Scotland to re-evaluate and improve equality, diversity and inclusion (EDI) training and resources for staff. Working with NHS Education Scotland this post will look at specific resources on race and mandatory EDI training for HSC staff, initially to ensure that it incorporates up-to-date messaging and relevant information on equality including anti-racism, sexism, sexual harassment, ageism, LGBT+ equality, and identifying/reporting incidences of equality-based harassment. 	<p>There are underlying structural and societal reasons for the high proportion of women and uneven gender distribution between roles in the health and social care workforce, which cannot be adequately mitigated through funding measures.</p> <p>With this in mind, the Scottish Government has increased the minimum pay for commissioned services twice in the last year from £9.50 per hour to £10.50 per hour. For a full-time adult social care worker, based on 37.5 hours a week, the increase represents an uplift of over £1,600 over the course of the year.</p> <p>All reductions in social care capacity and health care capacity have a disproportionate impact on unpaid carers who step in to support those whose needs are not being met.</p>	<p>Official Statistics on the workforce of NHS Scotland</p> <p>NHS Scotland pay gap statistics: FOI release (SG)</p> <p>National Care Service (Scotland)</p> <p>Annual survey of hours and earnings: 2022 - gov.scot (www.gov.scot)</p> <p>Women Returners Programme Skills Development Scotland Flexibility Works</p>

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Sex			<p>Unpaid carers are predominantly female (around 60% overall and 69% of Carer's Allowance recipients in more intensive caring roles) and disproportionately from socio-economically deprived areas.</p> <p>Building on the responses to our consultation, 'Becoming a Fair Work Nation', we are in the process of developing a refreshed Fair Work Action plan, which will bring together our work to support Scotland becoming a leading Fair Work nation by 2025. This new plan will tackle the intersecting structural inequalities faced by women due to their age, disability and/or ethnicity in the workplace.</p> <p>The refreshed Fair Work Action Plan, due to be published in the next few months, will refresh and take forward our commitments in our Fairer Scotland for Women: Gender Pay Gap Action Plan⁷ making explicit that addressing gender pay gaps is a key element of Fair Work.</p>	

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Sex			<p>Our Women Returners funding has helped over 1,500 women since 2018 with their transition back into the workplace following a career gap. 11 projects have received funding in 2022-23 to support women to enter, re-enter and progress in work.</p> <p>Scottish Government, through the Social Innovation Partnership (SIP), is currently funding Flexibility Works to support and promote the development of flexible and family-friendly workplaces.</p>	

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Sexual Orientation	<p>Lesbian, gay, bisexual and people of other sexual orientations were more likely to report poor mental health. 29% of this group who are not trans have thought about taking their life in the previous year. A survey by LGBT Youth Scotland found that 84% of all LGBT+ young people surveyed had experienced a mental health problem.</p>	<p>The Communities Mental Health and Wellbeing Fund for adults was launched in October 2021 to tackle the impact of social isolation, loneliness and mental health inequalities made worse by the pandemic. The second year of the Fund (2022-23) will provide funding to communities across Scotland and includes a focus on supporting LGBT+ communities.</p> <p>A number of supports are available for LGBT+ young people through our funding for children and young people's community mental health and wellbeing supports and services. While local authorities have the flexibility to implement services on the basis of local need, there should be targeted provision for those in at-risk groups and a systematic focus on those with protected characteristics. Community services should be accessible to all children and young people and local authorities are expected to actively engage with under-represented and at-risk groups and make conscious efforts to reduce health inequalities.</p> <p>Within mental health services we are seeking to create a system that responds to everyone's mental health needs, in the right place, at the right time. We want to ensure mental health services and support are person centred, appropriately supporting LGBT+ people with a full range of issues which may impact their mental health.</p>	<p>The LGBT+ community experience higher rates of self-harm than those of the general population. As such the investment in self-harm services – as set out in the 'gender reassignment' section – is likely to positively benefit this group.</p> <p>Despite wider financial challenges across the public sector, we continue to work closely with the Equality and Human Rights Forum as we develop our new Mental Health and Wellbeing Strategy to ensure it is informed by lived experience, evidence-based and underpinned by equality and human rights. We will take full account of the experiences of marginalised groups, including LGBT+ people to inform the Strategy and Delivery plan which will set out priorities into the next year.</p>	<p>Life in Scotland for LGBT Youth Scotland</p> <p>A Mental Health Equality Evidence Report and EQIA will be published alongside the Mental Health and Wellbeing Strategy in Spring 2023.</p> <p>About See Me (seemescotland.org)</p> <p>see-me-strategy.pdf (seemescotland.org)</p>

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Sexual Orientation		<p>We have established an Equality and Human Rights Forum to provide advice on equalities work within mental health policy. This includes representation from across protected characteristics and both the Equality Network and LGBT Health and Wellbeing to represent LGBT+ interests.</p> <p>We are working closely with the Forum as we develop our new Mental Health and Wellbeing Strategy, due to be published in Spring 2023. As part of this we have undertaken an extensive evidence-gathering exercise to better understand the particular issues experienced by different groups, including LGBT+ people, and intersectionality. We will use this work to inform the final Strategy and Delivery Plan.</p> <p>Tackling the stigma and discrimination associated with mental illness is a key priority for the Scottish Government. In 2021, Scottish Government announced See Me, Scotland's campaign to end stigma and discrimination. See Me work to prioritise people at greatest risk of experiencing mental health stigma and discrimination including young people aged 16-24, vulnerable adults and people who experience severe mental illness. This includes work with LGBT+ people as with sexual orientation, gender identity and mental health issues there can be multiple forms of stigma and discrimination that people experience.</p>	<p>There was high level of demand for the Communities Mental Health Wellbeing Fund in Year 1 and early indications of high level of demand in Year 2. Year 1 of the Fund supported a range of projects supporting LGBT+ communities across Scotland.</p>	

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Sexual Orientation		See Me continue to work in partnership with LGBT Health and Wellbeing use campaigns to raise awareness of mental health stigma within communities and wider society and promote mental and emotional wellbeing.		

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

The portfolio's budget for 2023-24 represents an increase of over £1 billion providing funding at a level over and above our commitment to pass on all frontline consequential. Due to ongoing financial pressures across the system hard choices have had to be made to direct available funding to where it is needed most to ensure budget lines successfully tackle inequality and assist in meeting our statutory targets. Despite repurposing of some of the funding, the budget still has the potential to support people with protected characteristics and/or those experiencing socio-economic disadvantage.

Funding will support fair pay for the health and care workforce, supporting our cross-government action to tackle poverty and related inequalities. Increased funding for NHS boards will support access to essential services, including mental health services, and increased investment for primary care and social care supports the delivery of the right care in the right place, including laying the foundations for a National Care Service. Investment in drugs and alcohol services is protected as we continue our work to address the disproportionate harms caused in some communities and our work with stakeholders across health and social care will continue in the year ahead to ensure that funding mitigates existing inequalities and supports critical reform to deliver better outcomes and to maximise benefits for all equality groups.

- 1 [Raising Scotland's tobacco-free generation: our tobacco control action plan 2018 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/raising-scotland's-tobacco-free-generation-our-tobacco-control-action-plan-2018/pages/1-1-introduction.aspx)
- 2 [Foreword by the Minister for Public Health, Women's Health and Sport - Women's health plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/foreword-by-the-minister-for-public-health-women's-health-and-sport-women's-health-plan/pages/1-1-introduction.aspx)
- 3 [Race equality: immediate priorities plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/race-equality-immediate-priorities-plan/pages/1-1-introduction.aspx)
- 4 [Race equality: immediate priorities plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/race-equality-immediate-priorities-plan/pages/1-1-introduction.aspx)
- 5 [A Healthier Future - Framework for the Prevention, Early Detection and Early Intervention of type 2 diabetes \(www.gov.scot\)](https://www.gov.scot/publications/a-healthier-future-framework-for-the-prevention-early-detection-and-early-intervention-of-type-2-diabetes/pages/1-1-introduction.aspx)
- 6 [MBRACE-UK: Saving Lives, Improving Mothers' Care](https://www.gov.scot/publications/mbpace-uk-saving-lives-improving-mothers-care/pages/1-1-introduction.aspx)
- 7 [A fairer Scotland for women: gender pay gap action plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/a-fairer-scotland-for-women-gender-pay-gap-action-plan/pages/1-1-introduction.aspx)





Justice and Veterans Portfolio

Purpose of Portfolio Budget

The Justice and Veterans portfolio budget keeps our communities safe and secure, and administers justice in its various forms: civil, criminal and administrative. It supports the police and fire services, prisons, courts and tribunals, the legal aid system and criminal justice social work services. It also works to build Scotland's resilience by improving preparedness against a range of hazards and threats, including cyber attacks and terrorism. It ensures an environment where sustainable economic activity can prosper and where individual and collective rights are supported and where disputes are resolved fairly and swiftly. The portfolio also leads on support for our country's veterans so that Scotland is a positive destination following military service.

Summary of Spend on Equality of Outcomes

The portfolio remains committed to advancing equality and addressing the causes of inequality, including tackling all forms of gender inequality such as violence against women and girls. It helps to create an inclusive and respectful society in which all people and communities live in safety and security. Through our funding of justice partners, we are investing in a range of system-wide measures to prevent crime, reduce re offending and ensuring an effective system of civil law,¹ as well as supporting victims and witnesses of crime. Over 80% (£2.7 billion) of the portfolio's budget is allocated to justice partners,² who are required under the Public Sector Equality Duty and the Fairer Scotland Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between groups of people with shared protected characteristics when taking strategic decisions.

Portfolio Contributions to National Outcomes**Primary** Communities Human Rights**Secondary** Children and Young People Health International Poverty Economy Fair Work and Business Environment Education**Most Relevant to these Human Rights**

- Right to liberty and security of person
- Right to a fair trial
- Right to freedom from punishment without law

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>People who are more socio-economically disadvantaged are disproportionately affected by crime and the justice system. For example, individuals from the 10% most deprived areas are over-represented in prison arrivals by a factor of three,³ and those living in the 15% most deprived areas are more likely than the rest of Scotland to experience crime (16.5% compared with 11.2%), with fewer resources to cover the cost.⁴</p> <p>People living in the most deprived areas are more likely to perceive problems such as vandalism, nuisance animals and rowdy behaviours as common in their neighbourhoods and less likely to rate their neighbourhood as a very good place to live.⁵</p> <p>The rate of dwelling fires and fire related casualties are strongly associated with deprivation. Domestic fires are 4.2 times higher and fire related casualty rates are 4.9 times higher in the 20% most deprived areas compared to the 20% least deprived.⁶</p>	<p>The portfolio invests in a range of measures to prevent crime, offending and reoffending which can be the direct result of inequality and risk factors including deprivation, adverse childhood experiences and health problems.</p> <p>The CashBack for Communities programme takes funds recovered under the Proceeds of Crime Act and invests them in the most deprived areas of Scotland to support young people and communities most affected by antisocial behaviour and crime.</p> <p>Legal aid is a key part of providing access to justice and tackling inequality. It helps people to defend or pursue their rights if they cannot afford to do so and resolve disputes and problems in their lives to avoid any or further court action; builds individual and community resilience; and tackles inequalities by supporting locally based advice providers.</p> <p>Our approach to community justice supports the Scottish Government's longstanding aim to encourage wider use of community, rather than custodial, interventions where appropriate because they can offer more potential to tackle the underlying causes of offending, including those linked to inequality, deprivation and social exclusion.</p>	<p>Continued funding of our main justice partners includes almost £1.5 billion to Scottish Police Authority in 2023-24, following around £1.4 billion in 2022-23, which will allow them to maintain policing services across Scotland including in the most deprived communities.</p> <p>We will invest a total of £135 million in community justice services which includes the continuation of an additional investment of £15 million from 2022-23 to support recovery efforts, bolster capacity and strengthen alternatives to remand by improving and increasing the use of bail services.</p>	<p>Scottish Crime and Justice Survey - gov.scot (www.gov.scot)</p> <p>Civil justice statistics in Scotland 2020-21 - gov.scot (www.gov.scot)</p> <p>Fire and rescue framework: equality impact assessment - gov.scot (www.gov.scot)</p> <p>Fire safety regime for existing high rise domestic buildings - review: Fairer Scotland Duty summary - gov.scot (www.gov.scot)</p> <p>Non-sexual violence in Scotland: report - gov.scot (www.gov.scot)</p> <p>CashBack for Communities website</p> <p>Criminal Justice Social Work Statistics 2019-20</p>

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Socio-economic disadvantage			<p>Our funding of over £363 million to the Scottish Fire and Rescue Service in 2023-24, following £353 million in 2022-23, supports the safety and wellbeing of communities. A priority for the Scottish Fire and Rescue Service is preventing fires and reducing their human, social and economic impact. Fire safety and prevention activities, including Home Fire Safety Visits, prioritise individuals and communities in deprived areas. The Scottish Fire and Rescue Service will continue to target its resource and activities to support the most vulnerable.</p> <p>Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects in deprived communities that are most likely to experience violence.</p>	

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Socio-economic disadvantage			<p>Our legal aid system ensures that the most deprived and vulnerable have access to legal support when required. We are investing £6 million to support legal aid reform and strengthen access to justice, including measures to assist those affected by the cost of living crisis, which has had disproportionate impacts on low income households.</p> <p>Our funding of £2.5 million towards the initial development of the Scottish 'Bairns Hoose' model for child victims of traumatic crimes will provide trauma-informed recovery and support for children in Scotland who have been victims or witnesses to abuse or violence, as well as children under the age of criminal responsibility whose behaviour has caused significant harm or abuse.</p>	

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Socio-economic disadvantage	<p>Retrospective cohort studies of armed forces veterans in Scotland found that early service leavers (who completed only basic training or less than four years of service) are more likely to live in the 20% most deprived areas of Scotland, compared to veterans with longer lengths of service and the population as a whole.^{7,8}</p> <p>Research shows that early service leavers are more likely to be at risk of a 'poor transition' to civilian life.⁹</p> <p>The majority of veterans seeking mental health support are living in the most deprived areas.¹⁰</p>	<p>The UK-wide Veterans Strategy and our Veterans Strategy Action Plan recognise the importance the transition process plays in ensuring those leaving the Services adjust and settle into their new lives as civilians in as seamless a way as possible.</p> <p>The Scottish Veterans Fund provides funding to projects that support veterans and their families across Scotland. The Scottish Veterans Fund's criteria invite bids that target early service leavers and a number of projects that do so have been supported. Projects that help tackle the inequality experienced by early service leavers include one or more of the following: support successful transition to civilian life; improve access to health and social care, housing, employment, skills and education, financial advice, or any other services provided by the public or third sector, as well as those going through the justice system; support meaningful inclusion in civilian life; and that raise awareness of veterans and their families amongst the general public, emphasising their positive contribution to society and local communities.</p>	<p>Scottish Veterans Fund was increased to £500,000 per annum in 2022-23 and will be maintained at that level in 2023-24.</p>	<p>Trends in Scottish Veterans' Health (fimtrends.org)</p> <p>The Scottish veterans' health study</p> <p>Veterans' Health and Wellbeing (www.gov.scot)</p> <p>Positive Futures: Getting Transition Right in Scotland (scottishveterans.commissioner.org)</p> <p>Scottish Veterans Fund Information</p> <p>V1P Scotland Evaluation Report (veteransfirstpoint.org.uk)</p>

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Age	<p>The Scottish Crime and Justice Survey showed that the likelihood of experiencing crime overall was lowest for those aged 60 and over. Those aged 60 years and over were less likely to experience civil law problems compared with other age categories (17%, compared with 34% for both 16-24 and 25-44 age categories and 32% for those aged 45-59).¹¹</p> <p>However, research into crimes of fraud recorded by the police in 2018-19 suggests that victims of phishing type fraud tended to be older than other types of fraud (with an average age of 60 years old). Almost all phishing crimes were cyber enabled and the average amount defrauded was higher than other methods of fraud.¹²</p>	<p>The portfolio plays a key role in tackling all forms of criminal behaviour, including fraud and cybercrime through our funding of criminal and civil justice.</p> <p>The Scottish Government work with members of the CyberScotland Partnership to amplify and disseminate messages targeting older people in particular to raise their awareness of cyber risk and what they can do to stay safe and secure.</p> <p>Through the CyberScotland Partnership we have funded the development and distribution of the DIGI Ken? Cyber Security Awareness TV Advertising Campaign aimed at an older audience broadcast at time slots aimed to reach that audience.</p>	<p>The Strategic Framework for a Cyber Resilient Scotland was published in February 2021 and we will continue to undertake activities to deliver on this strategy.</p> <p>The Scottish Police Authority budget will allow Police Scotland to continue to deliver on its cyber strategy.</p> <p>The portfolio's budget will also allow Police Scotland and other justice partners to continue their work to support the most vulnerable including older people affected by cyber crimes.</p>	<p>Recorded Crime</p> <p>Scottish Crime and Justice Survey - gov.scot (www.gov.scot)</p> <p>Civil justice statistics in Scotland 2020-21 - gov.scot (www.gov.scot)</p> <p>DIGI Ken? - Cyber Scotland advertising campaign</p>

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Age	<p>Armed forces veterans are, on average, significantly older than the general population. The 2017 Annual Population Survey estimated that over half (58%) of the armed forces veterans¹³ residing in Scotland were aged 65 and over.¹⁴</p> <p>Older veterans are also likely to have worse health outcomes compared to younger veterans and to people of the same age in the wider community.¹⁵</p> <p>However, of all the veterans who spent any time in custody in 2021-22 the single largest age group, around a fifth (18.1%) were 35-39 years old.¹⁶</p>	<p>The Scottish Veterans Fund is open to projects that support older veterans and veterans in the justice system.</p> <p>To support veterans in the justice system, the Strategy for Our Veterans includes a 'veterans and the law' theme. In our Veterans Strategy Action Plan the Scottish Government has committed, to work with partners to support veterans in, or at risk of being involved in, the criminal justice system.</p>	<p>The Scottish Veterans Fund was increased to £500,000 per annum in 2022-23 and will be maintained at that level in 2023-24.</p>	<p>2017 Annual Population Survey</p> <p>Trends in Scottish Veterans' Health (fim-trust.org)</p> <p>The Strategy for Our Veterans - taking the strategy forward in Scotland: refreshed action plan - gov.scot (www.gov.scot)</p> <p>Apply to the Scottish Veterans Fund - gov.scot (www.gov.scot)</p> <p>Scottish Prison Population Statistics (shinyapps.io)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>Disabled people have a higher incidence of civil legal problems (36%, compared to 26% in the general population).¹⁷</p> <p>Disabled people are disproportionately likely to be victims of crime and to experience discrimination and harassment. The Scottish Crime and Justice Survey estimates that 15.0% of disabled people were victims of at least one crime in 2019-20, compared to 11.0% of non-disabled people.¹⁸</p> <p>In 2020-21, disabled adults were more likely to have experienced discrimination (11%) and harassment (7%) in the previous 12 months than non disabled adults (5% and 4%, respectively).¹⁹ In 2021-22, disability related hate crime (666 charges) increased by 44%.²⁰</p>	<p>Our funding for justice partners has an important role in protecting vulnerable people, addressing discrimination and hate crime and bringing those responsible for it to justice.</p> <p>The new hate crime strategy will set out our priorities for tackling prejudice and hate crime in Scotland and will support implementation of the Hate Crime and Public Order (Scotland) Act 2021. This includes tackling prejudice based on disability. Communities with lived experience of hate crime are helping to inform the development of the strategy.</p> <p>Violence reduction funding aims to address violent behaviour in all its forms including violence perpetuated against disabled people.</p>	<p>Through our funding of Scottish Courts and Tribunal Service and other justice partners courts and tribunals will continue to have an important role in protecting vulnerable people and addressing discrimination and hate crime.</p> <p>The portfolio's budget will allow Police Scotland and other justice partners to continue their work to support disabled people, tackle hate crime and bring those responsible for it to justice.</p>	<p>Civil justice statistics in Scotland 2020-21 - gov.scot (www.gov.scot)</p> <p>Crime and Justice Survey</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p> <p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p>

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Disability	The most detailed analysis of hate crimes draws on data from 2018-19 and shows that a majority of disability aggravated hate crimes included a prejudice to those with a learning disability (59%). This equates to around 130 crimes recorded by the police in 2018-19. A further one in five (21%) showed a prejudice to those with a physical disability. This equates to around 50 crimes recorded by the police in 2018-19. ²¹		Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects that support those most vulnerable in society and address all forms of discrimination, including discrimination against disabled people. We are investing £5 million to wider criminal justice sector reform which will supplement our policies that support person-centred and trauma-informed practice.	

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Gender Reassignment	<p>In 2021-22, 84 charges were reported with an aggravation of prejudice relating to transgender identity, 87% more than the 45 charges reported in 2020-21. This is the largest annual increase since this aggravation was introduced in 2010. Previously the annual number of charges reported had been fairly constant at between 42 and 52 over the period from 2016-17 to 2020-21.²²</p>	<p>Our funding for justice partners, has an important role in protecting vulnerable people, addressing discrimination and hate crime and bringing those responsible for it to justice.</p> <p>We are providing funding for the Gender Recognition Reform Bill which was introduced to reform the Gender Recognition Act 2004 to provide a more streamlined process for transgender people applying for legal gender recognition.</p> <p>The new hate crime strategy will set out our priorities for tackling prejudice and hate crime in Scotland and will support implementation of the Hate Crime and Public Order (Scotland) Act 2021. This includes tackling prejudice based on transgender identity. Communities with lived experience of hate crime are helping to inform the development of the strategy.</p> <p>Violence reduction funding aims to address violent behaviour in all its forms including violence perpetuated against the transgender community.</p>	<p>Through our funding of the Scottish Courts and Tribunal Service and other justice partners, courts and tribunals will continue to have an important role in protecting vulnerable people and addressing discrimination and hate crime.</p> <p>The portfolio's budget will also allow Police Scotland and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects that support those most vulnerable in society and address all forms of discrimination.</p>	<p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p>

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Pregnancy and Maternity	<p>In 2018, seven women gave birth whilst serving their custodial sentence.²³ In the period from 2013-17 there were 104 pregnant women held in prison in Scotland and 31 babies born.²⁴</p> <p>Every aspect of a child's life is disrupted when a mother goes to prison. Precise figures on the number of mothers with dependent children who go to prison and children whose mothers are sent to prison each year are not known. It has been estimated that over half of women in prison in the UK have children under the age of 18 and only 5% of children remain in the family home when their mother is sent to prison.²⁵</p>	<p>The portfolio is supporting the Scottish Prison Service, health partners and other agencies to take forward progressive plans for transforming the female custodial estate to address the specific needs of women, including pregnant women.</p> <p>Two innovative community custodial units opened in Scotland during 2022 and the new national facility for women at His Majesty's Prison Stirling will open during summer 2023. All of these facilities have accommodation for mothers and babies as does His Majesty's Prison and Young Offenders Institution Grampian.</p> <p>Alongside the new facilities Scottish Prison Service has published its Strategy for Women in custody. This is founded on the principle that all aspects of the care of women in custody should be designed for women and take account of their likely experience of trauma and adversities. The Strategy recognises the damaging impact that the imprisonment of a mother may have on children. It seeks, where possible, to reduce this impact and so improve the children's life chances.</p>	<p>Our capital funding for Scottish Prison Service will allow completion of His Majesty's Prison Stirling in the summer of 2023.</p> <p>Our continued funding for Prison Visitor Centres will enable ongoing support for families affected by imprisonment.</p> <p>We will invest a total of £135 million in community justice services, which includes the continuation of an additional investment of £15 million from 2022-23 to support recovery efforts, bolster capacity, and strengthen alternatives to remand by improving and increasing the use of bail services. All of this investment contributes to the Scottish Government's longstanding aim to encourage wider use of community, rather than custodial, interventions where appropriate because they can offer more potential to tackle the underlying causes of offending, including those linked to inequality, deprivation and social exclusion.</p>	<p>Strategy For The Management Of Women Offenders In Custody</p> <p>The right to family life: children whose mothers are in prison - Report Summary - Joint Committee on Human Rights (parliament.uk)</p> <p>Importance of strengthening female offenders' family and other relationships to prevent reoffending and reduce intergenerational crime - GOV.UK (www.gov.uk)</p> <p>The Rose Project: Best for Babies</p>

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Pregnancy and Maternity		<p>The Scottish Prison Service has invested in new methods for maintaining family contact including virtual visits which has been vital in order to mitigate the impact of social harms such as parental imprisonment and social isolation.</p> <p>The Scottish Government provides grant funding to Prison Visitor Centres who provide help and support on a range of matters to families impacted by imprisonment.</p> <p>The portfolio invests in community justice services contributing to the delivery of community sentences and wider community interventions such as diversion from prosecution and alternatives to remand.</p>		

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Race	<p>In 2019, minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (19%) compared to white adults (8%). Minority ethnic adults were also more likely to have experienced harassment (17%) than adults from 'White' ethnic groups (6%).²⁶</p> <p>In total 3,107 charges relating to race crime were reported in 2021-22, a decrease of 7% compared to 2020-21. The numbers of charges have fluctuated in recent years but have remained lower than the annual numbers of charges reported between 2003-04 and 2016-17. The 2021-22 total is 32% lower than the peak in such charges in 2011-12, when 4,547 charges were reported.²⁷</p> <p>In addition, where information was available on the ethnicity of victims, almost two-thirds (or 64%) of race-aggravated hate crimes in 2018-19 had a victim from a visible minority ethnic (non-white) group. This compares to 4% of Scotland's population at the time of the last census in 2011.²⁸</p>	<p>Our funding for justice partners, has an important role in protecting vulnerable people, addressing discrimination and hate crime and bringing those responsible for it to justice.</p> <p>The new hate crime strategy will set out our priorities for tackling prejudice and hate crime in Scotland and will support implementation of the Hate Crime and Public Order (Scotland) Act 2021. This includes tackling prejudice based on race. Communities with lived experience of hate crime are helping to inform the development of the strategy.</p> <p>The Scottish Violence Reduction Unit supports the One Community Programme which offers help and support to people from ethnic minority communities within Glasgow.</p>	<p>Through our funding of the Scottish Courts and Tribunal Service and other justice partners, courts and tribunals will continue to have an important role in protecting vulnerable people and addressing discrimination and hate crime.</p> <p>The portfolio's budget will allow Police Scotland and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects that support those most vulnerable in society and address all forms of discrimination.</p>	<p>Scottish Household Survey</p> <p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p> <p>Cross Justice Working Group on Race Data and Evidence - gov.scot (www.gov.scot)</p> <p>One Community Scotland Scottish Violence Reduction Unit (svru.co.uk)</p>

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Race	The imprisonment rate of individuals who identify as African, Caribbean or Black, or from 'Mixed or Multiple' or 'Other' ethnic groups, is significantly higher than for individuals who identify as White. ²⁹	The Justice portfolio promotes equality by tackling the causes of crime, which are often rooted in inequality, through an increased emphasis on prevention and rehabilitation. The portfolio works with health and social care partnerships and community justice social work services to provide rehabilitation and integrated social care and support services in prisons and through community justice services.	We will invest a total of £135 million in community justice services, which includes the continuation of an additional investment of £15 million from 2022-23 to support recovery efforts, bolster capacity, and strengthen alternatives to remand, by improving and increasing the use of bail services. All of this investment contributes to the Scottish Government's longstanding aim to encourage wider use of community, rather than custodial, interventions where appropriate, because they can offer more potential to tackle the underlying causes of offending, including those linked to inequality, deprivation and social exclusion.	Scottish Prison Statistics

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Religion or Belief	<p>There were 512 religiously aggravated charges reported in 2021-22, 16% fewer than in 2020-21. The number of charges reported with an element of religious aggravation in 2021-22 is lower than in any year since 2004-05.³⁰</p> <p>In addition, in two-fifths (42%) of religion aggravated hate crimes in 2018-19, the perpetrator showed prejudice towards the Catholic community, which equates to an estimated 150 crimes. In over a quarter of crimes (26%) the perpetrator showed prejudice towards the Muslim community, equating to around 90 crimes. In around one-in-ten crimes (12%) the perpetrator showed prejudice towards the Protestant community, equating to around 40 crimes.³¹</p>	<p>Our funding for justice partners, has an important role in protecting vulnerable people, addressing discrimination and hate crime and bringing those responsible for it to justice.</p> <p>The new hate crime strategy will set out our priorities for tackling prejudice and hate crime in Scotland and will support implementation of the Hate Crime and Public Order (Scotland) Act 2021. This includes tackling prejudice based on religion. Communities with lived experience of hate crime are helping to inform the development of the strategy.</p> <p>Violence reduction funding aims to address violent behaviour in all its forms including violence perpetuated against people because of religious belief.</p> <p>The portfolio provides funding to education-based projects to tackle sectarianism. These work with around 6,000 children and adults across Scotland each year to enable them to tackle sectarianism confidentially.</p>	<p>Through our funding of Scottish Courts and Tribunal Service and other justice partners, courts and tribunals will continue to have an important role in protecting vulnerable people and addressing discrimination and hate crime.</p> <p>The portfolio's budget will allow Police Scotland and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects that support those most vulnerable in society and address all forms of discrimination.</p>	<p>Hate Crime and Public Order (Scotland) Act 2021 (legislation.gov.uk)</p> <p>COPFS Hate Crime Statistics</p> <p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p>

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Sex	<p>Domestic abuse affects women disproportionately and there was an increase in reports to police during the pandemic.³²</p> <p>Where the victim's gender was known, the clear majority (83%) of victims of domestic abuse incidents recorded by the police were female in 2021-22. Four in five incidents (81%) had a female victim and a male accused.³³ Information published by the Crown Office and Procurator Fiscal Service³⁴ in September 2022 found that in 96% of charges reported to them by Police Scotland in 2021-22 for offences of 'abuse of a partner or ex-partner' under the Domestic Abuse (Scotland) Act 2018, the alleged perpetrator was male.</p>	<p>The portfolio's continuing investment to tackle violence against women and girls will have an ongoing and positive impact on women and young people experiencing sexual crimes and domestic abuse.</p> <p>The justice system can be particularly challenging and disempowering for victims and survivors of sexual violence and we are considering the recommendations from Lady Dorrian's review into the management of sexual offence cases in order to improve victims of sexual offences experiences of the justice system.</p> <p>We will consult on specific draft laws to tackle misogynistic criminal behaviours, improving the experience and transparency of the justice system for women and victims of misogyny, with a view to introducing a Misogyny and Criminal Justice Bill later in this Parliament.</p> <p>The Caledonian System is a behaviour programme for men convicted of domestic abuse offences and support services for their partners and children. It is an integrated approach to dealing with men's domestic abuse and to improving the lives of women, children and men. It aims at reducing the risk of reoffending, while supporting women and children.</p>	<p>In 2023-24 we are continuing funding for key projects to tackle violence against women and girls including the continued funding of £384,026 for the Scottish Women's Rights Centre relating to legal advice and advocacy services. Our Victim Centred Approach Fund will provide £48 million to 23 organisations across Scotland over the period of 2022-25 to support victims and witnesses of crime. This includes £18.5 million for specialist advocacy support for survivors of gender-based violence (for example £6 million will be provided over three years for Rape Crisis Scotland to deliver their National Advocacy Project).</p> <p>Through our funding of the Scottish Courts and Tribunal Service and other justice partners, courts and tribunals will continue to have an important role in protecting vulnerable people and addressing domestic abuse and sexual crimes.</p>	<p>Coronavirus (COVID-19): Justice Analytical Services data report- March 2022 - gov.scot (www.gov.scot)</p> <p>Evidence on impact of COVID-19 on domestic abuse and VAWG</p> <p>Domestic abuse incidents recorded by the police in Scotland</p> <p>Domestic Abuse and Stalking Charges in Scotland 2021-22 - COPFS</p> <p>Women in the justice system: evidence review</p> <p>Improving the Management of Sexual Offence Cases (scotcourts.gov.uk)</p>

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Sex		<p>Violence reduction funding supports the delivery of the Mentors in Violence Prevention programme, a gender-based violence bystander programme engaging young people to speak out against gender based violence, bullying, abusive and violent behaviour as well as the negative societal attitudes and assumptions which underpin this behaviour.</p> <p>The CashBack for Communities programme takes funds recovered under the Proceeds of Crime Act and invests them in community programmes including those which support positive relationships.</p> <p>The Victim-Centred Approach Fund takes a strategic and joined-up approach to funding programmes which provide grants to victim's organisations, human trafficking support organisations and groups providing criminal justice advocacy for survivors of gender-based violence.</p>	<p>The portfolio's budget will allow Police Scotland and other justice partners to continue their work to tackle gender-based violence and bring those responsible for it to justice.</p> <p>We are continuing funding almost £2.4 million for the Caledonian System.</p> <p>We are investing £5 million to wider criminal justice sector reform which will supplement our policies that support person-centred and trauma-informed practice.</p> <p>Our funding of £2.5 million towards the initial development of the Scottish 'Bairns Hoose' model for child victims of traumatic crimes, will provide trauma-informed recovery and support for children in Scotland who have been victims or witnesses to abuse or violence, as well as children under the age of criminal responsibility whose behaviour has caused significant harm or abuse.</p>	

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Sex		Through the Recover, Renew, Transform ³⁵ work and initiatives such as the Victim-Centred Approach Fund, we are working with justice partners, the legal profession, victim's organisations, and others to assess how we can continue to tackle the backlog and provide confidence to victims, witnesses, and others affected by delays, as well as providing practical and emotional support to victims, survivors and witnesses of crime across Scotland.	Our legal aid system ensures that the most deprived and vulnerable have access to legal support when required. We are investing £6 million to support legal aid reform and strengthen access to justice, including measures to assist victims of domestic abuse.	
	Males are more likely to be the victim of serious non-sexual violence; an estimated four in five victims of serious assault and attempted murder recorded by the police were male (80% in 2017-18) ³⁶ and 70% of victims of homicide were male in 2021-22. ³⁷	<p>The portfolio plays a key role in tackling all forms of violent behaviour through our funding of criminal and civil justice.</p> <p>The funding to address violence through the work of the Scottish Violence Reduction Unit and other partners is based on the evidence that males in deprived communities are most likely to offend and to experience violence. The Unit and its partners support the continued delivery of partnership prevention activity to target young people to stop occurrences of violence from happening in the first instance.</p> <p>The CashBack for Communities programme takes funds recovered under the Proceeds of Crime Act and invests them in community programmes including those which address issues related to violence.</p>	<p>The portfolio's budget will allow Police Scotland and other justice partners to continue their work to tackle gender-based violence and bring those responsible for it to justice.</p> <p>Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects that support those most vulnerable in society and address all forms of violence.</p>	<p>Recorded crime in Scotland: attempted murder and serious assault, 2008-2009 and 2017-2018</p> <p>Homicide in Scotland 2021-2022: statistics</p> <p>Non-sexual violence in Scotland: report - gov.scot (www.gov.scot)</p>

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Sexual Orientation	<p>In 2019, Lesbian, Gay or Bisexual adults were more likely to have experienced discrimination in the previous 12 months (22%) compared to the general population (8%).³⁸ More than two-thirds of Scottish LGBT+ survey respondents (68%) had faced verbal abuse and 16% had been physically assaulted for being LGBT+.³⁹</p> <p>The number of charges of sexual orientation aggravated reported crime increased by 10% in 2021-22 to 1,781.⁴⁰ The number of charges reported has increased consistently year on year since the legislation was introduced, except for a fall in 2014-15.</p> <p>Offences aggravated by prejudice towards sexual orientation are the second most common type of hate crime offending.</p>	<p>Our funding for justice partners, has an important role in protecting vulnerable people, addressing discrimination and hate crime and bringing those responsible for it to justice.</p> <p>The new hate crime strategy will set out our priorities for tackling prejudice and hate crime in Scotland and will support implementation of the Hate Crime and Public Order (Scotland) Act 2021. This includes tackling prejudice based on sexual orientation. Communities with lived experience of hate crime are helping to inform the development of the strategy.</p> <p>Violence reduction funding aims to address violent behaviour in all its forms including violence perpetrated against people because of sexual orientation.</p>	<p>Through our funding of the Scottish Courts and Tribunal Service and other justice partners, courts and tribunals will continue to have an important role in protecting vulnerable people and addressing discrimination and hate crime.</p> <p>The portfolio's budget will allow Police Scotland and other justice partners to continue their work to tackle hate crime and bring those responsible for it to justice.</p> <p>Over £15 million of funding to community safety partners in 2023-24, following £14 million in 2022-23, enables funded organisations to continue to deliver their projects that support those most vulnerable in society and address all forms of discrimination.</p>	<p>Characteristics of police recorded hate crime in Scotland: study - gov.scot (www.gov.scot)</p> <p>Scottish Household Survey: publications - gov.scot (www.gov.scot)</p>

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

We have an ongoing commitment to a fair justice system that takes account of the health, safety and wider interests of all those who work within and rely on that system. Our funding helps to protect and support various equality groups – including women, children, the LGBT+ community and older people – from the detrimental effects of crime, accidental harm and civil disputes. These investments continue to provide an opportunity to maintain and develop an accessible and effective justice system that can meet our wider ambitions to tackle inequality.

The portfolio's budget for 2023-24 represents an increase of 7% which will allow the justice system to continue its important role of keeping our communities safe and secure and administering justice in its various forms, as well as addressing the substantial backlogs that have built up following the pandemic. It is for our justice partners to prioritise their budgets with due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good working relations. They must also consider all other aspects of the of the Public Sector Equality Duty and the Fairer Scotland Duty when taking strategic decisions.

- 1 There are significant interdependencies within the Justice portfolio budget, with equality analysis of one budget line in isolation often not possible without reference to others.
- 2 Which include, the Scottish Police Authority (SPA), the Scottish Prison Service (SPS), Community Justice Scotland (CJS), the Scottish Courts and Tribunal Service (SCTS), the Scottish Fire and Rescue Service (SFRS), and the Scottish Legal Aid Board (SLAB).
- 3 [Scottish Prison Population Statistics 2021-22 - gov.scot \(www.gov.scot\)](#)
- 4 [Scottish Crime and Justice Survey 2019/20: main findings - gov.scot \(www.gov.scot\)](#)
- 5 [Scottish Household Survey 2020 - telephone survey: key findings - gov.scot \(www.gov.scot\)](#)
- 6 [Fire safety regime for existing high rise domestic buildings - review: Fairer Scotland Duty summary - gov.scot \(www.gov.scot\)](#)
- 7 [Trends in Scottish Veterans' Health \(fim-trust.org\)](#)
- 8 [The Scottish veterans' health study.](#)
- 9 [Positive Futures: Getting Transition Right in Scotland | \(scottishveteranscommissioner.org\)](#)
- 10 [V1P Scotland Evaluation Report 13 November.pdf \(veteransfirstpoint.org.uk\)](#)
- 11 [Civil justice statistics in Scotland 2020-21 - gov.scot \(www.gov.scot\)](#)
- 12 [Recorded crime in Scotland: 2018-2019 - gov.scot \(www.gov.scot\)](#)
- 13 Those who have served at least one day in the UK Armed Forces.
- 14 [Annual population survey: UK armed forces veterans residing in Great Britain 2017 - GOV.UK \(www.gov.uk\)](#)
- 15 [Trends in Scottish Veterans' Health \(fim-trust.org\)](#)
- 16 [Scottish Prison Population Statistics \(shinyapps.io\) - https://scotland.shinyapps.io/sg-prison-population-statistics/](#)
- 17 [Civil justice statistics in Scotland 2020-21 - gov.scot \(www.gov.scot\)](#)
- 18 [Scottish Crime and Justice Survey 2019/20: main findings - gov.scot \(www.gov.scot\)](#)
- 19 [Scottish Household Survey 2020 - telephone survey: key findings - gov.scot \(www.gov.scot\)](#)
- 20 [Hate Crime in Scotland 2021-22 | COPFS](#)
- 21 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 22 [Hate Crime in Scotland 2021-22 | COPFS](#)
- 23 [The right to family life: children whose mothers are in prison - Report Summary - Joint Committee on Human Rights \(parliament.uk\)](#)
- 24 [Pregnant Women in Custody \(sps.gov.uk\)](#)
- 25 [Importance of strengthening female offenders' family and other relationships to prevent reoffending and reduce intergenerational crime - GOV.UK \(www.gov.uk\)](#)
- 26 [Scottish Household Survey: publications - gov.scot \(www.gov.scot\)](#)
- 27 [Hate Crime in Scotland 2021-22 | COPFS](#)
- 28 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 29 [Scottish Prison Population Statistics 2021-22 - gov.scot \(www.gov.scot\)](#)

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- 30 [Hate Crime in Scotland 2021-22 | COPFS](#)
- 31 [A Study into the Characteristics of Police Recorded Hate Crime in Scotland](#)
- 32 [Coronavirus \(COVID-19\): Justice Analytical Services Data Report - November 2020 - gov.scot \(www.gov.scot\)](#)
- 33 [Domestic abuse recorded by the police in Scotland, 2021-22 - gov.scot \(www.gov.scot\)](#)
- 34 [Domestic abuse and stalking charges in Scotland | COPFS](#)
- 35 “Recover, Renew, Transform” (RRT) is a justice collaboration aimed at co-ordinating and delivering the solutions and resources needed to restore the criminal justice system and ensure that this restoration supports and enhances the wider work to transform the whole system.
- 36 [Recorded crime in Scotland: attempted murder and serious assault, 2008-2009 and 2017-2018](#)
- 37 [Homicide in Scotland 2021-22 - gov.scot \(www.gov.scot\)](#)
- 38 [Scottish Household Survey: publications - gov.scot \(www.gov.scot\)](#)
- 39 [The Scottish LGBT Equality Report – Equality Network \(equality-network.org\)](#)
- 40 [Hate Crime in Scotland 2021-22 | COPFS](#)

Net Zero, Energy and Transport Portfolio

Purpose of Portfolio Budget

The Net Zero, Energy and Transport portfolio is responsible for the co-ordination of cross government policy necessary to deliver a just transition to Net Zero and climate resilience in line with the Scottish Government's statutory climate change commitments. The portfolio's capital and resource expenditure supports the government's key priorities of transforming our economy to deliver our Net Zero commitments, eradicating child poverty and delivering sustainable public services. The portfolio is charged with protecting and enhancing our natural environment and resources, supporting Scotland's transport network and delivering significant investment to tackle the twin challenges of climate change and biodiversity loss.

Summary of Spend on Equality of Outcomes

The impact of climate change will not be felt equally and has direct links to poverty and inequality. That is why the Scottish Government is committed to a Just Transition to deliver Net Zero and a climate-resilient nation. Key equalities issues for the portfolio focus on public transport and domestic energy.

Public transport services are important for and used more frequently by particular groups of people. Women, older people, younger people and those on lower incomes use bus services more. The provision of public transport services continue to be challenging as a result of the pandemic and the cost-of-living crisis is also exacerbating issues faced by those on low incomes.

By continuing to invest in public transport we will ensure that those reliant on public transport can continue to access key services, employment and education. Improving access to public transport and reducing car use underscores our commitment to a Just Transition.

Domestic energy costs and fuel poverty are also likely to disproportionately affect those on lower incomes and particular groups such as disabled people, older people, and lone parents. Our Heat in Buildings Strategy commits us to a set of guiding principles that give a direction for programme and policy development recognising the twin challenges of decarbonising and tackling fuel poverty. We are continuing to design, assess and target interventions that seek to support people to heat their homes.

Portfolio Contributions to National Outcomes

Primary



Economy



Poverty



Children and Young People



Environment

Secondary



International



Communities



Education



Fair Work and Business



Health



Human Rights



Culture

Most Relevant to these Human Rights

- Right to an adequate standard of living, including right to: protection against poverty; and prevention of social exclusion
- Right to a healthy environment including the right to benefit from healthy ecosystems which sustain human wellbeing as well as the rights of access to information, participation in decision-making and access to justice
- Right to the enjoyment of the highest attainable standard of physical and mental health

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Affordability and Access to Transport:</p> <p>Those on lower incomes have less access to private modes of transport and are more reliant on public transport. Access to private vehicles is patterned by household income; latest data shows that 50% of households with an annual income up to £10,000 had access to one or more cars, compared to 98% of households with an annual income of more than £50,000.</p> <p>COVID-19 has had a significant impact on use of public transport,¹ with levels of patronage on both bus and train dropping significantly. Currently, bus use is around 33% less, and concessionary bus use is around 25% less than it was compared to the equivalent period pre-pandemic.</p> <p>Data from before the pandemic shows that those on lower incomes are more likely to use bus services and to do so more frequently. Fifty-one per cent of households with an</p>	<p>In 2023-24, we are progressing the Fair Fares Review which will develop and assess options to create a fairer, more transparent system of fares across all modes that maintain and increase affordability for those who need it most, taking cognisance of the relative changes to the overall cost of travel. This includes £15 million which will be used to fund exploration of a pathfinder pilot into the removal of peak rail fares.</p> <p>ScotRail came into public operation on 1 April 2022. ScotRail fares have been frozen until at least March 2023. ScotRail is currently working on fares proposals for implementation beyond this for 2023-34, and will strive to develop options which mitigate cost of living challenges where possible.</p> <p>ScotRail Trains Ltd, the new public sector ScotRail operator, was successfully mobilised on 1 April 2022. Support for its Jobseekers fares offer, providing two free tickets a month for travel to interviews, and the offer of a free monthly season ticket when the jobseeker secures work, has been continued. Support for its 'Kids for a Quid' offer, allowing up to four children to travel with an accompanying adult for £1 return each, anywhere in Scotland, on off-peak and weekend services, has also been continued. It is intended to continue both of these schemes through 2023-24.</p>	<p>Transport costs (fuel, tickets, etc.) influence access to, and use of, the transport system by different demographic groups, with cost increases disproportionality impacting on socio-economically disadvantaged groups. This contributes to wider societal inequalities of both opportunity and outcome in society, including in terms of access to employment and overall quality of life.</p> <p>In many cases, those on low incomes are excluded from maintaining social connections or accessing employment or training opportunities due to the affordability and availability of transport options. The single most important factor cited by those on low incomes as the greatest transport-related barrier is cost.</p> <p>Continuation of funding for initiatives and schemes which keep fares low will therefore impact on broader outcomes for those from lower income households.</p>	<p>National Transport Strategy 2</p> <p>National Transport Strategy 2 Equalities Impact Assessment</p> <p>National Transport Strategy - Fairer Scotland Duty: Assessment</p> <p>National Transport Strategy 2 Baseline Report</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>annual income up to £10,000 had used a bus as least once in the past month compared to 27% of households with an annual income of over £50,000.² For train services, the converse is true in that from households with an annual income up to £10,000 are less likely to use the train at least once a month (23%) compared to those households with an income of over £50,000 (43%).</p> <p>Access to bikes is also patterned by income. Data from the Scottish Household Survey shows that 30% of households with a net income of £10,000 per year or less have access to at least one bike, compared to 73% of households with a net income of £50,000 or over.</p> <p>Access and affordability^{3, 4} of public transport remain key issues for those on lower incomes which is a particular issue for rural and island communities. Island communities face similar issues to those living in remote and rural areas, but in many cases the challenges can be greater.</p>	<p>We will continue to provide support to bus operators through Network Support Grant at a cost of £56.6 million in 2023-24, to subsidise bus services and keep services more extensive, and fares more affordable than would otherwise be the case. This is particularly important to people on lower incomes.</p> <p>We will continue to provide free national concessionary bus travel for those aged under 22 years old, or over 60 years old, and those with a disability.</p> <p>We will introduce the Community Bus Fund to support local authorities in exploring the range of options in the Transport Act 2019, and improving bus services in rural and deprived areas.</p> <p>The Sustainable and Active travel budget of £196 million in 2023-24 will continue to deliver towards the commitment to provide free bikes to school children that cannot afford one. Building on nine pilot projects delivered in 2022, we hope to see further collaboration throughout Scotland in 2023 so that many more young people can benefit from cycling.</p> <p>Poorer households in Island communities will benefit from the continuation of reduced ferry travel costs through national and local concessionary schemes. We have reduced ferry fares for islanders on Northern Isles services</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Factors resulting in additional costs for households in island communities compared to the rest of the UK include longer commuting distances compounded by higher fuel prices; the additional cost resulting from the need to make occasional trips to the mainland; and additional ferry/air costs for inter-island travel.</p> <p>The experiences of low-income families indicate that transport often determines and constrains their options in terms of household spending and their day-to-day experiences. Families have highlighted multiple competing costs within budgets, of which transport is just one, including food, clothing and fuel.</p> <p>Data from the Transport Scotland Public attitudes survey carried out in 2022 showed that around one in three (29%) respondents said they were struggling to afford their travel costs; with two in five (39%) agreeing that they are no longer able to make as many journeys as they did due to travel costs.⁵ A higher proportion of those from a lower social group (DE)</p>	<p>to receive a 30% discount and, in January 2020, we implemented a three-year freeze on fares and 20% reduction on cabin fares for specific routes.</p> <p>Fares on the Northern Isles Ferry Service have been frozen for winter period of January, February and March 2023.</p> <p>We will continue to support Road Equivalent Tariff fares on all Clyde and Hebrides ferry services which brings significantly lower fares for passengers, cars, small commercial vehicles and coaches. Road Equivalent Tariff helps to reduce the cost disadvantage faced by island communities by setting fares on the basis of travelling an equivalent distance by road. This supports essential travel for work, education, training, healthcare and other personal travel.</p> <p>We will continue to fund the Air Discount Scheme and the Public Service Obligation air services to Barra, Campbeltown and Tiree to maintain connectivity and address the impacts of rurality for our remote communities. The Air Discount Scheme helps to deliver lower air fares for residents of Scotland's most peripheral communities travelling to and from Scotland's key population centres and/or between airports within the peripheral areas.</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>said they were struggling to afford their travel costs (31%) compared to those from a higher social group (AB) (22%). Similarly, a higher proportion of those from a lower social group (DE) agreed that they are no longer able to make as many journeys as they did due to travel costs (26%) compared to those from a higher social group (AB) (10%).</p> <p>A recent evaluation of the Road Equivalent Tariff found that people living on islands felt they personally benefitted from Road Equivalent Tariff. This is predominantly a result of increased disposable income and the ability to make journeys which were previously prevented by fare levels.⁶</p>			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Socio-economic disadvantage	<p>Fuel Poverty/Energy Costs:</p> <p>It is estimated that 34% (around 860,000 households) of all households are in fuel poverty, with 24% or 600,000 households living in extreme fuel poverty⁷ in October 2022 under the Energy Price Guarantee of £2,500. Fuel poverty is increasingly recognised as a multidimensional complex phenomenon, and households may move in and out of fuel poverty as conditions and circumstances change. It is often linked to other elements of socio-economic disadvantage.</p> <p>Energy costs are likely to disproportionately affect those on lower incomes. Consumers most likely to be paying higher energy prices will be those on their supplier's default tariff. A customer ends up on one of these default tariffs if they do not regularly switch supplier or negotiate a better deal. The Competition and Markets Authority⁸ found that being on a low income made someone less likely to have switched supplier in the last three years.</p>	<p>Through the Heat in Buildings Programme, the Scottish Government will provide advice and support to communities and landlords to increase the number of renewable heating systems in homes.</p> <p>We are committed to providing £1.8 billion over the course of this Parliamentary session to improve energy performance and reduce emissions from our buildings. We will target our funding to support the most vulnerable and to strike the right balance to ensure fairness, particularly between those who make the transition early (and so potentially face higher lifetime costs) and those who, because, for example, infrastructure is not available, transition much later. We will ensure that our delivery programmes do not have a detrimental effect on fuel poverty and will build in additional support where required to ensure people can continue to enjoy warm homes that are affordable to heat. We continue to deliver Warmer Homes Scotland and local authority Area-Based Schemes, which are targeted at people in or at risk of fuel poverty or particularly vulnerable to the effects of cold, and are allocating record levels of budget to these schemes.</p>	<p>Through the Heat in Buildings Strategy, there is a recognition of the need to continue to address the climate change impact of heating our homes and buildings with fossil fuels; similarly, the strategy acknowledges that we must also continue to tackle the social inequalities and deliver a just transition.</p> <p>The budget commitments set for 2023-24 on this remain the same as for 2022-23, and the impacts of maintaining these commitments are outlined.</p>	<p>Heat in Buildings Strategy</p> <p>Heat in Buildings Fairer Scotland Duty Assessment</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Affordability of low emission options will also be more difficult for those on low incomes who have less access to savings and affordable borrowing.</p> <p>In Scotland, levels of fuel poverty are highest among households using electricity as their primary heating fuel, at 54% compared to 32% of households using gas in October 2022 under the Energy Price Guarantee of £2,500.⁹</p> <p>Research¹⁰ found that direct electric heaters were the cheapest to install but the most expensive to run, whereas heat pumps were much more expensive to install but had comparable annual fuel costs to a gas boiler. This suggests that property owners with low capital may therefore be unfairly impacted by higher running costs as they are restricted in their choice of low carbon heating system.</p> <p>Installing energy efficiency improvements and low carbon heating systems may also incur additional costs, for</p>	<p>This is particularly important in terms of helping households make informed decisions during the current costs-of-living crisis which is tipping more households into vulnerable circumstances.</p> <p>The Heat in Buildings Strategy recognises the twin challenges of decarbonising and tackling fuel poverty as we design, assess and target interventions.</p> <p>We have committed to identify and support disengaged and vulnerable groups, including equalities groups.</p>		

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Socio-economic disadvantage	<p>instance, through the potential need for a new cooking appliance, a water tank, new radiators and redecoration after works are completed. Many low carbon heating systems also require minimum levels of home energy efficiency to operate properly, meaning that some homes require significant upgrades in, e.g., insulation, before it is possible to install low carbon heating systems. These upfront costs are often cited as an important barrier to retrofitting and installing low carbon heating.¹¹</p> <p>Not being able to meet these upfront costs may create or exacerbate inequality as some property owners may be unable to afford their preferred choice of new heating system or energy efficiency measures, or be unable to finance any at all. This has potential to impact on tenants as they are unable to benefit from efficient heating systems and therefore cheaper energy costs.</p>			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Age	<p>Affordability of Transport: Young people have been disproportionately impacted as a result of the COVID-19 pandemic; latest labour market statistics show that the youth unemployment rate in Scotland averaged 9.1% in 2021-22, down from 12.4% in 2020-21. However, this is almost three times higher than the general unemployment rate in 2021-22 (3.2%).¹²</p> <p>Making sure transport is available for education, employment and training is now key in ensuring the opportunity gap is addressed between the generations and safeguarding against further child poverty challenges for generations to come^{13, 14}.</p> <p>People aged under 21 rely on buses for transport more than any other age group. COVID-19 has had a significant impact on use of public transport. Data from before the pandemic shows that around a third of people aged 16-to-21 years old used the bus at least two or three times a week, and</p>	<p>Through the Network Support Grant, the portfolio continues to subsidise bus services which are particularly important to people in some age groups. The Older Persons' Concessionary Travel Scheme also provides free bus travel for people aged 60 and over, reducing the costs of travel for people in this age group. The Older Persons' Concessionary Travel Scheme is greatly valued and works well for cardholders for a number of reasons, including making financial savings, reducing isolation, giving a sense of greater independence and increasing confidence in their own ability to travel and cardholders see the scheme as having improved their mental and physical wellbeing.</p> <p>From January 2022, we introduced free bus travel for young people under the age of 22, reducing their travel costs. The new scheme targets under 22 year olds as they are more likely to travel by bus, find public transport expensive and be in low paid or insecure work. As of November 2022, there were over 500,000 cardholders, representing almost 70% of all 16-21 year olds in Scotland.</p>	<p>As above for socio-economic disadvantage, transport costs (fuel, tickets, etc.) influence access to and use of the transport system by different demographic groups. Young people face barriers to transport, including the availability and cost of public transport, particularly to further and higher education.</p> <p>Continuing to fund schemes such as free bus travel for under-22 year olds and cheaper rail fares helps to mitigate the barrier of travel cost for young people.</p>	<p>National Bus Travel Concession Scheme for Young Persons Impact Assessments</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	around one fifth used the bus every day. Under-22 years olds are also less likely than any other age group to hold a driving licence, and drive less frequently than all other age groups apart from 80+. ¹⁵	<p>ScotRail fares have been frozen until at least March 2023. ScotRail is currently working on fares proposals for implementation beyond this for 2023 to 2034.</p> <p>ScotRail Trains Ltd, the new public sector ScotRail operator, was successfully mobilised on 1 April 2022. Support for its 'Kids for a Quid' offer, allowing up to four children to travel with an accompanying adult for £1 return each, anywhere in Scotland, on off peak and weekend services, has been continued.</p>		

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Age	<p>Fuel Poverty/Energy Costs:</p> <p>Older people and families with young children are consistently identified as groups with higher energy needs, and vulnerable to the cold - and therefore more vulnerable to increased energy costs.</p> <p>Between 2017 and 2019, 36% of all fuel poor households were older households, i.e. small households made up of one or two residents, at least one of which is aged 65 or older.¹⁶</p> <p>Older people are more likely to be vulnerable to cold weather, partly because they are more likely to have existing medical conditions.</p> <p>Older people are more likely to be fuel poor,¹⁷ as they are likely to spend longer in their homes than other people and therefore require their houses to be heated for longer periods.</p>	See above for socio-economic disadvantage.	<p>Through the Heat in Buildings Strategy, there is a recognition of the need to continue to address the climate change impact of heating our homes and buildings with fossil fuels; similarly, the strategy acknowledged that we must also continue to tackle the social inequalities and deliver a just transition.</p> <p>The budget commitments set for 2023-24 on this remain the same as for 2022-23, and the impacts of maintaining these commitments are outlined.</p>	<p>Public attitudes to coronavirus, cost of living and Ukraine</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	<p>Recent Scottish Government polling¹⁸ at the start of November shows that all ages are concerned about cost of living related issues. However, those aged 45 years old and over are more likely than those aged 18-to-44 years old to mention in their top three concerns rising energy/fuel prices (at 60% and 50% respectively).</p> <p>Consumers most likely to be paying higher energy prices will be those on their supplier's default tariff. A customer ends up on one of these default tariffs if they do not regularly switch supplier or negotiate a better deal. The Competition Market Authority¹⁹ found that being over 65 years old made someone less likely to have switched supplier in the last three years, and that willingness to switch supplier falls markedly with age.</p>			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Disability	<p>Sustainable Transport Accessibility:</p> <p>COVID-19 has had a significant impact on use of public transport. However, data from before the pandemic shows disabled adults are more likely to use the bus than non-disabled adults (11% of journeys vs 7%), less likely to drive (42% vs 54%), and more likely to be a car passenger (18% vs 12%).²⁰</p> <p>A lower percentage of disabled people possess a driving licence (51% vs 75%) and a lower percentage have access to a car (52% vs 77%).²¹</p> <p>Disabled people were generally slightly less positive about their recent experiences of using bus and trains than people who are not disabled.</p> <p>Disabled people were less likely to agree that they felt that it was 'easy to change from bus to other transport' (65% of disabled people agreed, compared with 77% of non-disabled people).</p>	<p>Through the Older Persons' Concessionary Travel Scheme, we will continue to fund free bus travel for eligible disabled people (as well as over 60 year olds), reducing the costs of public transport for them.</p> <p>In 2023-24, £85,000 will be provided to Disability Equality Scotland to assist the delivery of the Accessible Travel Framework's annual delivery plans, through a range of measures including the running of the accessible travel hub, a series of polls and webinars which includes bringing disabled people and transport operators together to raise awareness of services, including assistance services, in building disabled people's confidence in using public transport. Funding for DES also covers important upcoming work such as the Accessible Travel Framework Impact Evaluation Report. Maintaining this spend in 2023-24 prevents the widening of inequality for disabled transport users.</p> <p>The Sustainable and Active travel budget of £196 million in 2023-24 will continue to deliver towards the commitment to provide free bikes to school children that cannot afford one. Building on nine pilot projects delivered in 2022, we hope to see further collaboration throughout Scotland in 2023 so that many more young people can benefit from cycling.</p>	<p>There is a need to ensure the transport system reduces and minimises barriers to travel for all people, in particular for disabled people who face physical barriers yet are more reliant on public transport than the rest of Scotland's population.</p> <p>Key challenges faced by disabled people on the transport system identified through consultation include: being able to access accurate and relevant travel information both before and during the journey; being able to access public transport interchanges, especially at night when these may be poorly lit; being able to access public transport vehicles; being able to interchange between all modes; concerns regarding safety and comfort on the public transport network.</p> <p>In addition, national trends indicate that certain demographic groups and communities facing structural disadvantages are at greater risk of experiencing crime, including disabled people, women, and ethnic minorities.</p>	<p>National Transport Strategy 2</p> <p>National Transport Strategy 2 Equalities Impact Assessment</p> <p>National Transport Strategy - Fairer Scotland Duty: Assessment</p> <p>National Transport Strategy 2 Baseline Report</p> <p>Accessible Travel Framework</p> <p>Active Travel Outcomes Framework</p> <p>Active Travel Outcomes Framework Baseline Report</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Disability	Disabled people face physical and emotional barriers to cycling or accessing an appropriate bike. Disabled people report that costs of accessing adapted or non-standard bikes are a significant barrier to cycling.	Through the Access Bikes Scheme, a partnership has been formed with CyclingUK and Spinal Injury Scotland, to provide a small fleet of E-Bikes, suitable for wheelchair users.	<p>The portfolio spend for 2023-24 will therefore contribute to improving accessibility of and removing the barriers faced by disabled people when using public transport.</p> <p>The partnership with CyclingUK and Spinal Injury Scotland and was achieved without additional budget being required. The scheme is proposed to run in 2023-24 as part of the overall Active Travel programme.</p>	

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Disability	<p>Fuel Poverty/Energy Costs: People with a chronic health condition or disability are considered to have higher and/or longer heating requirements. Households with disabled members may require additional energy for a variety of reasons, including the need for higher and/or longer heating times and use of energy-intensive equipment such as medical equipment. These needs increase energy costs and create a concern about disconnection or disruption.</p> <p>A UK survey in May to June 2022 found that households with a disabled person had taken greater steps to reduce their energy usage in 2022 with nearly half struggling to keep their home warm (48% compared to 30% of non-disabled households).²² Many disabled people have needs which mean that economising on energy can bring severe hardship. In their advice to the Scottish Government in June, the Poverty and Inequality Commission identified disabled people who faced higher energy costs, but were</p>	See above for socio-economic disadvantage.	<p>Through the Heat in Buildings Strategy, there is a recognition of the need to continue to address the climate change impact of heating our homes and buildings with fossil fuels; similarly, the strategy acknowledged that we must also continue to tackle the social inequalities and deliver a just transition.</p> <p>The budget commitments set for 2023-24 on this remain the same as for 2022-23, and the impacts of maintaining these commitments are outlined.</p>	<p>Heat in Buildings Strategy</p> <p>Heat in Buildings Fairer Scotland Duty Assessment</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Disability	<p>not on low income benefits as one of the groups who missed out under the cost of living support package in May. In addition, almost half of carers recently surveyed indicated that increases in energy bills would negatively affect their health or the health of the person they care for.²³</p> <p>Disabled people and families often live in the poorest quality houses and have additional needs that require support throughout the retrofit process. This can make it more expensive for scheme providers and installers to reach these households and treat their homes. Incentives to deliver targets at least cost have resulted in these households being sidelined.</p> <p>For some participants with health impairments or conditions, completing the application process for energy efficiency improvements was a deterrent to receiving this support.</p>			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Gender Reassignment	<p>Safety on Public Transport: 69% of trans women and 59% of trans men responding to a UK National LGBT survey said they avoided being open about their gender identity on public transport for fear of a negative reaction from others.</p>	<p>Funding will continue in 2022-24 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups.</p> <p>The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, disabled people and those with other protected characteristics feel comfortable and safe using public transport – this includes being free from hate crime, bullying and harassment when travelling.</p>	<p>The transport system needs to be safe and secure and give users trust and confidence that they will reach their destinations without threat. A person's risk of exposure to crime is proportionately higher for many of the protected characteristics and can intersect with other forms of abuse such as sexual harassment, racism, homophobia, transphobia, and disability-related harassment. It is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.</p> <p>Funding for the hate crime charter in 2023-24 will contribute to improving safety on the public transport system for protected groups.</p>	<p>Accessible Travel Framework</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Gender Reassignment	<p>Affordability of Public Transport:</p> <p>Concerns have been expressed that transgender people can experience economic disadvantage due to trouble securing and maintaining employment (e.g. due to prejudice and harassment) and the cost of gender reassignment treatments that are not currently available on the National Health Service.</p>	<p>See above for socio-economic disadvantage.</p>	<p>As above for socio-economic disadvantage, transport costs (fuel, tickets, etc.) influence access to and use of the transport system by different demographic groups. This contributes to wider societal inequalities of both opportunity and outcome in society, including in terms of access to employment and overall quality of life.</p> <p>In many cases, those on low incomes are excluded from maintaining social connections or accessing employment or training opportunities due to the affordability and availability of transport options. The single most important factor cited by those on low incomes as the greatest transport-related barrier is cost.</p> <p>Continuation of funding for initiatives and schemes which keep fares low will therefore impact on broader outcomes for those from lower income households.</p>	

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Pregnancy and Maternity	<p>Access to Public Transport: In 2020, 80% of men responding to the household survey said they had a driving licence compared to 72% for women.²⁴</p> <p>In response to the Scottish Government consultation on the National Transport Strategy, Engender suggests²⁵ that, public transport has been predominantly designed to serve commuters who work from 9 am to 5 pm on weekdays, with routes running between suburbs and urban centres in a radial fashion. These services benefit men more than women, who are more likely to need a range of orbital transport routes which cross towns and cities and timetables which fit with unpaid care work, part-time employment and shift work.</p> <p>Engender add that while women are the majority of bus users and part-time workers, they see services as premised on full-time working, not reflecting the needs of women caring for children. Connections between communities and health, leisure or education services remain poor in many areas, and lack of integration in rural areas was criticised.</p>	<p>As the section on sex, through the Network Support Grant we will continue to subsidise bus services which are particularly important to women and therefore pregnant women and mothers with children.</p> <p>As highlighted above, ScotRail fares have been frozen until at least March 2023, ScotRail is currently working on fares proposals for implementation beyond this for 2023-34.</p> <p>ScotRail Trains Ltd, the new public sector ScotRail operator, was successfully mobilised on 1 April 2022. Support for its 'Kids for a Quid' offer, allowing up to four children to travel with an accompanying adult for £1 return each, anywhere in Scotland, on off peak and weekend services, has been continued.</p>	<p>Scotland's transport system is accessed in uneven ways by different groups in society and often different barriers to access will be intersectional. An extensive evidence base shows that women are constrained by several barriers that shape how they travel and their experiences of those journeys. The gendered division of labour means that women tend to take on a disproportionate level of care and domestic tasks, compared to men, in addition to full or part-time work. Due to this, women are more likely to make multi-stop and multi-purpose trips, known as 'trip-chaining', combining travel to work with trips for other purposes such as taking children to school, looking after family members or shopping.</p> <p>Understanding these points about women's travel behaviour is key to recognising that continued funding to support to the provision of key transport services such as buses helps to mitigate the barriers to women accessing employment and educational opportunities.</p>	<p>National Transport Strategy 2</p> <p>National Transport Strategy 2 Equalities Impact Assessment</p> <p>National Transport Strategy - Fairer Scotland Duty: Assessment</p> <p>National Transport Strategy 2 Baseline Report</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Pregnancy and Maternity	<p>Fuel Poverty/Energy Costs:</p> <p>The relative poverty rate after housing costs is highest for lone mothers (39%) compared to other single working age adults.²⁶</p> <p>The pressure of keeping a warm home for children can impact parents physical and mental health. Conflict between keeping a warm home and cost of heating leads to stress and practices like adults skipping meals. Parents of children in under heated homes described struggling to keep everyone warm and emphasised how stressful this was.</p>	See above for socio-economic disadvantage.	<p>Through the Heat in Buildings Strategy, there is a recognition of the need to continue to address the climate change impact of heating our homes and buildings with fossil fuels; similarly, the strategy acknowledged that we must also continue to tackle the social inequalities and deliver a just transition.</p> <p>The budget commitments set for 2023-24 on this remain the same as for 2022-23, and the impacts of maintaining these commitments are outlined.</p>	<p>Heat in Buildings Strategy</p> <p>Heat in Buildings Fairer Scotland Duty Assessment</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Race	<p>Access to/Affordability of Transport:</p> <p>Particular minority ethnic groups are more likely to be reliant on public transport and also more likely to be in poverty.²⁷</p> <p>The cost of living crisis is also more likely to affect particular households. Certain groups are overrepresented in these households, including notably, minority ethnic groups.²⁸</p>	<p>Through the Network Support Grant, we will continue to subsidise bus services, which are particularly important to particular ethnic groups.</p>	<p>As above for socio-economic disadvantage, transport costs (fuel, tickets, etc.) influence access to and use of the transport system by different demographic groups, including minority ethnic groups. This contributes to wider societal inequalities of both opportunity and outcome in society, including in terms of access to employment and overall quality of life.</p> <p>In many cases, those on low incomes are excluded from maintaining social connections or accessing employment or training opportunities due to the affordability and availability of transport options. The single most important factor cited by those on low incomes as the greatest transport-related barrier is cost.</p> <p>Continuation of funding for initiatives and schemes which keep fares low will therefore impact on broader outcomes for those from lower income households.</p>	<p>National Transport Strategy 2</p> <p>National Transport Strategy 2 Equalities Impact Assessment</p> <p>National Transport Strategy - Fairer Scotland Duty: Assessment</p> <p>National Transport Strategy 2 Baseline Report</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Race	<p>Safety on Public Transport: Public transport can provide a space in which perpetrators can target violence or threat of violence at certain groups of society. There was an increase in discrimination during COVID-19 internationally.</p>	<p>Funding will continue in 2023-24 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups. The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, disabled people and those with other protected characteristics feel comfortable and safe using public transport – this includes being free from hate crime, bullying and harassment when travelling. Maintaining spend reduces risk and prevents widening bullying and harassment.</p>	<p>As mentioned, the transport system needs to be safe and secure and give users trust and confidence that they will reach their destinations without threat. A person's risk of exposure to crime is proportionately higher for many of the protected characteristics and can intersect with other forms of abuse such as sexual harassment, racism, homophobia, transphobia, and disability-related harassment. It is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.</p> <p>Funding for the hate crime charter in 2023-24 will contribute to improving safety on the public transport system for protected groups.</p>	<p>Accessible Travel Framework</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Religion or Belief	<p>Safety on Public Transport:</p> <p>Findings from the Scottish public inquiry into islamophobia reported in 2021 that participants to the inquiry say they are facing increased Islamophobic abuse on public transport.</p> <p>59% of Muslims responding to the public inquiry report that, as a result of experiencing or fearing Islamophobia, they have altered their behaviour.</p> <p>Most of the respondents to this question had changed their behaviour in terms of going out: staying in more; keeping children in more; and taking extra precautions when going out in public, for instance choosing not to go out after dark and avoiding public transport and certain places.</p> <p>Of Muslims who responded to the inquiry, 83% said they had experienced islamophobia, including on public transport. Many respondents described avoiding public transport for fear of physical assault.</p> <p>Respondents to the enquiry also described avoiding air travel in particular for fear of abuse or harassment.</p>	<p>Funding will continue in 2023-24 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups. The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, disabled people and those with other protected characteristics feel comfortable and safe using public transport – this includes being free from hate crime, bullying and harassment when travelling.</p>	<p>As mentioned, the transport system needs to be safe and secure and give users trust and confidence that they will reach their destinations without threat. A person's risk of exposure to crime is proportionately higher for many of the protected characteristics and can intersect with other forms of abuse such as sexual harassment, racism, homophobia, transphobia, and disability-related harassment. It is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.</p> <p>Funding for the hate crime charter in 2023-24 will contribute to improving safety on the public transport system for protected groups.</p>	

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sex	<p>Access to Public Transport: In 2020, 80% of men responding to the household survey said they had a driving licence compared to 72% for women²⁹. Public transport has been predominantly designed to serve commuters who work from 9 am to 5 pm on weekdays, with routes running between suburbs and urban centres in a radial fashion. These services benefit men more than women, who are more likely to need a range of orbital transport routes which cross towns and cities and timetables which fit with unpaid care work, part-time employment and shift work.</p> <p>Engagement by Engender suggests that, while women are the majority of bus users and part-time workers, they see services as premised on full-time working, not reflecting the needs of women caring for children. Connections between communities and health, leisure or education services remain poor in many areas, and lack of integration in rural areas was criticised.</p>	<p>Through the Network Support Grant The portfolio continues to subsidise bus services, which are particularly important to women.</p>	<p>As above, Scotland's transport system is accessed in uneven ways by different groups in society and often different barriers to access will be intersectional. An extensive evidence base shows that women are constrained by several barriers that shape how they travel and their experiences of those journeys. The gendered division of labour means that women tend to take on a disproportionate level of care and domestic tasks, compared to men, in addition to full or part-time work. Due to this, women are more likely to make multi-stop and multi-purpose trips, known as 'trip-chaining', combining travel to work with trips for other purposes such as taking children to school, looking after family members or shopping.</p> <p>Understanding these points about women's travel behaviour is key to recognising that continued funding to support to the provision of key transport services such as buses helps to mitigate the barriers to women accessing employment and educational opportunities.</p>	<p>National Transport Strategy 2</p> <p>National Transport Strategy 2 Equalities Impact Assessment</p> <p>National Transport Strategy - Fairer Scotland Duty: Assessment</p> <p>National Transport Strategy 2 Baseline Report</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Sex	<p>Access to Bike/Barriers to Cycling:</p> <p>The COVID-19 pandemic has had a significant impact on how people travel to work and the frequency of doing so. However, data from before the pandemic showed that men are more likely to cycle to work than women. In 2018,³⁰ 4% of men cycled to work compared to 1% of women.³¹</p> <p>Data from 2020 also shows that men (6%) were twice as likely to have cycled as a means of transport compared to women (3%).³²</p> <p>A key barrier for women tends to be around safety concerns as an individual, or if undertaking cycling trips with children.</p>	<p>The Sustainable and Active Travel budget of £196 million in 2023-24 will support projects which address the key safety concerns that women have around cycling. It includes the annual £52 million funding to Sustrans 'Places for Everyone' programme including protected cycle lanes and safe, well maintained paths for walking and wheeling. Increasing access to bikes, the Scotland Cycle Repair Scheme subsidy towards bike maintenance will support parents and carers with any necessary maintenance and repair of their and their children's bikes to help them get out on these bikes with their children.</p> <p>The pilot phase of the commitment to provide free bikes to school age children has recently completed (August 22). The evaluation period showed that over 2600 bikes had been issued, and 47% went to females.</p>	<p>One of the key outcomes for the Active Travel Outcomes Framework is that walking, wheeling and cycling can be enjoyed by all. While acknowledging that geographic and regional factors will influence the availability of walking, wheeling and cycling, a key focus of the framework is to ensure that walking, wheeling and cycling are viable choices for all. As well as infrastructure, this means making bikes and other non-motorised mobility accessible to all and continuing to drive education and behaviour change programmes through literature, training and opportunities to try walking and cycling.</p> <p>Therefore, the active travel budget in 2023-24 is focused around all of these issues to improve availability.</p>	<p>Active Travel Outcomes Framework</p> <p>Active Travel Outcomes Framework Baseline Report</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Sexual Orientation	<p>Safety on Public Transport: Among respondents to the National LGBT survey,³³ 70% all respondents with a minority sexual orientation said they had avoided being open about their sexual orientation for fear of a negative reaction. Sixty-five per cent of cisgender respondents said they had avoided being open about their sexual orientation on public transport.³⁴</p>	<p>Funding will continue in 2023-24 for the hate crime charter which offers training for operators and raises awareness of issues that affect vulnerable groups. The purpose of this is to ensure that people of different faiths, ethnicities, sexual orientation, disabled people and those with other protected characteristics feel comfortable and safe using public transport – this includes being free from hate crime, bullying and harassment when travelling.</p>	<p>As mentioned, the transport system needs to be safe and secure and give users trust and confidence that they will reach their destinations without threat. A person's risk of exposure to crime is proportionately higher for many of the protected characteristics and can intersect with other forms of abuse such as sexual harassment, racism, homophobia, transphobia, and disability-related harassment. It is therefore crucial to consider how fears and risks of violence associated with public transport disproportionately affect people from ethnic minorities, the LGBT community, and those with a disability.</p> <p>Funding for the hate crime charter in 2023-24 will contribute to improving safety on the public transport system for protected groups.</p>	
<p>Summary of Impact of Budget Reductions or Savings on Tackling Inequality</p> <p>The portfolio's budget for 2023-24 maintains the commitments from last year, focusing on a range of initiatives to keep transport affordable and accessible for those on low incomes; and offering support on the use of renewable heating and energy use, improving energy efficiency and helping to tackle fuel poverty. The budget therefore will support people with protected characteristics and/or those experiencing socio-economic disadvantage, helping to mitigate the impacts faced by these groups.</p>				

- 1 [Transport and Travel in Scotland 2020: Results from the Scottish Household Survey - PDF version | Transport Scotland](#)
- 2 [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- 3 [Transport and Child Poverty Beyond the Pandemic](#)
- 4 [national-transpot-strategy-2-fairer-scotland-duty-assessment.pdf \(transport.gov.scot\)](#)
- 5 [COVID-19 Analysis \(transport.gov.scot\)](#)
- 6 [evaluation-of-road-equivalent-tariff-on-the-clyde-and-hebridean-network.pdf \(transport.gov.scot\)](#)
- 7 [Cost of Living Bill - Key Statistics - gov.scot \(www.gov.scot\)](#). Note: the estimated fuel poverty rate in the text above is slightly different from that reported in the key statistics which underpinned the development of the Cost of Living (Tenant Protection) Scotland Bill. This is because the key statistics do not account for £200 Alternative Fuel Payments for households using fuels other than gas or electricity to heat their homes.
- 8 [Energy market investigation: Final report \(publishing.service.gov.uk\)](#)
- 9 [Cost of Living Bill: research evidence summaries - gov.scot \(www.gov.scot\)](#). Note: the estimated fuel poverty rates in the text above account for £200 Alternative Fuel Payments for households using fuels other than gas or electricity to heat their homes.
- 10 [The economics of heat pumps and the \(un\)intended consequences of government policy \(repec.org\); The economics of heat pumps and the \(un\)intended consequences of government policy - ScienceDirect](#)
- 11 [Review of gas and electricity levies and their impact on low-carbon heating uptake \(climatexchange.org.uk\)](#)
- 12 [Labour Market Monthly Briefing: August 2022 - gov.scot \(www.gov.scot\)](#)
- 13 [national-transpot-strategy-2-equality-impact-assessment-record.pdf \(transport.gov.scot\)](#)
- 14 [Transport and Child Poverty Beyond the Pandemic](#)
- 15 [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- 16 [fuel-poverty-strategy-analytical-annex.pdf \(www.gov.scot\)](#)
- 17 [4 Fuel Poverty - Scottish house condition survey: 2019 key findings - gov.scot \(www.gov.scot\)](#)
- 18 YouGov online polling for Scottish Government; fieldwork: 1-3 November; sample of 1021 adults 18+ across Scotland; weighted to be fully representative demographically and geographically.
- 19 [Energy market investigation: Final report \(publishing.service.gov.uk\)](#)
- 20 [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- 21 [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- 22 [Facing Barriers \(financialfairness.org.uk\)](#)
- 23 [Emergency Budget Review: Summary of Evidence on Equality and Fairness \(www.gov.scot\)](#)
- 24 [Transport and Travel in Scotland 2020: Results from the Scottish Household Survey - PDF version | Transport Scotland](#)
- 25 [Engender-response-to-the-Scottish-Government-consultation-on-Scotlands-National-Transport-Strategy.pdf](#)
- 26 [Poverty and income inequality statistics - gov.scot \(www.gov.scot\)](#)
- 27 [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- 28 [The Cost of Living Crisis in Scotland: An Analytical Report \(www.gov.scot\)](#)
- 29 [Transport and Travel in Scotland 2020: Results from the Scottish Household Survey - PDF version | Transport Scotland](#)
- 30 [Scottish Transport Statistics No 37 2018 Edition | Transport Scotland](#)
- 31 [Transport and Travel in Scotland 2019: Results from the Scottish Household Survey | Transport Scotland](#)
- 32 [Transport and Travel in Scotland 2020: Results from the Scottish Household Survey - PDF version | Transport Scotland](#)
- 33 [National LGBT Survey: Research report - GOV.UK \(www.gov.uk\)](#)
- 34 [National LGBT Survey: Research report - GOV.UK \(www.gov.uk\)](#)

Rural Affairs and Islands Portfolio

Purpose of Portfolio Budget

Rural Affairs and Islands is a diverse portfolio which includes farming and food production, animal health and welfare, rural and island communities, food and drink, crofting, fisheries and aquaculture. The budget seeks to support the long-term challenges and opportunities that Scotland's rural and coastal areas, and island communities are facing. It has a vital role in maintaining certainty across the rural economy through direct cash injections, addressing issues around rural disadvantage through supporting traditional rural industries, and through direct funding to community groups to support rural development across Scotland.

To support a greener and fairer Scotland, tackle biodiversity loss, and create a Net Zero and climate-resilient economy and communities Rural Affairs and Islands has launched a process of reform and transformation. The foundations for transformation will be set in the next few years in agriculture, land use and marine sectors, alongside supporting economic transformation and offshore renewables development.

Summary of Spend on Equality of Outcomes

Rural and coastal communities face a range of challenges including access to services, higher living costs and population change. The Rural Affairs and Islands portfolio addresses issues around rural disadvantage through supporting traditional rural industries and through direct funding to community groups to support rural development across Scotland. Most spend in these areas is not directly focused on reducing inequality for groups with protected characteristics or those from the most socio-economically deprived groups. However, there are specific schemes for supporting women in agriculture and aquaculture.

The Scottish Government has committed to creating equality of opportunity within agriculture and to ensuring the sector is more diverse and representative. Agricultural support schemes help to support wider rural communities and businesses and ensure a productive landscape. Research is planned to help us understand the impact of changes to agricultural support payments in rural areas and the role of local food economies in creating an affordable and sustainable national food system. More broadly, there is little evidence on the direct and indirect impacts of the Rural Affairs and Islands budget on groups with protected characteristics and, aside from age and gender, there is little available data.

Portfolio Contributions to National Outcomes

Primary



Economy

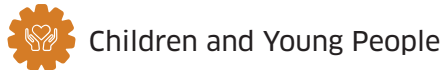


Environment

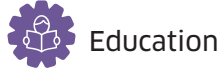


Communities

Secondary



Children and Young People



Education



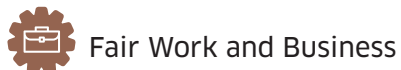
Human Rights



Poverty



International



Fair Work and Business



Culture



Health

Most Relevant to these Human Rights

- Right to property
- Right to an adequate standard of living, including:
- Right to adequate housing
- Right to adequate food
- Right to protection against poverty and social exclusion
- Right to take part in cultural life
- Right to a healthy environment, including the right to benefit from healthy ecosystems that sustain human wellbeing
- Rights of access to information and participation in decision making
- Right to access to justice

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Socio-economic disadvantage	<p>In 2021, a minimum acceptable standard of living in remote rural Scotland typically required between 15% and 30% more household spending than in urban parts of the UK.¹ This varies significantly by household type, with younger families less affected than pension age households. These additional cost of living issues are being addressed particularly for island communities through the Islands Communities spending line.</p> <p>Remote rural Scotland has Scotland's lowest residence based median gross annual pay for full-time employees at £30,111, compared with £33,107 for the rest of Scotland, and £35,631 in accessible rural areas.</p> <p>Overall average farm income was £39,300 in 2020-21. Without support payments the average farm would have made a loss of £3,300. The average support received was around £42,700. This was the lowest average loss (excluding support) since 2012-13. However incomes vary widely by farm type, sector and region.</p>	<p>Spending in rural communities is often through other portfolio budgets, such as Education and Skills or Health and Social Care.</p> <p>Rural-specific spending can help some disadvantaged groups, for example around 10,700 low income hill farmers are supported by the Less Favoured Area Support Scheme. In addition the pay and condition of low paid employees in the sector is protected by the Scottish Agricultural Wages Board, who agree a statutory Wages Order annually which covers pay and working conditions and which is enforced by inspectors from the Rural Payments and Inspections Division.</p> <p>Overall, it is unlikely that this portfolio budget significantly reduces socio-economic disadvantage given the funding recipient profile. This portfolio budget funds direct financial support for farmers that also reduces the costs that farmers need to cover - this may help in keeping food prices affordable for low income households across the country.² The evidence for any effects on food prices for low income households is limited and some may be capitalised instead into inflated land values and rent.</p>	<p>In 2023-24, no budget is allocated to the Food Processing, Marketing and Co-Operation grant scheme. As the scheme aims to support Scottish food and drink processing businesses, this is most likely to affect businesses of this type and their employees.</p> <p>There is evidence to show that the Food Processing, Marketing and Co-Operation grant scheme has had a positive impact on the Scottish economy, population health, and environmental sustainability. However, these contributions are not evenly spread between different sectors.³ Further, there is little evidence of the impact of the Food Processing, Marketing and Co-Operation grant scheme on groups with protected characteristics.</p> <p>The increase in Marine Scotland funding for offshore renewable energy is aimed to benefit the people of Scotland through clean energy and climate mitigation. Data could be improved on the renewable energy workforce and who benefits from offshore renewable spend.</p>	<p>Poverty in rural Scotland: evidence review - gov.scot (www.gov.scot)</p> <p>The Cost of Living Crisis in Scotland: analytical report - gov.scot (www.gov.scot)</p> <p>Scotland's National Strategy for Economic Transformation: fairer Scotland duty summary - gov.scot (www.gov.scot)</p> <p>Good Food Nation (Scotland) Bill: fairer Scotland duty assessment - gov.scot (www.gov.scot)</p> <p>Food Processing, Marketing and Co-Operation Fund 2014-2020: evaluation - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Socio-economic disadvantage	<p>Upland and less favoured area sheep farmers have some of the lowest incomes in the sector, with an average farm business income in 2020-21 of £9,600. The average farm in receipt of Less Favoured Area Support Scheme funding received an income of around £34,900 in 2020-21. On average farms received £5,500 of Less Favoured Area Support Scheme funding which made up around 16% of the size of their total income. Income of the average Less Favoured Area Support Scheme farm is significantly above the average household income for Remote Rural Scotland at around £29,000 in 2021. Within Pillar One, beef schemes support farm types with a near to average income of around £24,900.</p> <p>Low income households in rural and island areas are amongst those likely to be most negatively affected by the cost of living crisis and will face particular challenges as a result of reduced real term incomes and increased costs.⁴</p>	<p>Looking through the portfolio budget in detail, the largest elements of the budget are Common Agricultural Policy payments through a variety of schemes. This is paid to around 17,500 farm businesses each year. £282 million is paid as direct income support payments to farmers and £142 million is paid to farmers as part of greening support for farmers' environmental responsibilities.</p> <p>Pillar Two schemes are those in which recipients must apply for and meet certain criteria, such as age for Young Farmers Grants, or poor land quality for Less Favoured Area Support Scheme Grants. The most direct consequence of these payments is to supplement a sector that would otherwise make significant losses.</p> <p>Less Favoured Area Support Scheme has a budget of around £65 million. This is another scheme originating in the EU but continued after the UK's exit from the EU. This supports farmers and crofters in Scotland's more challenging agricultural areas, such as mountains, with around 10,700 recipients and keeps people living and working in rural areas.</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Rural communities, especially those in more remote areas, are likely to face higher costs for key goods and services and are much more likely than those in other areas to face fuel poverty.⁵</p> <p>Food insecurity is more prevalent among adults living in low income households, with single parent households and working-age single adults having the highest prevalence by household type.⁶ This will affect low income households in rural Scotland in addition to higher living costs.</p> <p>The Good Food Nation (Scotland) Act 2022 institutes the principle that adequate food is a human right (as part of the right to an adequate standard of living) and essential to the realisation of other human rights.</p> <p>Food insecurity, which links to the right to food, is a key socio-economic inequality. Further evidence on this topic in a rural context should be provided through research on food insecurity built into the new Environment, Natural Resources and Agriculture Strategic Research Programme, which commenced in 2022.</p>	<p>The Scottish Government has committed to considering options to see agricultural workers paid the living wage, ensuring more money reaches rural communities and their families and helps tackle rural poverty.⁷</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	Rural areas tend to have an older population when compared to the rest of Scotland. Specifically, rural areas have a lower proportion of the population in the age range 16 to 34 but a higher proportion of people aged 45 and over. This is particularly true for the age range of 65 and over, in remote rural areas. ⁸	<p>Agricultural workers are disproportionately above the average age of the Scottish population, with 40% of male farm occupiers and 32% of female farm occupiers aged over 64 in 2021.⁹ This is compared to around 20% of the total population.¹⁰ Spending on agricultural support does tend to go to older men. Unfortunately, it is also the case that supporting this group tends to inflate land prices, meaning that younger people struggle to get into the agricultural industry.¹¹ There are wider knock-on consequences of inflated land prices that also disproportionately affect younger people who rent land or homes, and whose incomes therefore supplement older wealthier people. The Land Matching Service is a scheme which works to link up younger or new entrant farmers with land that may be vacant or under-used. This may help reduce the age profile of the sector. The 2022-23 budget for this scheme is £220,000.</p> <p>The pre-apprenticeship programme provides people age 16+ with the opportunity to begin their careers in farming with mentor businesses, supported by machinery rings and colleges.</p>		

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age		<p>As part of the Future Fisheries Management the Scottish Government are taking forward work to encourage new entrants into the wider seafood sector carrying out specific research into the barriers facing new entrants to ensure that appropriate support is in place. Support is available through the Marine Fund Scotland (MFS) for new entrants to secure their positions in the fishing industry, it can assist young fishers to purchase their first fishing boat (or share in a fishing boat).</p> <p>All applicants to the Marine Fund Scotland 2022-23 are asked to commit to the Fair Work First criteria, in a way that is relevant and proportionate for their organisation. Additionally, funding through the Marine Fund Scotland supports supply chains which deliver benefits back to some of the most peripheral coastal communities in the UK. For example assistance to one processing facility in the central belt provides a processing outlet for 18 co-operative shellfish grower members, located throughout the Highlands and Islands of Scotland.</p>		

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Disability	<p>Less than half of people living in rural areas of Scotland live within a 15-minute drive time to a GP by public transport, with only around two thirds of people in rural Scotland within a 15-minute drive time by public transport to a post office.¹²</p> <p>There is broadly the same level of disabled people in rural and urban areas. Disabled people tend to be more dependent on public transport so lower levels of public transport provision can have a greater impact on disabled people in rural areas.</p> <p>Low income rural households with a disabled person are also likely to be disproportionately affected by increases in the cost of living.¹³</p> <p>However, unfortunately, there remains little data on the direct and indirect impacts of the budget on groups with protected characteristics and, other than for age and gender, there is little data.</p>	<p>The budget seeks to support the long-term challenges and opportunities that Scotland's rural and coastal areas and island communities are facing. It has a vital role in maintaining certainty across the rural economy. Maintaining a strong rural economy has links to maintenance of local service provision which has indirect benefits to certain groups more dependent on local services, including disabled people.</p> <p>The current spend from this portfolio is unlikely to directly change the position for disabled people but please also refer to the Net Zero, Energy and Transport portfolios.</p>		<p>Scottish Household Survey: publications - gov.scot (www.gov.scot)</p>
Gender Reassignment	There is no identified evidence on differential impacts available in this area.			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Pregnancy and Maternity	Pregnancy and maternity could be factors that discourage women from seeking a career in sea fisheries and aquaculture; e.g. toilet facilities on board fishing boats are not always adequate for women, whilst fishing equipment and clothing has often been developed for men. ¹⁴ In addition, fishing requires overnight stays and long hours away from home on a fishing boat which creates challenges for pregnancy, maternity and childcare.	The policy and investments in Marine Scotland through the newly launched Future Fisheries Management Strategy aim to widen opportunities and tackle barriers for everyone (including women) to access roles in the fishing industry, on an equal basis, and to break down cultural assumptions of what work is acceptable for women to do. The issues and barriers specifically facing women's access to fishing boats due to pregnancy and maternity concerns will also be discussed by Marine Scotland with stakeholders in the development of policies and solutions developed.		Women in Scottish fisheries: literature review
Race	<p>Past research¹⁵ has shown that migrant workers in rural Scotland experience isolation and face barriers in accessing affordable accommodation and English language provisions.</p> <p>Seasonal workers in Scottish agriculture have also been shown to face difficulties with xenophobia and racism in previous years.¹⁶</p> <p>Further research is underway into this topic, and this is expected to be published next year.</p>	<p>There is little evidence of Rural Affairs and Islands portfolio spend in this area. Spending in other portfolio areas may impact on this inequality. However, much of the damage and negative experience is likely to be linked to migration policy which is reserved to the UK Government.</p> <p>In 2022 the Scottish Government provided £41,000 of funding to support a new Worker Support Centre, which will provide advice and practical support to all workers on the Seasonal Workers Visa in Scotland including Ukrainian seasonal horticultural workers.¹⁷</p>		Support for Ukrainian workers in Scotland - gov.scot (www.gov.scot)

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Race	Marine industries, particularly seafood processing, ¹⁸ but also commercial sea fisheries, rely on workers from other countries. There are issues around equal pay and fair treatment of workers on fishing boats. The demographic makeup of the workforce needs to be taken into account in designing policies affecting these industries. ¹⁹	Investments and policy developments through the Future Fisheries Management Strategy ²⁰ will explore workforce issues and employment opportunities, skill, and training to tackle workforce shortages and widen job opportunities, especially in the context of EU Exit and COVID-19. Through the Future Fisheries Management Strategy, we will continue to press the UK Government for reforms to immigration rules in relation to non-EEA fishers to ensure appropriate employment rights and fair pay, and to prevent cases of exploitation.		
Religion or Belief	There is no identified evidence on differential impacts available in this area.			

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Sex	<p>There is a significant gender pay gap for women in remote rural areas (median gross annual pay for women full-time employees £28,703 compared to £32,824 for men).²¹</p> <p>Research commissioned by Scottish Government in 2017 identified a range of issues that impact women in agriculture and limit their participation in the industry.²² A 2021 Women in Agriculture research progress report outlines positive changes for women in agriculture, including increased awareness of the role of women within the industry and the success of Scottish Government training pilots in building connections between women and developing their skills.²³</p>	<p>At present 60% of working occupiers are male and 40% of working occupiers are women in Scottish agriculture.²⁴</p> <p>The Scottish Government is providing resources to support more women into agriculture, specifically through training and business support. SG has committed to doubling support to £600,000 per year over the course of this Parliament to deliver practical solutions to improve the lives of women living and working in agriculture.²⁵ This includes the Women in Agriculture Practical Training Fund, administered by Lantra Scotland.</p> <p>An evaluation of training provided to women in agriculture has produced evidence of a range of positive outcomes, including: building their confidence in their skills and strengths, which in turn has enabled them to develop their roles on the farm or at work; and providing them with a chance to share their experiences and form lasting connections with other women in agriculture.²⁶</p>		<p>Women in Agriculture 'Be Your Best Self' 2020-2021 pilot evaluation report - gov.scot (www.gov.scot)</p> <p>Women in Agriculture research: progress report - 2020-2021 - gov.scot (www.gov.scot)</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Sex	<p>In the sea-fishing sector there are more men than women employed.²⁷ Women make a significant contribution to the Scottish fishing industry through their paid and unpaid labour and are mostly employed in onshore roles such as administration and seafood processing. However, they are underrepresented in offshore and senior leadership positions in fisheries and their work is often undervalued because it is informal and less visible.²⁸</p> <p>Research into this topic has shown that fisheries are culturally represented and imagined as male-dominated which can discourage women from entry. Women in the fishing industry also report facing sexist attitudes, behaviour and language.</p>	<p>Investments through the Future Fisheries Management Strategy aim to broaden employment opportunities and tackle barriers to equal participation in sea fisheries employment. Aquaculture is a key contributor to Scotland's rural economy and a significant provider of highly skilled jobs, particularly in some of our remote, coastal communities. The Scottish Government is keen that equality plays a key role in economic growth and we continue to support Women in Scottish Aquaculture²⁹ to promote women's career development at all levels and encourage more women to consider a job in the sector.</p>		<p>Women in Scottish fisheries: literature review - gov.scot (www.gov.scot)</p> <p>Women In Scottish Aquaculture</p>

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Sex	Overall, there is a lack of evidence and data on women in fisheries and steps should be taken to improve this. There is a need to work with women in Scottish fisheries to establish priorities and projects which can best support them. Working to create equitable, safe and sustainable fisheries through engaging with under-represented members within the industry could improve the resilience of the industry as a whole and make it a more lucrative career choice. ³⁰			
Sexual Orientation	No differential impacts identified at present.			

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Overall the portfolio budget has had a reduction of around £1.8 million, from £967 million in 2022-23 to £965 million in 2023-24. However many of the individual lower-level budget lines have very little, if any, change. Historically, this stability was a reflection of the long-term nature of EU funding, however, this now represents an active choice to maintain the largest spending lines – Basic Payments, Greening and Less Favoured Area Support Scheme Grants are identical in 2023-24 to in 2022-23.

The largest changes on the budget are the increase by £12 million to Marine Scotland, partly to cover the costs of planning and consenting for Offshore Windfarms for Offshore Renewable Energy. The workforce in offshore renewable energy is likely to reflect the offshore workforce more generally, which tends to be male. However, more research is needed in this area to understand the workforce and to understand the impacts on communities hosting these developments. In order to address this data gap Marine Scotland are currently commissioning research to improve their data in this area and expect to publish this by the end of 2024.

As in previous years there are accounting adjustments including on the Technical Assistance budgets, which are not expected to have equalities impacts. Additionally, the Scottish Government will be providing resources to support more women into agriculture, specifically through training and business support, doubling the budget for Women in Agriculture projects to £600,000.

- 1 [Method: applying the Minimum Income Standard approach to remote rural Scotland - The cost of remoteness - reflecting higher living costs in remote rural Scotland when measuring fuel poverty: research report - gov.scot \(www.gov.scot\)](#)
- 2 The multiplicity of funding available for landowners and farmers makes it difficult to estimate any direct impacts in this area. The strong mis-match between production and consumption also makes this link unclear. So for example Scottish consumers eat relatively little lamb, but Scottish crofters and farmers produce large quantities. The difference is exported.
- 3 [Food Processing, Marketing and Co-Operation Fund 2014-2020: evaluation - gov.scot \(www.gov.scot\)](#)
- 4 [The Cost of Living Crisis in Scotland: analytical report - gov.scot \(www.gov.scot\)](#)
- 5 See [Poverty in rural Scotland: evidence review - gov.scot \(www.gov.scot\)](#)
- 6 [National Indicator Performance | National Performance Framework](#)
- 7 [A Fairer, Greener Scotland: Programme for Government 2021-22 \(www.gov.scot\)](#)
- 8 [Rural Scotland Key Facts 2021 - gov.scot \(www.gov.scot\)](#)
- 9 [Results from the Scottish Agricultural Census: June 2021 - gov.scot \(www.gov.scot\)](#)
- 10 [Mid-2021 Population Estimates Scotland | National Records of Scotland \(nrscotland.gov.uk\)](#)
- 11 [Agriculture Bill: Analysis and Economic Rationales for Government Intervention \(publishing.service.gov.uk\)](#)
- 12 [Rural Scotland Key Facts 2021 - gov.scot \(www.gov.scot\)](#)
- 13 [The Cost of Living Crisis in Scotland: analytical report - gov.scot \(www.gov.scot\)](#)
- 14 [Women in Scottish fisheries: literature review](#)
- 15 [Review of Equality Evidence in Rural Scotland \(www.gov.scot\)](#)
- 16 [Thomson, S., Et al. \(2018\) Farm Workers in Scottish Agriculture: Case Studies in the International Seasonal Migrant Labour Market | SEFARI](#)
- 17 [Support for Ukrainian workers in Scotland - gov.scot \(www.gov.scot\)](#)
- 18 [Employment in Scotland's Seafood Processing Sector: UK, European Economic Area and Non-European Economic Area Nationals \(www.gov.scot\)](#)
- 19 [Nationality of Crew on Scottish Vessels - Scottish Sea Fisheries Employment 2015 - gov.scot \(www.gov.scot\)](#)
- 20 [Strategic Context and Outcomes - Future fisheries: management strategy - 2020 to 2030 - gov.scot \(www.gov.scot\)](#)
- 21 [Annual+Survey+of+Hours+and+Earnings+2022+publication+-+26+October+2022%28%29kr.pdf \(www.gov.scot\)](#)
- 22 [Women in farming and the agriculture sector: research report - gov.scot \(www.gov.scot\)](#)
- 23 [Women in Agriculture research: progress report - 2020-2021 - gov.scot \(www.gov.scot\)](#)
- 24 [Results from the Scottish Agricultural Census: June 2021 - gov.scot \(www.gov.scot\)](#)
- 25 [A Fairer, Greener Scotland: Programme for Government 2021-22 \(www.gov.scot\)](#)
- 26 [Women in Agriculture 'Be Your Best Self' 2020-2021 pilot evaluation report - gov.scot \(www.gov.scot\)](#)
- 27 NatureScot Research Report 1257 - Supporting a green recovery_ an initial assessment of nature- based jobs and skills 2020
- 28 [Women in Scottish fisheries: literature review - gov.scot \(www.gov.scot\)](#)
- 29 [Women In Scottish Aquaculture](#)
- 30 [Women in Scottish fisheries: literature review - gov.scot \(www.gov.scot\)](#)

Social Justice and Local Government Portfolio

Purpose of Portfolio Budget

The portfolio's overarching aims are to create a fairer Scotland, tackle poverty and inequality, reduce child poverty, deliver affordable housing, and promote equality and human rights.

Key components are the delivery of the national mission to tackle child poverty and delivery of benefits through Social Security Scotland. We are also committed to continued delivery of welfare, debt and income maximisation advice and increased financial wellbeing particularly for those most adversely impacted by the cost of living crisis.

We provide core funding for Local Government who are a key partner working within local communities, and contributing directly to promoting equality amongst all of Scotland's people and places.

Summary of Spend on Equality of Outcomes

We are committing over £5.2 billion in benefits expenditure, providing support to over one million people in Scotland. We will continue to progress 'Best Start, Bright Futures' with our £50 million commitment over the lifetime of the plan and our £5 million investment in 2023-24 will contribute towards meeting the interim statutory targets. We focus on priority family types, including minority ethnic families, single parent families and families where a member has a disability.

We will invest £3.5 billion in this parliamentary term to increase the supply of affordable and social homes which will support those facing socio-economic disadvantage. Up to £11 million capital investment will support older and disabled housing association tenants to make adaptations to their homes.


Core funding for Local Government is distributed using a needs-based formula which includes, disadvantage, age, disability and levels of deprivation.


The Equality and Human Rights Fund provides £8 million per annum to support organisations to deliver work directly tackling inequality and discrimination across Human rights and also in areas of protected characteristics including age, disability, gender, sexual orientation and race.

Portfolio Contributions to National Outcomes

Primary

 Communities

 Human Rights

 Children and Young People

 Poverty


Secondary

 Economy


 Culture

 Health

 International

 Fair Work & Business

 Environment

 Education

Most Relevant to these Human Rights

- Right to respect for private and family life, home and correspondence
- Right to freedom of thought, conscience and religion
- Right to an adequate standard of living, including: right to adequate housing; right to adequate food; right to protection against poverty and social exclusion
- Right to a healthy environment
- Right to social security and social protection
- Right to non-discrimination

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Socio-economic disadvantage	<p>It is estimated that 19% of Scotland's population (1.03 million people each year) were living in relative poverty after housing costs in 2017-20.</p> <p>The latest single year statistics for child poverty (2019-20) show that 26% of children were living in relative poverty. The latest three year average figures (2017-20) show that 24% of children were in relative poverty.</p>	<p>The portfolio's key purpose is to address poverty and inequality. Every action taken is done so with equalities groups at the heart of the decisions.</p> <p>With regards to the proposals being taken forward we have sought to maximise the impact on child poverty of the resources available by undertaking a Cumulative Impact Assessment¹ of the options proposed for the plan and taking into consideration the ongoing engagement with stakeholders and those with lived experience when developing the Child Poverty Delivery Plan, through ongoing child poverty governance arrangements, and when considering supports around the impacts of the cost of living crisis.</p> <p>By investing in discretionary housing payments we help support those struggling the most to sustain their tenancies and prevent homelessness. Mitigating the bedroom tax helps around 91,000 households on the lowest incomes every year. Funding is also provided to help with other UK Government welfare cuts such as the benefit cap and the ongoing freeze to the local housing allowance rates. In Scotland 98% of households hit by the benefit cap are families and 72% are lone parents who are mostly women. Mitigating the cap will help up to 4,000 families, with around 14,000 children, meet their housing costs.</p>	<p>The Scottish Child Payment has now rolled out to all eligible age groups providing £25 per week per eligible child. An estimated 387,000 children could be eligible. Based on modelling done in March 2022, it is estimated to lift 50,000 children out of poverty and reduce relative child poverty by five percentage points in 2023-24.</p> <p>In 2023-24 social security benefits expenditure will reach over £5.2 billion, providing support to over one million people. That is an increase of over £1 billion compared to 2022-23.</p> <p>Social Security Scotland will administer payments for our low income and disability benefits including the first full year of the Adult Disability Payment and the new Winter Heating Payment helping around 415,000 low income individuals, in particular people who are on a low income and who are also: of pension age; or a disabled adult; or a family who have responsibility for either a child under the age of five or a disabled child.</p>	<p>Poverty and Income Inequality in Scotland 2017-20 (data.gov.scot)</p> <p>Policy impacts - The Social Security (Miscellaneous Amendment and Transitional Provision) (Scotland) Regulations 2022: Fairer Scotland Duty impact assessment summary - gov.scot (www.gov.scot)</p> <p>Scottish Government Social Security statistics publications - gov.scot (www.gov.scot)</p> <p>Scottish Child Payment - estimating the effect on child poverty - gov.scot (www.gov.scot)</p> <p>Winter Heating Payment (Low Income) (Scotland): Fairer Scotland duty assessment</p> <p>Tackling child poverty delivery plan 2022-2026 - annex 9: Fairer Scotland duty impact assessment</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage			<p>In 2023-24, we will expand eligibility for Best Start Foods, a payment low income families can use to buy nutritious items during pregnancy and for children under three. We will do this by removing the income thresholds for all qualifying benefits, supporting an additional 20,000 people. These are pregnant women and parents of young children who are currently in receipt of a low income benefit but who have other income which prevents them from being eligible for Best Start Foods currently. An estimated £17 million will be spent on Best Start Foods in 2023-24.</p> <p>The portfolio budget also includes spend via local authorities and other bodies, such as £86 million for Discretionary Housing Payments, helping those on low income benefits, most notably in mitigating the bedroom tax, and £41 million for the Scottish Welfare Fund for the provision of Crisis and Community Care Grants. The Scottish Welfare Fund is distributed to local authorities on the basis of the income domain of SIMD data in order to target support to those on the lowest incomes.</p>	<p>Tackling child poverty delivery plan 2022-2026 - annex 4: cumulative impact assessment - gov.scot (www.gov.scot)</p> <p>Tackling child poverty delivery plan 2022-2026 - annex 7: equality impact assessment - gov.scot (www.gov.scot)</p> <p>The Social Security (Miscellaneous Amendment and Transitional Provision) (Scotland) Regulations 2022: equality impact assessment - gov.scot (www.gov.scot)</p> <p>Findings from the Social Innovation Partnership learning programme.pdf (dropbox.com)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage			<p>We will continue to invest in our Social Innovation Partnership and pathfinder programmes and work with delivery partners, including local authorities and the third sector, to support more person-centred and enabling models of support for low income families and individuals. This includes children and young people, people with long-term health conditions, women and people from ethnic minorities.</p> <p>As agreed with COSLA and Trade Unions we will continue to support Local Government with an additional £260.6 million funding for pay. This funding is targeted towards the lowest paid, ensuring that those on the Scottish Local Government Living Wage receive the highest percentage uplift.</p> <p>Spending decisions are devolved to Local Government so we cannot assess the impact of funding changes on inequality across all 32 Local Authorities. However, core funding for Local Government is distributed using a needs-based formula which includes considerations for demographics, disadvantage, age, disability and levels of deprivation. This means that funding is distributed to target those with the most need.</p>	

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Socio-economic disadvantage	<p>Low income households are more likely to worry about affording food or change their eating habits due to the unaffordability of food.</p> <p>Data from the 2021 Scottish Health survey show that 26% of people in the lowest income quintile report being food insecure (worried about running out of food due to lack of money) compared to the population average of 9%.</p>		<p>As set out above, we will expand eligibility for Best Start Foods in 2023-24. In the evaluation of Best Start Foods, low income households told us that Best Start Foods allowed them to purchase a wider range of healthy food for their family. Often this food was of a better quality than they would have otherwise bought.</p> <p>For some households, Best Start Foods guarantees that they can afford essential foods even when money is tight. For others, the payments have freed up money for other costs such as household bills.</p> <p>Alongside wider action to tackle poverty, we will invest over £2 million in targeted activities linked to our plan on ending the need for food banks, with an emphasis on cash-first responses. Providing timely access to emergency financial assistance enables people to choose the food and essentials that best meet their needs and preferences and is in line with a human rights approach to tackling food insecurity.</p>	<p>Poverty and Income Inequality in Scotland report</p> <p>Summary of actions delivered through Every Child, Every Chance - Tackling child poverty delivery plan: fourth year progress report 2021 to 2022 - gov.scot (www.gov.scot)</p> <p>Child poverty analysis - gov.scot (www.gov.scot)</p> <p>Best Start Foods: evaluation - gov.scot (www.gov.scot)</p> <p>Scottish Health Survey (shinyapps.io)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age	<p>Prevalence of poverty is high for children, with 24% of children in relative poverty after housing costs in 2017-20 (compared to 19% of people overall).² Poverty rates are particularly high for children in a minority ethnic household (38% in relative poverty in 2017-20), in a lone parent household (38%), and in families with a mother under 25 (55% in 2015-18).</p>	<p>The portfolio's key purpose is to address poverty and inequality. Every action taken is done so with equalities groups at the heart of the decisions.</p> <p>With regards to the proposals being taken forward we have sought to target the priority families to maximise the impact of the resources available. We undertook in-depth engagement with key stakeholders and those with lived experience, to inform the development of Best Start, Bright Futures, which has directed our proposals within the plan. We also have ongoing engagement on progress on delivery of the plan and also on specific programme development to ensure we are embedding equality at each stage of the process.</p>	<p>We will continue our delivery of Best Start Bright Futures and fulfil our commitment of investment of a £50 million Tackling Child Poverty Fund³ over the lifetime of the plan 2022-26. We will provide £5 million from the fund in 2023-24 and up to £5 million for the Parental Transitions fund to support families in the six priority groups most likely to be in poverty and we will continue to fund the Scottish Child Payment to help lift children out of poverty. We also support low income families with children through Best Start Foods and the three Best Start Grant payments. To make access simpler for young parents, pregnant persons and parents who are under 18, they can access Best Start Foods and Best Start Grant without the need to receive any qualifying benefits.</p> <p>Our five family payments could be worth over £10,000 by the time a first child turns six, and £9,700 for subsequent children. In 2023-24 this is an investment of £479 million, £251 million more than in 2022-23.</p>	<p>https://www.gov.scot/publications/best-start-bright-futures-tackling-child-poverty-delivery-plan-2022-26/documents/</p> <p>Summary of actions delivered through Every Child, Every Chance - Tackling child poverty delivery plan: fourth year progress report 2021 to 2022 - gov.scot (www.gov.scot)</p> <p>Tackling child poverty priority families overview - gov.scot (www.gov.scot)</p> <p>Background - Best Start Grant: equality impact assessment - gov.scot (www.gov.scot)</p> <p>The Welfare Foods (Best Start Foods) (Scotland) Regulations 2019 (legislation.gov.uk)</p>

Characteristic	What is known about existing inequalities ?	What contribution does the portfolio's budget make to addressing these issues ? How has this analysis impacted budget decisions ?	How have changes to spending , compared to last year, affected these issues ?	Where can the reader get further evidence ?
Age			<p>We will support more children through Best Start Foods in 2023-24 as we will expand eligibility by removing the income thresholds for all qualifying benefits.</p> <p>We will provide £6 million to mitigate the benefit cap as fully as possible within our devolved powers. In Scotland 98% of households hit by the cap are families and 72% are lone parents who are mostly women. Mitigating the cap will help up to 4,000 families, with around 14,000 children, meet their housing costs.</p> <p>We will invest £1 million in Young Carer Grant, supporting 2,500 young carers. We will invest £1.2 million in Job Start Payment helping young people aged 16-24 who have been out of paid employment and in receipt of an eligible benefit for 6 months or more. Care leavers can claim until they are 25 years old.</p>	

Characteristic	What is known about existing inequalities?	What contribution does the portfolio's budget make to addressing these issues? How has this analysis impacted budget decisions?	How have changes to spending , compared to last year, affected these issues?	Where can the reader get further evidence?
Age	The prevalence of unpaid caring varies significantly by age. 12% of those aged 16-44 reported that they provided unpaid care increasing to 28% of those aged 45-64 before decreasing to 14-18% among those aged 65 and over. Middle-aged carers are also more likely to apply for Carer's Allowance Supplement, with client data showing over 46% of Carer's Allowance Supplement payments were made to those aged over 50. The cost of living crisis will affect some households more than others and caring comes with additional costs that are likely to exacerbate financial pressures.	We will continue funding for unpaid carers through Carer's Allowance and Carer's Allowance Supplement. The majority of carers of pension age who meet the eligibility criteria for Carer's Allowance do not receive it, as they will be in receipt of State Pension, which is higher than these benefits. Where the State Pension is less than the level of Carer's Allowance, it is topped up to make up the difference. Those carers with 'underlying entitlement' who are on lower incomes can get extra amounts in other benefits, for example the Carer Addition in Pension Credit, or a Carer Premium in Income Support. These can increase the amount of benefits received by £38.35.	These commitments are demand-led and will meet the caseload prevailing in 2023-24.	Scottish Health Survey - telephone survey - August/September 2020: main report - gov.scot (www.gov.scot) Social Security Scotland - Summary statistics for Carer's Allowance Supplement to October eligibility date 2021 The Cost of Living Crisis in Scotland: analytical report - gov.scot (www.gov.scot)

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Disability	<p>Many disabled people face additional living costs due to their disability. If disability benefits are removed from household incomes to allow for this, 29% of households with a disabled member were in relative poverty in 2017-20 compared to 16% of those where no-one was disabled.⁴</p> <p>Households that are headed by a disabled individual spend proportionally more of their net income on housing, fuel and food and are therefore more likely to be negatively impacted by cost-of-living crisis.</p>	<p>Child Disability Payment provides support to around 44,000 disabled children for the extra costs that a disabled child or young person may have. Adult Disability Payment will provide assistance to over 414,000 adults in 2023-24 to help meet the additional costs of living with a disability or health condition. We are committed to having an independent review of Adult Disability Payment in 2023-24 to ensure this payment continues to meet the needs of disabled people.</p> <p>Policy evaluations of our devolved disability benefits provide us with systematic analysis of data from a range of sources, including client satisfaction and experience, in-depth insights of those with experience of applying and receiving disability benefits, and analysis of client data. Our programme of work will help us to understand the impact and experience of these benefits across clients.</p> <p>Mitigating the bedroom tax helps around 91,000 households on the lowest incomes every year. This helps to support disabled people who may need an extra bedroom for carers or equipment.</p>	<p>In 2023-24, we will invest over £4.1 billion across our various disability benefits, this is over £770 million more than in 2022-23. Families with a disabled adult or child are one of the six priority groups for Best Start Bright Futures and therefore particularly likely to experience a positive impact from the child poverty spend. The continued investment around Employability Support from the Finance and the Economy portfolio, should have a focus on this group, supporting routes into employment and increase incomes which is one of the key drivers of child poverty.</p>	<p>Tackling child poverty - third year progress report : annex B - child poverty in families with a disabled adult or child - gov.scot (www.gov.scot)</p> <p>Devolution of disability benefits: evaluation strategy - gov.scot (www.gov.scot)</p> <p>The Cost of Living Crisis in Scotland: An Analytical Report (www.gov.scot)</p>

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Disability	According to analysis of the 2019 Scottish Household Survey, just over half (53.6%) of surveyed households with at least one member with a disability or long-standing illness that also require adaptations to make it easier for all householders to go about their daily activities self-report requiring one or more adaptations which they do not already have.	Continued Capital investment of up to £11 million included in the 2022-23 Scottish budget provides support to Registered Social Landlords (RSLs) to provide adaptations for their older and disabled tenants to help them live independently in a home that meets their needs.	Increased expenditure will allow for more disabled/older Registered Social Landlords tenants to have their homes adapted to meet their needs and this will help support living independently at home for longer.	Housing and regeneration outcomes framework: indicator updates
Gender Reassignment	There is some evidence that people with the protected characteristic of gender reassignment may be particularly likely to experience socio-economic disadvantage. There is evidence that transgender people may suffer poorer outcomes than the wider population including in relation to homelessness, health, and employment.	The Equality and Human Rights Fund provides support to organisations working to promote LGBT+ equality in Scotland and a range of initiatives including work to address hate crime, support around the commitment to reform gender recognition legislation, and an LGBT+ helpline. Although there is no specific targeting of funds to this group, the social justice element of this portfolio budget tackles poverty and disadvantage more generally, including food insecurity, building affordable homes, reducing fuel bills and ending homelessness – in particular working with The Equality Network and the Scottish Trans Alliance.	Evidence gaps are an issue but there is some research to suggest that transgender people in the UK face particularly high levels of inequality. This work is covered by a multi-year allocation that will finish in 2024.	Inequality among LGBT groups in the UK: a review of evidence - GOV.UK (www.gov.uk) Launch: Life in Scotland for LGBT Young People 2022 LGBT Youth Scotland LGBT Youth Scotland National LGBT Survey: Summary report - GOV.UK (www.gov.uk)

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Pregnancy and Maternity	A higher proportion of single women with children are in relative poverty after housing costs (38%) compared to the total working-age adult population (19%), single women without children (27%) and single men without children (34%). ⁵	<p>Best Start Bright Futures supports the prioritisation of lone parents and those with a child under the age of one, as two of the groups at greatest risk of poverty. Funding for the Scottish Child Payments from the Social Security element of this portfolio will help eligible parents on low incomes. Best Start Grant and Best Start Foods also support low income families with a pregnant woman or young children. The majority of clients who claim Scottish Child Payment, Best Start Grant and Best Start Foods are women.</p> <p>To support income maximisation, clients can apply for all of these payments on the same application form.</p>	<p>We will support more pregnant women and families with children through Best Start Foods in 2023-24 as we will expand eligibility by removing the income thresholds for all qualifying benefits. Through Best Start Grant, we also now provide greater support to pregnant persons and parents/carers of a baby who are forced to leave the home due to domestic abuse with a child/children.</p> <p>Again, we know that the majority of people who experience domestic abuse are women. In total, we expect to invest £479 million for the Five Family Payments in 2023-24.</p> <p>Our £86 million investment in Discretionary Housing Payments will support households under financial pressure and struggling with their housing costs.</p>	<p>Poverty and Income Inequality in Scotland report</p> <p>Tackling child poverty: second year progress report - annex C - gov.scot (www.gov.scot)</p> <p>Tackling child poverty priority families overview - gov.scot (www.gov.scot)</p> <p>Social Security Scotland - Social Security Scotland client diversity and equalities analysis to May 2021</p> <p>Supporting documents - The Social Security (Miscellaneous Amendment and Transitional Provision) (Scotland) Regulations 2022: equality impact assessment - gov.scot (www.gov.scot)</p>

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Pregnancy and Maternity	Single parents are much more likely than the Scottish average to rent in the social sector. ⁶ The vast majority of single parents are women (87% in 2011). ⁷ Social renters tend to be less satisfied with their housing (81% compared to 95% of owner occupiers and 84% of private renters, in 2019). ⁸	We are continuing to progress delivery of our Shared Policy Programme ⁹ agreements for a new deal for tenants and Rented Sector Reform measures, with a focus on strengthening tenant protections and improving the quality, affordability and fairness on which homes are rented.	The Housing Support and Homelessness budget has £3 million allocated to support Rented Sector Reform. Following on from the emergency cost-of-living legislation, work is ongoing to re-phase and re-prioritise the next steps on Rented Sector Reform. Budget will deliver essential research, data collection and support assessments, needed to meet the delivery of Bute House Agreement commitments.	Poverty and Income Inequality in Scotland report
Race	In 2015-20, people from non-white minority ethnic groups were more likely to be in relative poverty after housing costs. The poverty rate was 41% for the 'Asian or Asian British' ethnic groups, and 43% for 'Mixed, Black or Black British and Other' ethnic groups, compared with 24% for 'White - Other' and 18% for 'White - British'. ¹⁰	<p>Minority ethnic families are one of the six priority family groups set out in Best Start Bright Futures and therefore particularly likely to benefit from continued funding, including programmes to support parents to increase income from employment and earnings. Alongside this, the Scottish Child Payment will help lift children out of poverty.</p> <p>The Equality and Human Rights fund supports organisations working to promote race equality in Scotland.</p> <p>Through Best Start Grants we now provide greater support to pregnant persons and parents/carers of children who have been granted refugee status, humanitarian protection or leave under the Afghanistan or Ukraine Resettlement Schemes.</p>		Poverty and Income Inequality in Scotland report Tackling child poverty: first year progress report - Annex C - gov.scot (www.gov.scot) Tackling child poverty priority families overview - gov.scot (www.gov.scot) Supporting documents - The Social Security (Miscellaneous Amendment and Transitional Provision) (Scotland) Regulations 2022: equality impact assessment - gov.scot (www.gov.scot)

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Race	<p>13% of main applicants in households assessed as homeless/threatened with homelessness had a reported ethnicity other than 'White'; this compares to only 5% of the Scottish (adult) population.</p> <p>We have anecdotal evidence that migrants may appear in the 'hidden homeless' population due to fears of being picked up by immigration authorities.</p>	<p>We are investing £75,000 from our Ending Homelessness Together fund over 2022-23 and 2023-24 in research on hidden homelessness. The aim of the research is to reach a better understanding of those people who are homeless, at imminent risk of homelessness or who face housing insecurity but do not appear in Scotland's official figures. The research will consider women, young people, ethnic minorities, migrants and people in rural areas, who have experience of housing insecurity, poverty and/or trauma but whose situation is not visible to housing officers and homelessness service providers.</p>	<p>This is new expenditure for a one-off research project that will help us to build the evidence base on homelessness.</p>	<p>Social Security Scotland - Social Security Scotland client diversity and equalities analysis to May 2021</p>

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Religion or Belief	Muslim adults are more likely to be in relative poverty than adults overall, after housing costs were taken into account (52% vs 18% in 2015-20).	Best Start Bright Futures and ongoing investment in the Tackling Child Poverty Fund includes programmes from the Finance and the Economy portfolio to support parents to increase income from employment and earnings. Alongside this, the funding for Scottish Child Payment from social security will help lift children out of poverty. Best Start Grant and Best Start Foods also support low income families with a pregnant woman or young children. To support income maximisation, clients can apply for all of these payments on the same application form.	We will support more pregnant women and children through Best Start Foods in 2023-24 as we will expand eligibility by removing the income thresholds for all qualifying benefits. In total, we expect to invest £479 million for the Five Family Payments in 2023-24.	Poverty and Income Inequality in Scotland report
	Those applying for Funeral Support Payment are more likely to identify as having a religion. Of those applying for Funeral Support Payment, 44% identified as having no religion, compared to 64% of all benefits.	The portfolio's key purpose is to address poverty and inequality. Every action taken is done so with equalities groups at the heart of the decisions. As part our policy evaluation, we interviewed Funeral Support Payment clients and half of our sample included those who identified as having a religion. This research identified a range of positive impacts and issues for further consideration which will inform ongoing improvements to the delivery of Funeral Support Payment.	In 2023-24 we will provide £12.1 million for Funeral Support Payment helping over 6,000 people meet the costs of a funeral. The benefit helps alleviate the burden of debt clients may face when paying for a funeral and so help reduce funeral poverty.	Social Security Scotland - Social Security Scotland client diversity and equalities analysis to May 2021 Funeral Support Payment: high level statistics to 30 September 2022 - gov.scot (www.gov.scot) Funeral Support Payment: evaluation - qualitative research - gov.scot (www.gov.scot)

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Sex	<p>The Women's Budget Group calculated that by 2021-22, 59% of the cumulative social security cuts announced or implemented since June 2010 by the Coalition government and continued from 2015 by the Conservative government would have come from women's income. We know that many key benefits are largely claimed by women, who made up 89% of applicants for Scottish Child Payment and 69% of recipients of Carer's Allowance.</p> <p>The Poverty Alliance and Scottish Women's Budget Group Cost of Living Report shows that women are being disproportionately impacted by the cost-of-living crisis due to existing inequalities across all areas of life. They are more likely to be living in poverty, have lower levels of savings and wealth and are less able to increase paid work than men due to caring responsibilities.</p>	<p>Child poverty is a gendered issue with the majority of lone parent households headed up by women and, generally, the priority family types include a women within them. The investment on Tackling child poverty is targeted at the priority groups. Lone parents and mothers more generally are likely to experience a positive impact from tackling child poverty programmes.</p> <p>The Equality and Human Rights Fund¹¹ provides support to organisations working to promote women's equality in Scotland.</p>	<p>Funding for Scottish Child Payment will help eligible parents on low incomes. Best Start Grant and Best Start Foods also support low income families with a pregnant woman or young children. To support income maximisation, clients can apply for all of these payments on the same application form. We will support more pregnant women and children through Best Start Foods in 2023-24 as we will expand eligibility by removing the income thresholds for all qualifying benefits. In total, we expect to invest £479 million for the Five Family Payments in 2023-24.</p> <p>Improving support for carers was one of our first priorities with our new social security powers and our Carer's Allowance Supplement, launched in September 2018, increases Carer's Allowance by over 13%.</p> <p>Carers continuously in receipt of Carer's Allowance and Carer's Allowance Supplement will have received over £2,000 more than carers in the rest of the UK since the supplement's introduction.</p>	<p>Tackling child poverty delivery plan: fourth year progress report 2021-2022 - focus report on households with babies under one - gov.scot (www.gov.scot)</p> <p>Tackling child poverty delivery plan: fourth year progress report 2021-2022 - focus report on households with mothers aged 25 or under - gov.scot (www.gov.scot)</p> <p>https://www.povertyalliance.org/wp-content/uploads/2022/11/SWBG_PA_Cost_of_Living_Report_Final.pdf</p>

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Sex			We are working to introduce a replacement for Carer's Allowance which will work better for Scotland's carers, taking into account the potential to make improvements for women through this process. Discretionary Housing Payments may also help carers who may have the extra bedroom to look after their cared-for person.	

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Sex	<p>Violence against women and girls is a significant, ongoing problem which has negative impacts on many areas of girls' and women's lives.^{12 13}</p>	<p>We are continuing to invest significant levels of funding in frontline Violence Against Women and Girls services. Within the first 100 days of this term of government new funding totaling £5 million was provided to rape crisis centres and domestic abuse services to deal with increasing waiting list demand.</p> <p>Our Delivering Equally Safe (DES) Fund provides £19 million a year to support frontline services and focus on prevention of violence against women and girls from school onward.</p> <p>121 projects from 112 organisations working to provide key services and prevent gender-based violence.</p> <p>We aim to ensure that the funding provided works most effectively to improve outcomes for those using services.</p> <p>In October 2022, the Delivering Equally Safe Fund report was published, providing a progress update on the first six months of the fund. The report noted that almost 20,000 survivors were provided with emotional and practical support by Delivering Equally Safe funded projects in its first six month and 22,500 people engaged in education and awareness raising sessions.</p>	<p>We now pay the higher rate of Best Start Grant Pregnancy and Baby Payment to individuals who have been forced to leave the home with their other children due to domestic abuse by their partner or ex-partner, in recognition that these individuals are likely to have had to abandon the items that the Pregnancy and Baby Payment is intended to provide.</p> <p>An Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls Services, chaired by Lesley Irving, is underway and will report its recommendations by mid-2023.</p> <p>The principal role of the review is to develop a more consistent, coherent, collective and stable funding model that will ensure high quality, accessible specialist services across Scotland for women, children and young people experiencing any form of violence against women and girls.</p>	<p>Key points - Domestic abuse: statistics recorded by the Police in Scotland - 2020/21 - gov.scot (www.gov.scot)</p> <p>Scottish Crime and Justice Survey 2018/19: main findings - gov.scot (www.gov.scot)</p> <p>Delivering Equally Safe Fund: projects funded - gov.scot (www.gov.scot)</p> <p>Supporting documents - The Social Security (Miscellaneous Amendment and Transitional Provision) (Scotland) Regulations 2022: equality impact assessment - gov.scot (www.gov.scot)</p>

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Sexual Orientation	<p>Client data on the sexual orientation of applicants to benefits shows that this varies across the benefits. For example, 91% of Best Start applicants identified as Heterosexual, 2% Bisexual and 6% preferred not to say. This compares to 83% of Job Start Payment applicants who identified as heterosexual, 5% as Gay & Lesbian; 7% as Bisexual, 1% in another way and 4% who preferred not to say. For applicants to Young Carer Grant, 81% identified as heterosexual; 7% as Bisexual; 3% as Gay & Lesbian; 1% in another way and 8% preferred not to say.</p>	<p>The portfolio's key purpose is to address poverty and inequality. Every action taken is done so with equalities groups at the heart of the decisions.</p> <p>Published evaluations of Best Start, Job Start Payment and Young Carer Grant draw on data from a range of sources, including qualitative research with those with experience of applying for and receiving these benefits. Evidence from these evaluations continue to help us understand how to improve the delivery of benefits to maximise the realisation of outcomes for all groups.</p>	<p>In 2023-24 we will invest £19.8 million in our three Best Start Grant payments.</p>	<p>Social Security Scotland - Social Security Scotland client diversity and equalities analysis to May 2021</p> <p>Best Start Grant: interim evaluation - gov.scot (www.gov.scot)</p> <p>Young Carer Grant: interim evaluation - gov.scot (www.gov.scot)</p> <p>Job Start Payment: evaluation - gov.scot (www.gov.scot)</p>
	<p>LGB+ people are three times more likely to be unemployed than Heterosexual people (6.6% of LGB+ people, compared to 2.2% of Heterosexual people).¹⁴ This is somewhat linked to age (younger people are both more likely to be unemployed and to identify their sexual orientation as Lesbian, Gay, Bisexual, or in another way), however efforts to reduce unemployment for young people have the potential to disproportionately improve equality for LGB+ people.</p>	<p>The Equality and Human Rights Fund supports organisations working to promote LGBT+ equality in Scotland for a range of initiatives including work to address hate crime, support around the commitment to reform gender recognition legislation, and an LGBT+ helpline.</p>		

Summary of Impact of Budget Reductions or Savings on Tackling Inequality

Funding for child poverty reflects continued spend to fulfil commitments to invest £50 million over the lifetime of Best Start Bright futures (2022-26) to tackle inequality and assist in meeting our statutory child poverty targets. In addition our investment in the Scottish Child Payment will increase overall funding to tackle child poverty. Many of these measures are more likely to improve outcomes of people with protected characteristics, given that 90% of families with children in poverty are in our identified Priority Groups, including households with a disabled person, lone parents (usually women), young mothers and minority ethnic families. In addition we have set out specific support for housing needs, social security benefits for carers and disabled people and funding for equality bodies.

- 1 [Tackling child poverty delivery plan 2022-2026 - annex 4: cumulative impact assessment - gov.scot \(www.gov.scot\)](#)
- 2 [Poverty and Income Inequality in Scotland 2017-20 - gov.scot \(www.gov.scot\)](#)
- 3 [Tackling child poverty: third year progress report 2020-2021 - gov.scot \(www.gov.scot\)](#)
- 4 [Poverty and Income Inequality in Scotland 2017-20 - gov.scot \(www.gov.scot\)](#)
- 5 [Poverty and Income Inequality in Scotland 2017-20 - gov.scot \(www.gov.scot\)](#)
- 6 [SHS Data Explorer \(shinyapps.io\)](#)
- 7 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 8 [SHS Data Explorer \(shinyapps.io\)](#)
- 9 [Scottish Government and Scottish Green Party - Shared Policy Programme - gov.scot \(www.gov.scot\)](#)
- 10 [Poverty and Income Inequality in Scotland 2017-20 - gov.scot \(www.gov.scot\)](#)
- 11 [Equality and Human Rights Fund](#)
- 12 [Domestic abuse: statistics recorded by the police in Scotland - 2019/20 - gov.scot \(www.gov.scot\)](#)
- 13 [Scottish Crime and Justice Survey 2018/19: main findings - gov.scot \(www.gov.scot\)](#)
- 14 [Scottish Surveys Core Questions 2019 - gov.scot \(www.gov.scot\)](#)