

# Equality Outcomes and Mainstreaming Report 2023

## Summary Report



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• <a href="#">Equality Outcomes and Mainstreaming Report 2023 – Full Report</a>	
• <a href="#">Equality Outcomes and Mainstreaming Report 2023 – Agencies Update</a>	
• <a href="#">Equality Outcomes and Mainstreaming Report 2023 – Easy Read</a>	

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## Ministerial Foreword

As the newly appointed Minister for Equalities, Migration and Refugees, I am committed to ensuring that our vision for Scotland includes a strong emphasis on equality, diversity, and respect.

Our hard-won freedoms must be enjoyed by all individuals, regardless of their background or circumstances. By embedding equality, inclusion and human rights into our core thinking, we can create a society that is not only just and fair but also empowers individuals to reach their full potential and can help to ensure that Scotland is a country that respects and protects the rights of our people.

The aspiration for a just and fair society is core to the Scottish Government's purpose: to create an even more successful country with opportunities for everyone to flourish through increased wellbeing, and sustainable and inclusive economic growth. This report sets out the progress we are making in mainstreaming equality and diversity as an employer and as a decision maker.

Embedding equality, inclusion and human rights across all aspects of Government policy and practice is critical to our approach. That is why our [Programme for Government 2022/23](#) reaffirmed our commitment to mainstreaming equality and human rights. We will ensure that our ongoing work to embed equality is effective, responsive and works for people in a way that meets their needs, both in Government and across the wider public sector.

I want to ensure that in Scotland we do all we can within our powers to protect and to enhance the rights of our people. I want to see a Scotland that is a safe and prosperous place to live, and where human rights are respected, protected and fulfilled.

I look forward to continuing our progress towards a fairer and more equal society.



**Emma Roddick**

Minister for Equalities, Migration and Refugees

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## Permanent Secretary's Statement

Our ambition is to be a world-leading, diverse and inclusive employer where people can be themselves at work. We are driving ambitious action within Scottish Government across corporate functions, and with teams and individuals. Our aim is to increase the representation of under-represented groups across all grades, to foster good relations amongst our employees, and to support an inclusive workplace environment where people are able to make their best professional contribution.

The Scottish Government is committed to public service, improving outcomes for the people of Scotland and aspiring to be an exemplar in all that it does. Our role as civil servants is to work together to deliver the Scottish Government's priorities.

Our values of integrity, inclusivity, collaboration, innovation and kindness underpin all that we do. Grounded in fairness, they represent who we are, who we aspire to be, and what we believe in. They guide how we act, the decisions we take and how we work together, across all parts of Government, to improve the lives of the people of Scotland.

The last few years have been challenging in many ways but we have continued the important focus on mainstreaming equality, inclusion and human rights which you will see reflected throughout this report.



**John-Paul Marks**  
Permanent Secretary

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## Introduction

We are continuing to take action to secure Scotland's position as a global leader in human rights and equality. Our ambition is for strong communities that are inclusive, empowered, resilient and safe, and where human rights are respected. We will continue to take action to mainstream equality, inclusion and human rights and continue to take forward specific actions to address discrimination.

Mainstreaming is the process of embedding equality, inclusion and human rights considerations and practices in the course of all that we do when exercising public functions. This report provides a brief summary of the continuing progress we are making to mainstream equality and human rights as an employer and as a decision maker, and should be read alongside the subsidiary documents and associated annexes.

This report, along with its supporting documents, delivers on the Scottish Government's reporting requirements under the [Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#). Those requirements are:

- to report on progress on making the Public Sector Equality Duty integral to the exercise of its functions (Regulation 3);
- to update on progress to meet equality outcomes set in 2021 (Regulation 4);
- to outline the composition of the workforce, and use of that information (Regulation 6), and;
- to provide information on the gender pay gap (Regulation 7).

## Structure of the report

The following report is split into three sections:

### Part 1: the Scottish Government as a policy maker

- This section highlights a sample of key work and particular actions the Scottish Government is taking to advance equality and address specific inequalities. We also outline some of the key actions we plan to take over the next two-year period ahead of the next reporting cycle in 2025.

### Part 2: the Scottish Government as an employer

- This includes our corporate activity as an employer; specific action plans to place our people at the heart of mainstreaming; recruitment, internship and mentoring, and; staff policies and networks. In this section we also provide data on the composition of the workforce and pay gap information, alongside how this data is being used to improve our policies and practices.

### Part 3: equality outcomes

- In 2021, the Scottish Government set out a suite of equality outcomes to cover the period up to 2025. This section provides a summary of progress and next steps for the 2021-25 reporting period.

## Key Achievements At A Glance

We have been ranked among the UK top 50 in the annual [Stonewall Workplace Equality Index \(WEI\)](#), having been placed 46th in their top 100 employers list this year, and ranked first of employers headquartered in Scotland.



We are developing a Bill to end conversion practices, covering both sexual orientation and gender identity.



We are taking a human rights-based approach to the development of the National Care Service (NCS). It will be co-designed with people who access and provide support, including unpaid carers, so that it meets their needs.



In August 2021, we announced the award of £2.8 million in grants to refugee projects which support New Scots.



We are continuing development of our world-leading Human Rights Bill and a consultation will be launched within the first half of 2023.



We have increased the number of accredited Real Living Wage employers from 14 in 2014 to over 2,900 in 2022.



Scotland has outperformed the UK as a whole on the full-time median Gender Pay Gap since 2003 and the overall median pay gap since 1997.



Scotland's Census 2022 included a voluntary question on trans status or history for those over 16 and will provide the first official estimate of the trans population in Scotland.



We have reduced the Scottish Disability Employment Gap ensuring we are on course to meet the target of it being halved to 18.7 percentage points by 2038.



In 2021, Scotland became the first country in the world to embed LGBT-inclusive education across the curriculum.



Between April and September 2022, race equality organisations provided support to 11,138 people and 1,093 organisations, through funding provided via the Scottish Government's Equality and Human Rights Fund.



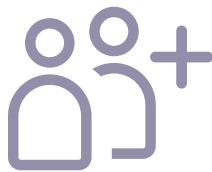
A Women And Girls' Fund will be established later this year as part of a new international development Equalities Programme announced in the [2021/22 Programme for Government](#).



Increasing the amount of the Scottish Child Payment – the most ambitious child poverty reduction measure in the UK – whilst also expanding it to thousands more families. From 14 November 2022 the Scottish Child Payment increased to £25 per week per eligible child and extended to all eligible 6-15 year olds.



In December 2021, we published a [strategic action framework](#) for the improvement of NHS gender identity services from 2022 until 2024.



Scotland's suicide prevention work is supported by the Programme for Government 2021/22 commitment to double suicide prevention annual funding to £2.8 million by the end of this parliamentary term.



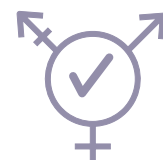
We are implementing the Hate Crime and Public Order (Scotland) Act 2021 and published a new [hate crime strategy](#) in March 2023 which sets out our key priorities for tackling hate crime and prejudice in Scotland.



In 2022/23 we funded over £300,000 to respectme, Scotland's anti-bullying service.



We introduced the Gender Recognition Reform (Scotland) Bill to provide a more streamlined process for trans men and women applying for legal gender recognition which was passed by the Scottish Parliament on 22 December 2022. However, The Secretary of State for Scotland has made an Order under section 35 of the Scotland Act 1998 that prevents the Presiding Officer from submitting the Bill for Royal Assent.



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# Part 1: The Scottish Government As A Policy Maker

## Mainstreaming Achievements and Actions

Building on policies and legislation already in place, the Scottish Government continues to promote and advance equality, inclusion and human rights in all that we do. This summary report provides a snapshot of how we are ensuring equality and human rights is integral to the exercise of our functions.

This summary provides illustrative examples of concrete action and progress and should not be viewed as an exhaustive list of work that the Scottish Government is undertaking to progress to promote and advance equality, inclusion and human rights.

### Public Sector Equality Duty

In 2021, The Scottish Government began the [public consultation](#) into the effectiveness of the Public Sector Equality Duty in Scotland. 128 validated responses were received and the [consultation analysis](#) was published in November 2022.

**By the next reporting period:**

We aim for regulatory changes to come into force in 2025.

This timescale will facilitate a lead in period to ensure that listed authorities understand what will be required of them under the new regulatory regime and for new guidance to be developed.

### Mainstreaming Strategy

In the [Programme for Government 2022/23](#) we made a commitment to 'take action to mainstream equality and human rights and take forward specific action to address discrimination'. We are driving this ambitious and progressive agenda forward by the equality and human rights mainstreaming strategy, which is underpinned by a comprehensive approach to improving data collation and analysis, and will ensure that the voices of those impacted shape our approach and policies. This strategy and associated action plan will include actions to improve leadership, accountability and a more positive enabling environment.

**By the next reporting period:**

The strategy will look at improving how we centre equality, inclusion and human rights in all government policies, decisions and spending.

We will bring forward a draft for consultation in 2023 and begin to implement the strategy by end of 2024.

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## Organisational Capability, Capacity and Culture

We are continuing to build organisational capability, capacity and culture and this will form part of the Mainstreaming Strategy. In 2022, a centre of Expertise in Equality and Human Rights was established to put human rights and equality at the heart of economic policy development.

### **By the next reporting period:**

We will implement revised training, guidance, tools and resources to ensure that our staff are able to develop policy and deliver services, which advances equality, and respects, protects and fulfils human rights. This includes an introduction to human rights training, virtual workshops and wider guidance on completing Impact Assessments.

We are working to establish centres of expertise across Government in equality and human rights relevant to the respective areas of policy responsibility.

## Equality Data and Evidence

In April 2021, we launched the first phase of our [Equality Data Improvement Programme \(EDIP\)](#) to lay the groundwork for the development of an ambitious cross-professional data improvement plan for the future. The EDIP took action to make equality evidence more wide-ranging and robust across a number of projects, enabling policy makers to develop sound, inclusive policy. This complements improvement work undertaken across the wider public sector.

In March 2023, we published Scotland's new [Equality Evidence Strategy](#), covering the period March 2023 to December 2025. This Equality Evidence Strategy marks the conclusion of the first phase of the EDIP. The strategy sets out a range of actions to strengthen the equality evidence base that will be carried out by the end of 2025, along with a refreshed vision and direction that have been developed based on stakeholder views and feedback. This included a public consultation, carried out between July and October 2022, and series of stakeholder engagement events. An analysis of the 116 consultation responses received and the views raised at the events was carried out by an independent research consultancy.

### **By the next reporting period:**

The Equality Evidence Strategy 2023-25 sets out a refreshed vision, made up of three core principles. Within the Scottish Government, these principles will be realised through the implementation of 45 key improvement actions. Throughout the implementation period of the strategy, we will monitor progress towards achieving each action.

This will include: providing quarterly updates on progress to our strategy project board, publishing an interim progress report in late 2024 detailing progress towards the completion of the actions and adding any new actions to the plan, and, publishing a final progress report following the conclusion of the strategy.

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## Equality Budget Processes

Ensuring that the budget decisions we make are rooted in addressing inequality remains vital to achieving our shared ambition for a fairer and more equal Scotland.

We have committed to further embedding equality, inclusion and human rights within all stages of the Scottish Government's budget process. This includes continuously reviewing the remit of the [Equality and Human Rights Budget Advisory Group](#) and implementing improvements to the process for the [Equality and Fairer Scotland Budget Statement](#). The Scottish Government also accepted the principle of the recommendation from the National Advisory Council on Women and Girls to further integrate intersectional gender analysis into the Scottish Budget process as part of our wider work on equality and human rights budgeting.

### **By the next reporting period:**

We will build on prior work to analyse the Scottish budget from both a gender and wider equality and human rights perspective.

We are finalising the response to the formal recommendations made by the Equality and Human Rights Budget Advisory Group. These recommendations cover a range of aspects from budgetary processes to culture to the wider ecosystem of impact assessment. The response will outline a set of improvement actions to further embed equality and human rights budgeting.

## Procurement

Equality sits at the heart of public procurement through our [Sustainable Procurement Duty](#), requiring public bodies to consider and act on opportunities to improve the social, environmental and economic wellbeing, with a particular focus on reducing inequality within its procurement activity.

Scottish Government routinely acts on opportunities to further advance equality, diversity, inclusion and human rights through its procurement activity. We enable compliance through our national [sustainable procurement tools](#), guidance and support. We also we require organisations to track compliance, against their corporate procurement strategies, in their Annual Reports.

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# Policy Making: Protected Characteristics and Addressing Inequalities

We know there is inequality in outcomes for people on the basis of their protected characteristics. Combinations of different forms of disadvantage can layer, reinforce and entrench poor outcomes for people.

Taking an '[intersectional approach](#)' can be best understood as a way of identifying, understanding and tackling structural inequality in a given context that accounts for the lived experience of people with intersecting identities. Intersectionality helps us to understand how people experience services such as education and healthcare differently as a result of their identity and unequal power dynamics. Understanding these differences facilitates the development of more effective policy that tackles structural disadvantage experienced by marginalised groups.

An intersectional approach is not just about considering the experiences of those at the intersection of multiple characteristics. It is also about policymakers and analysts assessing their own experiences and how this impacts on their ability to develop, deliver and evaluate policies.

Actions we are taking to support policy making as we mainstream equalities, inclusion and human rights are set out below. While these are outlined under protected characteristics or inequalities we also understand the important need for an intersectional approach to policy making.

## Protected Characteristics

### Age

The Scottish Government recognises the positive contribution which people of all ages make to their communities and sees the value in bringing generations together.

[A Fairer Scotland for Older People – A Framework for Action](#) was published in April 2019. The framework was developed to challenge the inequalities older people face as they age and to celebrate older people in Scotland.

The Scottish Government has continued to work with the [Older People's Strategic Action Forum \(OPSAF\)](#) and a progress report was published in 2021 with the final report due to be published later in 2023.

Our new five-year [Social Isolation and Loneliness Plan](#) was launched in March. This plan will focus on reconnecting people. Additionally, a [new Social Isolation and Loneliness Fund](#) was launched in conjunction with the plan.

Through strategic oversight from the Equalities Subgroup we have worked with delivery Guarantee has supported tailored opportunities for young people with protected characteristics.

Furthermore, we are working to implement the Children (Scotland) Act 2020 which amongst other things aims to improve how the voice of the child is heard in family court cases.

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In March 2022, we published [Best Start, Bright Futures: tackling child poverty delivery plan](#), our second Tackling Child Poverty Delivery Plan for the period 2022-26. This plan sets out how we will work in partnership with the public, private and third sectors, together with people and communities to deliver progress against the targets set in statute through the Child Poverty (Scotland) Act 2017. The plan sets out action to provide immediate support to families, with the value of the Scottish Child Payment to £25 per child per week from 14 November 2022, as well as wide-ranging action to deliver the change needed in the longer term to support families.

**By the next reporting period:**

We will host a Festival of Ageing to celebrate ageing and highlight the benefits and opportunities of our ageing population. The 2023 Festival is aimed at business, public sector, third sector and communities.

We will continue to focus on the delivery of our national mission to tackle child poverty and implementing the ambitious actions set out within Best Start, Bright Futures together with partners across Scotland.

We also continue to grant fund a range of specialist and third sector partners and organisations to support young people furthest from the labour market, including for challenges related to disability, care experience, race, gender and child poverty.

**Disability**

We are committed to promoting the rights of disabled people and ensuring that they benefit from all that we are doing.

£5 million of our Equality and Human Rights Fund provides support for disabled people's organisations to deliver work focused on tackling inequality and discrimination, furthering equality, and advancing the realisation of human rights in Scotland.

We also established an Access to Elected Office Fund (Scotland) (AEOFS), supporting those who wished to stand in the 2017 local government elections. In 2021, 28 disabled people received awards to run for party selection and as candidates in the 2021 Scottish Parliament elections. In Scottish Council elections in 2022, 54 received awards, 46 people became candidates and 22 people were elected.

**By the next reporting period:**

We are developing a new Disability Equality Strategy. The Scottish Government convened a steering group to develop the new strategy in 2022. The membership of the steering group is made up of Disabled People's Organisations.

In light of the current impact of the cost crisis on disabled people, the former Minister for Equalities and Older People approved an immediate priorities plan and set up a Short Life Working Group to focus on progressing this work. The overarching strategic plan will continue to be developed simultaneously as we will consult with wider stakeholders prior to publication.

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## Religion and Belief

In 2021 we established a dedicated Faith and Belief policy team to support mainstreaming and inclusion of faith and belief interests across Scottish Government.

Delivering on our [2021/22 Programme for Government](#) commitment, we established the Faith and Belief Representatives Group, which meets with government officials bi-monthly. It discusses a range of policy issues, supports multi-faith collaboration at a strategic level, and has helped develop a new approach to engagement.

In March 2023, we published our [Faith and Belief Engagement Strategy](#), produced in collaboration with the Faith and Belief Representatives Group as well as other stakeholders. This will strengthen communication, engagement and collaboration between Scottish Government and Scotland's diverse faith and belief communities.

### **By the next reporting period:**

From the strategy, we will develop a workplan to progress the following key objectives: improving our understanding of faith and belief communities in Scotland; developing external and internal engagement on faith and belief; developing interfaith work in Scotland; reviewing funding for faith and belief organisations, and; improving the EQIA process in relation to faith and belief.

We will continue to integrate knowledge and understanding of faith and belief in policy across Scottish Government. Alongside this we will facilitate and support engagement through the Faith and Belief Representatives Group on a number of key policy and legislative issues that have potential impacts in relation to religion or belief including, in 2023: Assisted Dying, Ending Conversion Practices, Safe Access Zones (Abortion Services) and the Human Rights Bill.

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## Race

The Scottish Government is determined to show leadership in advancing race equality, tackling racism and addressing barriers that prevent people from minority ethnic communities from realising their potential; as well as supporting them to realise their human rights.

The [Race Equality Action Plan \(REAP\)](#) final report mapped progress throughout the three years of the REAP from 2017 to 2021.

In 2021, we provided £21 million under the [Equality and Human Rights Fund](#) for a three-year period, of which nearly £5.5 million is specifically for organisations working on race equality issues. Through working with these organisations, we have developed a better understanding of the impact of racism on not only racialised minorities, but society as a whole, and are better positioned to respond effectively.

In April 2022, we established the [Anti-Racism Interim Governance Group to Develop National Anti-Racist Infrastructure](#) (AIGG); an independently chaired group of public appointees tasked with scrutinising the Government's delivery of anti-racist outcomes for minority ethnic people in Scotland and providing recommendations on how the Scottish Government can embed anti-racism into the infrastructure of government.

In October 2019 we launched the [Gypsy/Traveller Action Plan \(GTAP\)](#), which consists of 33 actions across health, education, accommodation, equality and social security. The plan has recently been revised to ensure it remains relevant to the needs of Gypsy/Traveller communities, taking into account the current context. A full evaluation of the action plan will be carried out by the end of May 2023.

### **By the next reporting period:**

From 2023 onwards our focus is on developing anti-racist infrastructure and bringing about system change. By system change, we mean fundamentally challenging and changing established ways of working, including policies and processes, and establishing clear expectations and objectives to work towards. Effective oversight, governance, and accountability will come from the establishment of an independent Race Observatory. In order to provide the necessary commitment to establish, implement and continue the Observatory, Scottish Government has committed £1.5 million for 2023-2024.

The Scottish Government will provide up to £20 million to local authorities from 2021 to 2026, through the Gypsy/Traveller Accommodation Fund for more and better accommodation. To drive a significant improvement in the quality of sites going forward, we have published an Interim Site Design Guide for Gypsy/Traveller sites, developed in conjunction with local authorities and with input from members of Gypsy/Traveller communities.

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## Sex

Gender inequality has a wide-reaching impact on individuals, families, communities, and the economy. The Scottish Government is committed to ensuring that everyone in Scotland is treated fairly and has the same opportunities to reach their potential, regardless of their sex.

In June 2022, the Scottish Government and COSLA published a new short-life [Equally Safe Delivery Plan](#) which will run until Autumn 2023. Equally Safe is Scotland's strategy for preventing and eradicating violence against women and girls. It focuses on the need for prevention of violence and recognises that violence against women and girls is a cause and consequence of women's inequality.

We are investing record levels of funding, including in frontline services, to support victims of violence against women and girls. Through the Delivering Equally Safe (DES) fund, the Scottish Government is providing £19 million per year to support 121 projects from 112 organisations that focus on early intervention, prevention as well as support services.

Lone parents and low income mothers will experience a positive impact from tackling child poverty spend, including the increased spend on the Scottish Child Payment and Child Bridging Payments. We have increased the amount of the Scottish Child Payment – the most ambitious child poverty reduction measure in the UK – whilst also expanding it to thousands more families. From 14 November 2022 the Scottish Child Payment increased to £25 per week per eligible child and extended to all eligible 6-15 year olds.

A [Women's Leadership Panel](#) was established in January 2022, to address gender inequality and improve women's experiences within the justice system. This panel will guide and enhance the scope and uptake for gender competent policy making, and the design of justice policies which can go further for women.

Phase Two of the National Advisory Council on Women and Girls (NACWG) launched in 2022 with a programme of scrutiny as recommendations from Phase One are implemented. The Council has now completed its First Focus of Scrutiny and will be examining the gendered impacts of the cost-of-living crisis in its next focus. It will also establish a Participation Panel drawn up of women with lived experience from marginalised communities

### **By the next reporting period**

By the next reporting period we will have created the first annual statement and report on gender-competent policy making across the Scottish Government. We will continue to work to fulfil the recommendations of the NACWG.



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## Sexual Orientation and Gender Reassignment

We continue to work with a wide range of third sector equality organisations to ensure that the voices of those with lived experience can help to improve outcomes for LGBTI communities across Scotland. We are funding a range of projects to tackle inequality and realise rights for LGBTI people across all areas of Scottish life. For example, through the Equality and Human Rights Fund over £3 million is being provided to five organisations working to promote LGBTI equality in Scotland for the years 2021-24.

In the [2022/23 Programme for Government](#), we reiterated that we would introduce legislation to ban conversion practices that is as comprehensive as possible within Scotland's devolved powers by the end of 2023.

In line with our commitment in the [Programme for Government 2021/22](#), we also introduced the Gender Recognition Reform (Scotland) Bill to provide a more streamlined process for trans men and women applying for legal gender recognition which was passed by the Scottish Parliament on 22 December 2022. However, The Secretary of State for Scotland has made an Order under section 35 of the Scotland Act 1998 that prevents the Presiding Officer from submitting the Bill for Royal Assent.

The Non-Binary Working Group submitted their [recommendations](#) to the Minister for Equalities and Older People in March 2022 and the Scottish Government issued a [response](#) in July 2022. We are now developing a Non-Binary Equality Action Plan which will provide detail on how we will improve Non-Binary Equality.

Since June 2021 mixed-sex couples have been able to form a civil partnership. Of the 169 civil partnerships registered in the fourth quarter of 2022, 141 involved mixed-sex couples.

### **By the next reporting period**

We want to improve equality and bring about real, positive and lasting change to the lives of non-binary people. We are now in the process of developing an action plan, based on the Non-Binary Working Group's recommendations, which will set out more fully how we intend to do this.

We are also in the process of developing proposals for legislation banning conversion practices which will be subject to public consultation to bring real and lasting change to the lives of LGBTI people in Scotland.

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## Cross-Cutting Inequality

Inequalities exist across all aspects of our society and have a significant impact on people's lives. Addressing these inequalities is essential for creating a fair and just society.

This report will examine four key themes of cross-cutting inequality: education; employment; refugees and people seeking asylum; and socio-economic. We recognise that this list is not exhaustive, but our aim is to highlight some of the most pressing issues facing our communities today, and to explore policy developments that can help to address them.

### Education

The Curriculum for Excellence presents a range of opportunities to articulate and embed equality, diversity, social justice and children's rights in its design and implementation.

We continue to tackle the under-representation of women in Science, Technology, Engineering and Maths (STEM) courses and careers. An Improving Gender Balance and Equalities Team based in Education Scotland is working with schools and Early Learning and Childcare (ELC) settings to provide professional learning and ongoing support in delivering actions to tackle gender bias and improve gender imbalances in participation, subject choice and learner pathways.

We also implemented LGBT-inclusive education in September 2021, including launch of a [centralised website](#) with available resources, and development of e-learning for teachers. In August 2021, publication of non-statutory guidance, '[Supporting Transgender Pupils in Schools: Guidance for Scottish Schools](#)', which sets out a range of advice on legislation, policy and practice including illustrative examples. This will help schools to support transgender young people, while promoting the rights of all pupils.

Additionally, the [Anti-Racism in Education Programme \(AREP\)](#) seeks to create an education system in Scotland that is fundamentally anti-racist and where the workforce and curriculum reflects and responds to all learners.

The National Discussion 'Let's Talk Scottish Education' was an unprecedented opportunity for children, young people and those who support them to have their voices heard in a debate designed to establish a compelling and consensual vision for Scottish education. The output is a 20-year vision for the education system and an accompanying Call to Action, setting out the short-, medium- and long-term steps we need to take to realise our vision.

### By the next reporting period

The Scottish Government will consider the National Discussion report and respond in the Autumn of 2023. Additionally, a new and meaningful platform for engaging children and young people in education policy will be developed.

We will take forward actions that will lead to an increase in the diversity of the education workforce, in line with the target of having a 4% minority ethnic teacher population by 2030. We will create new resources on key areas for development of anti-racist education focused on early years and personal and social education in the first instance.

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We will take action to ensure that a range of professional learning opportunities which build racial literacy is accessible and relevant to educators across the country.

In 2022, the Scottish Government commissioned research into the educational experiences of Gypsy/Traveller children and their families. This is expected to be completed by the end of April 2023 and will help inform improvement in the way this community is supported into and through their education.

We will publish a national framework to prevent and respond to harmful behaviour and gender-based violence in schools. We are reviewing and updating our anti-bullying guidance 'Respect for All'. The review will include consideration of guidance around prejudice-based bullying and will take account of the recent findings of the thematic inspection on approaches to recording and monitoring bullying incidents in schools.

## Employment

Structural barriers persist in and beyond our labour market, and not everyone benefits from the same opportunities. Our refreshed Fair Work Action Plan, [Becoming a leading Fair Work Nation by 2025](#), sets out actions to promote fair and inclusive workplaces across Scotland. This incorporates actions on tackling the gender pay gap, the disability employment gap, and our anti-racist employment strategy, driving fair work practices for all.

### By the next reporting period:

We will lead by example on the Fair Work agenda, including sharing and learning of practice. By 2025, we aim to create more diverse and inclusive workplaces where workers have security of pay and contract, can develop and utilise their skills and have an effective voice in the workplace, making Scotland a Fair Work Nation.

Working with employers, equality stakeholders and training providers, we aim to:

- develop and implement an intersectional and anti-racist training framework by 2025;
- reduce the gender pay gap in Scotland by the end of this parliamentary term (May 2026), and;
- at least halve the disability employment gap by 2038 to 18.7 percentage points from the 2016 baseline of 37.4 percentage points.

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## **Displaced People, Refugees and People Seeking Asylum**

The Ukraine war has resulted in a crisis that has set in motion a humanitarian response from countries across the globe. From the outset, the Scottish Government has offered its unwavering support for Ukraine and created its Super Sponsor Scheme to provide a quicker and safer route to sanctuary for those fleeing war.

To date, Scotland has sponsored more Ukrainians, per head of population, than any other nation of the UK. As of 4 April 2023, more than 19,500 arrivals to the UK have been sponsored by the Scottish Government through the successful super sponsor scheme – providing a fast and safe route to safety and sanctuary.

The Scottish Government is working with partners at COSLA, Scottish Refugee Council and the University of Glasgow to develop and deliver the New Scots Refugee Integration Delivery Project (NSRIDP) with funding from the EU Asylum, Migration and Integration Fund (AMIF). The project supports delivery of activities which align with the principles and outcomes of the New Scots refugee integration strategy, as well as enabling research which will inform future work supporting refugees, people seeking asylum and communities across Scotland.

In March 2021 we published the [Ending Destitution Together Strategy](#) and progressed the delivery of this strategy in partnership with COSLA. In December 2022 we published our [Year One Progress Report](#).

### **By the next reporting period**

We will refine our accommodation offer for displaced people from Ukraine with a shift in focus from shorter-term accommodation to longer-term-and-more options. We will work closely with colleagues leading on the New Scots strategy to support wider integration of displaced people into our communities.

We will refresh the New Scots refugee integration strategy with our partners to improve access to support, reduce inequality and enhance inclusion.

The Scottish Government and COSLA have been working together to improve support for people with no recourse to public funds. Work is underway on a range of actions to deliver on essential needs, enable access to specialist advice and advocacy and promote inclusive approaches, so that people can pursue their ambitions and be active members of our communities.

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## Socio-Economic

We recognise that the impacts of the current cost of living will not be felt equally and the overriding priority is to support, as far as possible, the people and services from the worst impacts of the current cost-of-living increases.

Financial help is one of the most significant measures we can take to support households who are in difficulty or on low incomes.

Increasing the amount of the Scottish Child Payment – the most ambitious child poverty reduction measure in the UK – whilst also expanding it to thousands more families, is an important action that can mitigate the cost crisis. From 14 November 2022 the Scottish Child Payment increased to £25 per week per eligible child and extended to all eligible 6-15 year olds. Our five family payments including the Scottish Child Payment could be worth around £10,000 by the time an eligible child turns 6 and over £20,000 by the time an eligible child is 16.

The Scottish Government made Programme for Government commitments in 2021-22 and 2022-23 to publish a plan, grounded in human rights, that sets out the action we will take towards ending the need for food banks as a primary response to hardship.

Our [online consultation](#) on the draft plan closed in January 2022 and over 400 people responded. We also ran a series of 10 workshops targeted at reaching people with direct experience of food insecurity and food aid providers.

### **By the next reporting period**

The final version of the 'Ending the Need for Food Banks' plan will be published in the coming months.

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## Part 2: The Scottish Government As An Employer

Our ambition is to be a world-leading, diverse and inclusive employer where people can be themselves at work. We are committed to building a workforce of people with a wide range of backgrounds, perspectives, and experiences, who are valued for their unique contributions in an environment that is respectful, supportive and free of discrimination, harassment or bullying.

### Workforce Composition

The Scottish Government is committed to being a progressive employer and to advancing equality within the workplace and building the most inclusive workplace possible.

The workforce diversity and inclusion statistics provide open access to data that informs our actions.

At the end of December 2022, the diversity of the Scottish Government workforce varied in comparison to Scotland's working-age population:

- Female staff make up 57.3% of the Scottish Government workforce, compared to 50.8% of Scotland's working age population (16 to 65). Increasing since November 2020.
- The Scottish Government workforce aged between 16 and 29 years old make up 18.2% of the workforce, compared to 26% of Scotland's working-age population (16 to 65); staff aged 60 years old or older make up 6.3% of the workforce, compared to 12% of Scotland's working-age population (16 to 65). Increasing and decreasing respectively since November 2020.
- Disabled staff make up 14.7% of the Scottish Government workforce, compared to 20.7% of Scotland's working-age population (16 to 64). Increasing since November 2020.
- Ethnic minority staff make up 4.1% of the Scottish Government workforce, compared to 5.8% of Scotland's working-age population (16 to 64). Increasing since November 2020.
- Staff belonging to a non-Christian religion make up 3.7% of the Scottish Government workforce, compared to 4.2% of Scotland's working-age population (16 to 64). Increasing since November 2020.
- Lesbian, Gay, Bisexual or any other sexual orientation not including straight/heterosexual staff make up 8.8% of the Scottish Government workforce, compared to 3.5% of the Scottish working-age population (16 to 64). Increasing since November 2020.

## Pay Gap Data

The numbers below represent the average salary for all staff in the [SG Main, SG Marine and SCS pay groups](#).

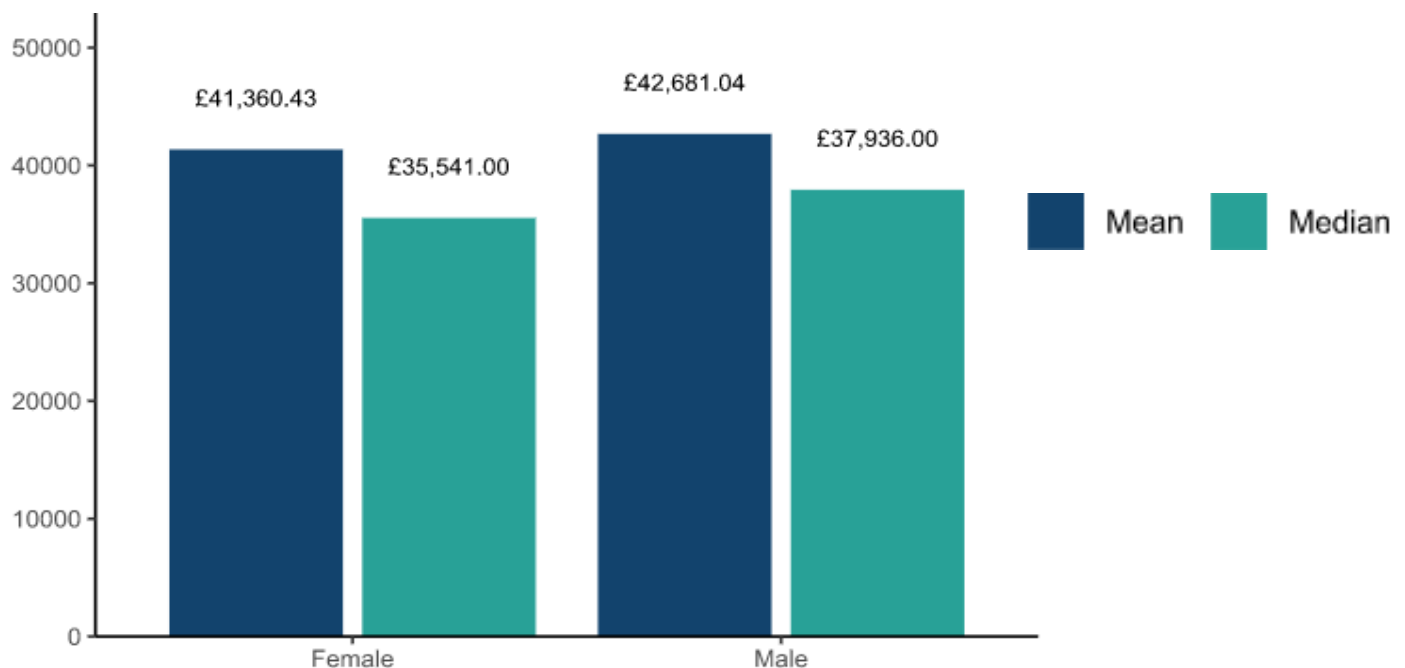
The **mean** pay gap between female and male staff on 31 December 2022 is 3.09%.

The **median** pay gap between female and male staff on 31 December 2022 is 6.31%.

The **mean** pay gap between part-time female and full-time male staff on 31 December 2022 is 0.37%.

The **median** pay gap between part-time female and full-time male staff on 31 December 2022 is 0%.

### Average pay by sex as at 31 December 2022



A full breakdown of workforce composition and pay gap information can be found via The Scottish Government [website](#).

Since publication of the 2021 Mainstreaming Report, the Scottish Government mean gender pay gap has reduced to 3.09% (down from 3.12%). The median gender pay gap has increased which is attributable to the increase in staff numbers during the intervening period. In particular, the increase in the overall proportion of women employed (60% of the increased staff numbers between 2021 and 2023 were female versus 40% male) as well as an increase in the proportion of women employed at lower grades (19% of female staff in 2023 were employed in Band A compared to 18% in 2021).

In order to continue to address and reduce our overall pay gaps and to better understand the causes we will undertake an equal pay audit examining pay gaps by disability, gender, race and age by March 2024. We will act on findings to review and refresh our recruitment and retention policies to address workplace inequalities by end of 2025.

## Action Plans

To further advance diversity within our workforce, the Scottish Government currently has three diversity and inclusion employer Action Plans. These are the [Recruitment and Retention Action Plan for Disabled People \(DRRAP\)](#), the [Race Recruitment and Retention Action Plan \(RRRAP\)](#) and the Socio-Economic Diversity Action Plan.

These plans are driving action within Scottish Government corporately, and with teams and individuals. The aim is to increase the representation of under-represented groups across all grades, to foster good relations among our employees, and to support an inclusive workplace environment.

The implementation, progress, and accountability of all three plans is overseen by our governance group. This is made up of senior civil servants, staff diversity network representatives, Union representatives and external stakeholders.

<p><b>The Recruitment and Retention Action Plan for Disabled People</b> applies the Social Model of Disability which recognises disability as an experience of barriers caused by our buildings, processes, systems, and culture rather than caused by a person’s impairment.</p> <p>It focuses on the delivery of ‘game changer’ actions advancing disability equality around four key priorities: increasing representation, building an inclusive culture, improving policies and practices, and creating accessible workspaces.</p>	<p><b>Race Recruitment and Retention Action Plan</b> adopts an anti-racist approach. It recognises there is no such thing as a race-neutral policy and that every corporate policy and decision creates either race equality or inequality in our workplace. The aim is to redistribute power, increase accountability and bring about cultural change.</p>	<p><b>Socio-Economic Diversity Action Plan.</b> While socio-economic background is not a protected characteristic in the Equality Act 2010, our data on employee experience, alongside the intersection with protected characteristics, indicate strong reasons for treating it in the same way. The intersection between socio-economic background and race, disability or gender brings a specific focus on the inequalities faced by protected groups. Colleagues’ insights have been used to shape the plan.</p>
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## Recruitment, Internship Opportunities and Mentoring

With regards recruitment, the Scottish Government updated its recruitment system to enable effective monitoring of the impact of policies on protected characteristics at each stage of the recruitment process. The data produced from this new system allows us to recommend specific, evidence-based interventions in the recruitment process for the first time and to increase the diversity of who we hire. All recruiting managers must now attend new 'inclusive recruitment' training. This embeds awareness of diversity and inclusion across all stages of the recruitment process, from preparing to recruit to on-boarding.

Internship opportunities for disabled people have also seen a radical change. Interns recruited at A3 and A4 level, through Inclusion Scotland, can now be made permanent upon successfully completing their internship. This change should allow even more interns to successfully transition to paid employment with Scottish Government.

2022 also saw the launch of Developing Diverse Leaders leadership programmes for under-represented colleagues within Scottish Government. There are 3 bespoke programmes targeting under-represented colleagues with a total of 73 participants. The programmes include support with personal development, sponsorship, and mentoring.

Scottish Government runs a 'Mutual Mentoring' programme to support mentoring for our Race Equality Network members. Since 2018, 185 mentoring partnerships have supported diverse talent to progress and more inclusive leadership practices to be built across the organisation. The programme was recently extended to disabled colleagues, LGBTI+ colleagues and colleagues who identify as coming from a low socio-economic background.

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## Staff Policies, Staff Diversity Networks and Learning

There have been a number of developments on the policy front for staff too. The procedure for making a formal complaint about a Minister's, or a former Minister's, behaviour was launched in February 2022. This ensures independent and external scrutiny of any complaint made. A new staff grievance policy was also developed in collaboration with staff diversity networks and trade unions.

Our trans and non-binary equality and inclusion policy reflects our organisation's commitment to supporting trans and non-binary staff and advancing LGBTI+ equality and inclusion in the workplace. It sets out our individual and corporate responsibilities, guidance on applying HR policies in practice and tools and support for trans and non-binary colleagues, their managers and leaders and their allies.

A support framework for staff diversity networks was developed and introduced in June 2022. It recognises the valuable role staff diversity networks play in nurturing talent and raising issues relating to employee experience within the workplace.

There has also been a corporate push to embed equality into the day-to-day work of staff and create a more inclusive culture. Every Scottish Government employee already had a mandatory diversity and inclusion objective but there is now mandatory 'inclusive culture' training.

Staff are also being supported to produce high-quality Equality Impact Assessments (EQIAs). Supporting resources were created specifically for HR teams. This included a podcast, a data and evidence bank, EQIA form completion advice and FAQs. There have been significant increases in the completion and reporting of EQIAs with the use of a tracker, which is prioritised for discussion at senior management meetings.

One of the most significant developments in 2022 was the completion of the review of our workplace adjustments service and the subsequent introduction of the Employee Passport. The review was a commitment in the Disability Recruitment and Retention Action Plan. A project team was set up to improve workplace adjustments for new colleagues being recruited into the Scottish Government. The dedicated team now provides a service to both new and existing staff. The aim of the service is early intervention with critical adjustments in place on the first day of work for all our new starts and to provide a single point of contact.

When opening up the service to existing staff, the team developed the Employee Passport. This is now Scottish Government's flagship inclusion initiative. This facilitates a conversation between the passport user and their line manager as well as providing a direct link for support to the new Workplace Adjustments Service team when a more formal workplace adjustment, like equipment or software, is needed.

The Employee Passport was developed as a co-production, with significant engagement with staff diversity networks and a trial with 200 volunteers. 93% of users in the trial said they would recommend it to colleagues. The Employee Passport is being adopted by Scottish Government Agencies. This means the passport will be recognised wherever staff go to work.

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## Part 3: Equality Outcomes

The Public Sector Equality Duty requires public authorities including the Scottish Government to publish equality outcomes which it will work to achieve. In 2021, the Scottish Government set a [suite of equality outcomes](#) to cover the period up to 2025.

Below you can find a summary of key achievements and next steps in progressing these outcomes ahead of the next reporting period. A full breakdown can be found in the supporting documents.

These outcomes sit alongside the commitment to integrate equality into our day-to-day business and the raft of policies and strategies across Government which are delivering improvements for communities. They increasingly align with our ambitions to ensure that equality, inclusion and human rights are mainstreamed and embedded across all aspects of Government business.

### Policy Outcomes

#### Equality Outcome 1:

By 2025, more robust and comprehensive data will be gathered on the characteristics of people in Scotland, identifying and filling evidence gaps. Equality data will be used much more frequently to develop and adjust service delivery, contributing to the mainstreaming of equality and human rights.

#### Key achievements

A series of actions have been taken forward through our Equality Data Improvement Programme (EDIP), including publishing updated guidance notes on recommended questions to ask when collecting equality information and a series of case studies showcasing good practice in equality data collection in the public sector.

Many of these actions have helped lay the foundations for the [Equality Evidence Strategy 2023 to 2025](#).

#### Next Steps

The actions within the Equality Evidence Strategy 2023-25 will be taken forward by analysts across the Scottish Government and National Records Scotland. These actions include working with data suppliers to improve breadth and quality of data held on systems and producing more detailed analysis of data already collected.

## Equality Outcome 2:

By 2025, inclusive communication will be embedded in the approaches of public bodies, with an increased proportion of people in Scotland reporting that their communications needs are being met when accessing public services.

### Key achievements

As part of the Public Sector Equality Duty (PSED) review, we have consulted on our proposal to create a new regulation that seeks to ensure inclusive communication is embedded proportionately across the work on listed authorities when communicating with the public.

### Next steps

Officials will engage closely with public bodies, equality advocacy groups and people with lived experience, or those who represent them, to further develop this proposal based on consultation feedback. It is our intention that any new duties would come into force in 2025 in line with the current reporting cycle.

## Equality Outcome 3:

By 2025, we will have taken significant steps to improve the health of those groups with a protected characteristic in Scotland who experience consistently poorer outcomes. We will particularly focus on sex, race, age and disability and the disproportionate impact of COVID on certain groups.

### Key achievements

In August 2021 we published our [Women's Health Plan](#). In January this year we appointed a Women's Health Champion, Professor Anna Glasier, and published our [report on progress](#) to achieving this plan.

We have also established the Racialised Health Inequalities in Health and Social Care in Scotland Steering Group, and have put in place 'Anti-Racist Leadership Development' sessions for members.

### Next steps

We will continue to work with COSLA to implement Scotland's new suicide prevention strategy [Creating Hope Together](#).

We have considered the recommendations made by the Independent Review of Adult Social Care and are working to realise these recommendation and human rights through the creation of a National Care Service (NCS).

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## Equality Outcome 4:

By 2025, disparities in labour market outcomes for women, disabled people and ethnic minorities will have improved. Employer practice will have improved and workforces will be more diverse and inclusive through effective approaches embedded to tackle workplace inequality.

### Key achievements

The Workplace Equality Fund (WEF) provides financial support for employers to address longstanding barriers in the labour market. We have funded over £750,000 to 13 projects this year. Of the 13 projects, 4 focus specifically on disability, 4 on race; while other projects focus on and address issues and challenges related gender, menopause, autism and neurodiversity, refugees, and age.

We published our refreshed [Fair Work Action Plan](#) in December 2022 which forms part of a new single, intersectional and aligned 'Fair Work Action Plan: Becoming a Fair Work Nation' by 2025.

### Next steps

We will undertake an equal pay audit examining pay gaps by disability, gender, race and age by March 2024. We will act on findings to review and refresh our recruitment and retention policies to address workplace inequalities by end of 2025.

By end of 2023 we will update the Fair Work First criteria to better reflect priority action required to address labour market inequalities faced by disabled people, women, and people from racialised minorities, ensuring people can enter, remain in and progress in work.

## Equality Outcome 5:

By 2025, we will have made progress towards reducing inequalities and advancing equality of opportunity and outcome – most notably across the protected characteristics of age, disability and sex – through the implementation of the National Transport Strategy; and transport services will become fairer to access, easier to use and more affordable.

The NTS2 recognises that by ensuring access to suitable transport facilities it will lead to the fulfilment of other human rights, in line with the National Performance Framework and Scotland's international human rights obligations.

### Key achievements

We successfully ran a Transport Scotland [People's Panel](#) on a pilot basis, from October 2021 to January 2022, to inform the NTS Delivery Plan, which included representation from a wide cross-section of people.

At the start of 2022, we delivered our commitment to deliver free bus travel to under-22s, and we continue to fund free bus travel for eligible disabled people as well as those aged over 60, reducing the costs of public transport for these groups. By end of March 2023, there were over 609,000 cardholders in the Young Persons' Free Bus Travel Scheme, equating to 65.5% of the estimated 930,000 eligible population. Those already accessing the scheme continue to make good use of free bus travel, with over 56 million journeys made since the launch of the scheme.

### Next steps

We are taking forward a National Conversation on the future of passenger rail services in Scotland, with the intention of hearing from those of all backgrounds.

We are undertaking our Fair Fares Review to ensure a sustainable and integrated approach to public transport fares as we recover from the pandemic. The Fair Fares Review will look at the range of discounts and concessionary schemes which are available on all modes including bus, rail and ferry. The Fair Fares Review will also take into account the cost and availability of services, and will consider options taking cognisance of the relative changes to the overall cost of travel.

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## Equality Outcome 6:

During the current equality outcome cycle (2021-25), people with lived experience of inequality and exclusion will be more involved in informing and co-designing policy and practice that affects them, and their voices will be better reflected in public policy across Scotland.

### Key achievements

A number of strands of work are in progress which aim to deliver a strategic approach to lived experience and participatory work across the Scottish Government. The Institutionalising Participatory and Deliberative Democracy (IPDD) working group was set up to provide recommendations on how to embed participatory approaches across the work of government, including but not limited to Citizens' Assemblies. We published [our response](#) to their report in March.

In February this year we launched our [Participation Framework](#), which provides a guide to good practice in participation work across Scottish Government. It provides information about participatory methods, and when to use them, the development of an effective participation strategy, and signposts to further resources.

### Next steps

Activities proposed for this year of the Open Government Action Plan include collaborative work to develop of a process for procuring participatory work and which would support its co-ordination. We are also considering options for monitoring and evaluating participatory work taking place in the Scottish Government, in line with a refreshed approach to evaluation training for social researchers, and will use this to drive improvement.

Through our Equality and Human Rights Mainstreaming Strategy, we will develop proposals to better engage with the lived experience of communities and the expertise of organisations that serve them based on learning from previous and current Scottish Government lived experience models, as well as models utilised successfully in the UK and internationally.

## Employer Outcomes

Our two employer equality outcomes are underpinned by three diversity and inclusion employer Action Plans. These will help us make greater change at greater pace in areas we need to make most progress. The Recruitment and Retention Action Plan for Disabled People (DRRAP) (2019 – but paused for 12 months during the pandemic), the Race Recruitment and Retention Action Plan (RRRAP) (2021) and the Socio-Economic Diversity Action Plan (2022).

These plans are driving action within Scottish Government across corporate functions, and with teams and individuals. The aim is to increase the representation of under-represented groups across all grades, to foster good relations among our employees, and to support an inclusive workplace environment where people are able to make their best contribution to delivering the programme for government. Most importantly, at the heart of the plans, are the voices and views gathered through wide engagement with staff.

### Equality Outcome 7:

By 2025, our workforce will have increased in diversity to reflect the general Scottish population.

#### Key achievements

The Scottish Government workforce has become increasingly diverse. Since November 2020, the proportion of the Scottish Government workforce from each of the following groups has increased.

- Female – from 55.0% to 57.3%
- Aged between 16 and 29 – from 16.5% to 18.2%
- Lesbian, gay, bisexual or any other non-heterosexual sexual orientation (LGB+) – from 6.4% to 8.8%
- Disabled – from 13.6% to 14.7%
- Ethnic minority – from 3.0% to 4.1%
- From a non-Christian religious background – from 2.9% to 3.7%.

### Equality Outcome 8:

By 2025, workforce culture will be more inclusive with employees from all backgrounds and characteristics and experiences reporting they feel increasingly valued.

#### Key achievements

The overall engagement score and inclusion and fair treatment score for core Scottish Government staff reached historic highs in 2021. The proportion of core Scottish Government staff experiencing discrimination or bullying and harassment reached historic lows in 2021. The data shows these experiences vary across groups, with some groups having significantly poorer experiences than others.

#### Next steps

Further detail about the work we have done to increase the diversity of our workforce and foster an inclusive workplace is set out in our published action plans and the rest of the mainstreaming report.





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