

gender equality scheme annual report 2008



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SCOTTISH GOVERNMENT

gender equality scheme annual report 2008

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GENDER EQUALITY SCHEME ANNUAL REPORT 2008

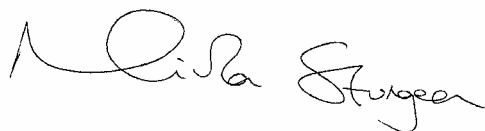


Ministerial Foreword

Despite over 30 years of anti-discrimination legislation we know that people continue to face discrimination and harassment because of their sex. The introduction of a public sector duty to have due regard to the need to eliminate unlawful discrimination and harassment and to promote equality of opportunity between women and men is an important step in removing the barriers and challenging the attitudes and behaviours that prevent gender equality in Scotland.

A year on since the introduction of the gender equality specific duties in Scotland, I am pleased to be able to report on our activities and progress towards our nine gender equality scheme objectives.

There is still much to be done to achieve gender equality in Scotland. We are therefore committed to ensuring that our policies, practices and services understand and address the different needs of women and men, boys and girls to develop better and more responsive policies, which will support us in creating a more successful country, with opportunities for all to flourish.

A handwritten signature in black ink that reads "Nicola Sturgeon".

Nicola Sturgeon, MSP
Deputy First Minister and Cabinet Secretary for Health and Wellbeing

GENDER EQUALITY SCHEME ANNUAL REPORT 2008

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CHAPTER 1 – INTRODUCTION TO GENDER EQUALITY SCHEME ANNUAL REPORT 2008

Background

1.1 Equality legislation has developed significantly over the last forty years and has been extended in the last seven years to create a more proactive approach to addressing prejudice and discrimination through the public sector equality duties.

1.2 There are three public sector equality duties for race, disability and gender. They place a duty on public authorities to eliminate unlawful discrimination and harassment and promote equality of opportunity. These positive duties aim to ensure that public policies, practices and services take into account the different needs of ethnic communities, disabled people and women and men in their development and delivery and make real improvements to people's lives.

Gender equality duty

1.3 The Duty to promote equality of opportunity between women and men was introduced under the Sex Discrimination Act (SDA), as amended by the Equality Act 2006, and requires all public bodies to have 'due regard' to:

- 1) the need to eliminate unlawful discrimination and harassment; and
- 2) the need to promote equality of opportunity between women and men.

1.4 This means that public authorities have a legal requirement to ensure that men and women, boys and girls are treated fairly, with their different needs being built into all public policies, practices and services.

1.5 In addition, Scottish Ministers placed specific duties on listed public authorities through the [Sex Discrimination \(Public Authorities\) \(Statutory Duties\) \(Scotland\) Order 2007](#). These specific duties required listed bodies, including the Scottish Government, to publish a gender equality scheme by 29 June 2007 and to report annually. This document is our annual report.

1.6 Further information and advice about the gender equality duty, including the statutory code of practice, is available from the [Equality and Human Rights Commission](#), the enforcement body for the public sector equality duties.

Scottish Government gender equality scheme

1.7 We published our first gender equality scheme on 30 March 2007. It sets out the Scottish Government's commitment to progressing gender equality, its gender equality objectives and the steps that it has taken, and will take, across Government to implement the gender equality duty over 2007 to 2010.

1.8 The development of the scheme was led by the Equality Unit and supported by our Equality Scheme Implementation Group (ESIG). It was also informed by our consultation with both internal and external stakeholders. Further details about our approach to gender equality and the development and consultation for our gender equality scheme are set out in the first three chapters of our scheme.

1.9 Our first gender equality scheme is available on the Scottish Government's website at <http://www.scotland.gov.uk/Publications/2007/03/30095002/0>.

1.10 As part of our gender equality duties we are required to publish an annual report containing a summary of the actions that we have taken towards the advancement of our gender equality objectives. This annual report relates to our first scheme.

Since the publication of our gender equality scheme the context for delivering our scheme objectives has changed. Following the Scottish Parliament election in May 2007, we now have a new administration with new policy priorities and organisational structure. We therefore intend to publish a revised gender equality scheme by the end of May 2008 to take account of these changes. Future annual reports will therefore cover the objectives and actions set out in the revised scheme. Further details about the revision are provided in Chapter 11.

Structure of our annual report

1.11 This report provides an overview of the actions that have been taken by the Government over the last year to progress our nine gender equality objectives. Our objectives are:

1. the gender pay gap;
2. violence against women;
3. occupational segregation;
4. childcare, caring and flexible working;
5. improve networks with men
6. transgender equality;
7. mainstreaming gender equality;
8. training of staff; and
9. data gathering.

1.12 [Chapter 4](#) of our gender equality scheme sets out these objectives with a brief summary of what we know about them and our main actions for taking them forward.

1.13 These objectives were developed following consultation with relevant stakeholders, including women's and men's organisations, trade unions and staff, as well as the examination of the available evidence. As we set out in our scheme, many of our objectives are interlinked and progress or lack of progress in one will impact on the successful delivery of another. For example, closing the gender pay

gap requires us to tackle occupational segregation and childcare, caring and flexible working issues.

1.14 Our annual report therefore contains 11 chapters, structured as follows:

- chapter 1 (this chapter) provides the background, context and approach to our gender equality scheme annual report.
- chapters 2 to 10 consider each of our gender equality scheme objectives, provide a summary of what we said we would do over the life course of the scheme and an overview of our activities and progress.
- Chapter 11 sets out our commitment to continuing to address the gender equality issues for these areas and our plans for the revision of our gender equality scheme.

CHAPTER 2 – GENDER PAY GAP

Introduction

2.1 Despite over 30 years of equal pay and sex discrimination legislation there is still a pay gap between women and men.

2.2 We know from the Annual Survey of Hours and Earnings (ASHE) 2007 that the gender pay gap in Scotland is currently 15%, based on the average (or mean) hourly earnings for full-time staff (defined as working over 30 hours per week). The median figure is 12%. However, there are wide variations between the gender pay gap in different sectors. The pay gap ranges from 2% (based on hourly earnings) in sales and customer service occupations to as high as 28.1% (based on hourly earnings) for managers and senior officials.

2.3 There are many reasons behind the gender pay gap: unequal pay; undervaluing of women's work; sex discrimination; occupational segregation; the differences in the patterns of male and female employment; unavailability of quality part-time, job-share and other 'alternative' working pattern' posts; unavailability of affordable childcare provision; previous employment histories; levels of qualifications and working practices e.g. access to developmental training, bonus schemes, progression and also the 'long hours' culture.

2.4 We cannot achieve gender equality if we do not address the issues which cause and contribute to the pay gap. While progress has been made over the years more still needs to be done to close the gap and, in recognition of this, the Scottish Government identified the gender pay gap as one of its gender equality scheme objectives.

What we said we would do

2.5 We made a commitment within the Scheme to continue to work in partnership with a wide range of organisations to support the 'Close the Gap' campaign and to encourage other employers to put their pay structures to the test.

2.6 To ensure that the Government leads by example and addresses any equal pay issues within its own pay policy and structures we set out our intention to undertake an equal pay review in 2007; to publish our equal pay statement by 28 September 2007 and to address, to the best of our ability, the concerns raised during consultation about the scope and effectiveness of these reviews.

What we've done

(Also see chapter 4 on occupational segregation and chapter 5 on childcare, caring and flexible working)

Close the Gap

2.7 The Scottish Government has continued to participate (together with the Scottish Trades Union Congress, Scottish Enterprise, Highlands and Islands Enterprise and the Equality and Human Rights Commission) in Phase 2 of the *Close the Gap* project.

2.8 As part of its targeted work on the Finance Industry, *Close the Gap* has continued to be represented on a sub-group of the Scottish Government's Financial Strategy Implementation Group, the sub-group being tasked with reviewing evidence of the gender pay gap in the Finance Industry (where it is particularly large) and recommending actions to address the issues. The project has also worked with HBOS and National Australia Group Europe on a number of pieces of work to identify the causes of the gender pay gaps within their organisations and identify how these might be removed.

2.9 As part of its targeted work on the Higher and Further Education Sectors (which also have large pay gaps), *Close the Gap* provided advice, training and support to Higher Education Institutions and Scotland's Colleges, enabling them to address the causes of equal pay, carry out equal pay audits and comply with the general and specific requirements of the Gender Equality Duty.

2.10 We granted *Close the Gap* an extension of funding to 30 June 2008 (formerly agreed only until end December 2007) and the project is being invited to bid for funding 1 July 2008 - 30 March 2011 under our new funding arrangements.

2.11 There has been the odd fluctuation over the years in the general downward trend of the pay gap and this happened again in 2007. The full-time gender pay gap¹ in Scotland increased slightly (the mean from 14% in 2006 to 15%, the median from 10% in 2006 to 12%²). However, there were still increases in earnings for both men and women in Scotland. The increase in the gap was mainly caused by higher increases for men than women in the Managers and Senior Officials' occupation group, and particularly in the Associate Professional and Technical Occupations. Also, the private sector had higher increases than in the public sector and, given that a considerably lower proportion of women work in the private sector compared to men, this has a large effect on the gender pay gap in Scotland.

2.12 If we compare women working part-time with men working full-time, the pay gap³ is 34% based on the mean (a drop from 35% in 2006) and 37% based on the median (the same as in 2006)⁴.

¹ Based on hourly earnings for full-time staff (defined as working over 30 hours per week).

² Source: Annual Survey of Hours and Earnings (ASHE). (Figures are published every autumn using figures from the previous April.) The mean is the average, which is calculated by taking the sum of all earnings and then dividing that figure by the number of employees. The median is the point that divides the distribution of earnings in half. Fifty percent of people in employment earn more than the median, while fifty per cent earn less.

³ Based on hourly earnings.

Other initiatives

2.13 Within the NHS we are continuing to implement Agenda for Change (AfC), a major Change Programme to modernise pay structures, assist service delivery of patient care, aid recruitment and retention and allow for personal development of staff. AfC will also ensure that staff receive equal pay for work of equal value. Implementation is well under way with the majority of staff now assimilated to AfC pay bands. Data on gender pre and post AfC has been collected and is being used to ensure there are no gender equality issues in moving staff from Whitley arrangements to Agenda for Change.

2.14 Pregnancy discrimination is a contributing factor to the gender pay gap. We have continued to support work to raise awareness amongst pregnant women and employers of their rights and responsibilities through a 3 step action plan – step 1 distribution of “Pregnancy and Work” leaflet; step 2 toolkit for employers; and step 3 support for small to medium-sized enterprises.

2.15 Step 1 - Following informal oral feedback that distributing the UK leaflet, “Pregnancy and Work”, as an insert of the Royal College of Midwives’ (RCM) publication “Together We Care” might *not* be the ideal method of distribution for Scotland, the Scottish Government paid for a reprint of 20,000 copies of the leaflet and, on the advice of RCM Scotland, these were distributed during the period October – December 2007 by RCM Scotland via the MAT B1 pack, which is given to all pregnant women in Scotland early in their pregnancy. DBERR (UK Department which leads) is liaising with the Scottish Government regarding method of distribution for 2008 and beyond.

2.16 Steps 2 & 3 -The Scottish Government also provided a contribution of £2k towards the costs of the Equal Opportunities Commission’s (EOC) awareness-raising initiative about maternity rights, leaflet, and EOC toolkit, which was targeted at reaching employers of a small or medium-sized workforce, who can find it more difficult to manage pregnancy effectively. The Government also liaised with the Business Benefits of Equality Team within Scottish Enterprise about its promotion of the “Pregnancy and Work” leaflet and toolkit to employers with a small or medium-sized workforce.

As an Employer

2.17 Internally, we published our equal pay statement before the legal deadline and have recently completed our fourth equal pay review, which was conducted in partnership with the trade unions. The review found that the Scottish Government pay gap overall had narrowed. No areas of significant concern were uncovered but the report made a number of recommendations which will be taken forward in the coming months. Recommendations included:

- The Scottish Government should continue monitoring and reviewing its pay system to ensure it is free from discrimination.

⁴ Source: Annual Survey of Hours and Earnings (ASHE). (Figures are published every autumn using figures from the previous April.) The mean is the average, which is calculated by taking the sum of all earnings and then dividing that figure by the number of employees. The median is the point that divides the distribution of earnings in half. Fifty percent of people in employment earn more than the median, while fifty per cent earn less.

- The next review should focus on gender and age. Disability and ethnicity should also be included but only where there are sufficient numbers to allow a meaningful analysis to be completed.

A further audit of the pay system will be undertaken during 2008.

2.18 As an employer, the Scottish Government continues to enhance its data collection and monitoring on caring responsibilities and staff working patterns. Our new e-HR system, introduced in autumn last year, now allows us to collect information on those staff who are participating in our childcare vouchers scheme. It also allows us to collect information on the range of working patterns offered by the Scottish Government and this data can now be disaggregated by gender and other equality strands, which was one of the recommendations from our fourth equal pay review.

2.19 To ensure we are capturing accurate data, and as these aspects of the system are largely self-service, we will continue to encourage staff to use this function to record their personal information. More on this is included in the childcare, caring and flexible working section.

CHAPTER 3 – VIOLENCE AGAINST WOMEN

Introduction

3.1 Evidence shows violence against women in all of its forms continues to be a significant problem in Scottish society. Statistics show that:

- in 2006/07 the Police recorded 48,801 incidents of domestic abuse in Scotland, a 7% increase on the previous year. In 87% of these cases the recorded victim was female and the perpetrator was male⁵. It is estimated that around 100,000 children in Scotland may be affected by domestic abuse⁶.
- The number of sexual crimes (crimes of indecency) increased by 3 per cent, from 6,558 in 2005/06 to 6,726 in 2006/07. Within this group, recorded cases of rape and attempted rape decreased by 3 per cent to 1,123⁷.
- Recorded crimes of assault with intent to rape increased by 8 per cent, from 186 in 2005/06 to 201 in 2006/07⁸.
- Home Office research estimates that in 2003 there were 4000 women in the UK who had been trafficked for sexual exploitation⁹.

3.2 It is unacceptable that women in Scotland should continue to face fear and intimidation, should be subject to domestic abuse, commercial sexual exploitation or trafficking or should feel unwilling or unable to report crimes of rape or sexual assault.

3.3 The Government is committed to addressing violence against women and its wider consequences. Significant work has already been developed but we know that there is much more we need to do.

What we said we would do

3.4 To continue and build on the work that has already been developed we made a number of commitments within our gender equality scheme including to:

- continue to support women who experience gender-based violence and to build on and review the National Strategy on Domestic Abuse;
- continue to raise awareness of violence against women through campaigns and, to prevent its occurrence, consider how to challenge and change attitudes;
- address the needs of children and young people experiencing domestic abuse; and
- develop preventative work with men to ensure perpetrators are dealt with effectively.

⁵ Source: Domestic Abuse Recorded by the Police in Scotland, 2006-07

⁶ Source: Scottish Women's Aid

⁷ Source: Recorded Crime in Scotland, 2006/07

⁸ Source: Recorded Crime in Scotland, 2006/07

⁹ Source: UK Action Plan on Tackling Human Trafficking, March 2007

3.5 In addition, we made a number of commitments to continue to progress work around forced marriage, domestic abuse courts and the National Protocol (on Domestic Abuse) between the Crown Office and Procurator Fiscal Service and the Association of Chief Police Officers Scotland, prostitution, sexual offences and human trafficking.

What we've done

National Strategy on Domestic Abuse

3.6 We continue to implement our National Strategy on Domestic Abuse, published in November 2000. This is part of an overall strategy to address all forms of violence against women and, more recently, the issues of violence against women and domestic abuse have been considered together as part of a coherent overall approach. It is intended that a strategic framework on violence against women be published in spring 2008

3.7 A review of the Domestic Abuse Strategy is being undertaken by Marsha Scott and is due to be completed and submitted to the Scottish Government in March 2008. The findings from this review will help inform our future approach to tackling violence against women and domestic abuse in Scotland.

Campaigns

3.8 Over Christmas 2007 we ran a further campaign to raise awareness of domestic abuse, which included TV Radio and billboards advertising, as well as PR with the Scottish press. We are currently awaiting evaluation outcomes for this campaign and we will use the evaluation in the development of our future campaign work. In addition, we have supported Amnesty International's White Ribbon Campaign, "men working to end men's violence against women", which engages men in challenging violence against women by raising its profile and requesting that male MSP's wear the white ribbon during the 16 days of action.

Funding

3.9 Following the Comprehensive Spending Review 2007, the Government announced an increase in funding, £40 million over three years, to address domestic abuse and violence against women. This includes additional resources allocated to the Equalities budget for violence against women and work with children and young people affected by domestic abuse. This is further supplemented by £10 million over three years to Education to take forward work specifically in relation to the National Domestic Abuse Delivery Plan for Children and Young People.

3.10 The increase in resourcing will enable Government to support many crucial services for women experiencing male violence as well as to progress work under the National Domestic Abuse Delivery Plan agenda and the emerging Strategic Framework on Violence Against Women. Over the next three years we will, for example, be continuing to support Scottish Women's Aid, the Rape Crisis Scotland network, our annual domestic abuse campaign and the Rape Crisis and the Scottish Domestic Abuse Helplines.

3.11 Our Domestic Abuse Helpline continues to receive a large number of calls, in 2006 over 21,000 calls were received which is an increase of 3% on the previous year.

3.12 The Rape Crisis Helpline was launched in October 2007. This new free phone helpline will support anyone aged over 13 years old who has experienced sexual violence. We will be working with Rape Crisis Scotland to evaluate the new Helpline. The evaluation report is due to be submitted following the first 6 months of operation.

Addressing Domestic Abuse and Health

3.13 We know that women who have experienced abuse are five times more likely to attempt suicide; three times more likely to be diagnosed as depressed or experiencing a psychotic illness; 15 times more likely to abuse alcohol and nine times more likely to abuse drugs. A Chief Executive's Letter (CEL) providing guidance to health boards on gender-based violence will be produced by April 2008. A suite of guidance for practitioners in responding to abuse will also be issued.

3.14 In addition, a national programme of routine enquiry of domestic abuse has been designed and will be implemented over the 3 year period 2008-11. Revised guidance reflects national priorities within the Government's National Group to Address Violence Against Women.

Supporting Children and Young People

3.15 The National Domestic Abuse Delivery Group (NDADG) was established in December 2006 to promote cross Government and cross agency action to address the issues of domestic abuse affecting children and young people. The group has three specific aims:

- to develop and implement a strategic delivery plan to improve outcomes for children and young people experiencing domestic abuse (CYPEDA);
- to report to Ministers;
- to oversee the 'Getting it right for every child' Domestic Abuse Pathfinder.

3.16 The Domestic Abuse Pathfinder was established in September 2006 and builds on the work of the multi-agency Better Outcomes for Children Working Group. The Pathfinder is split over four areas and, over the next two years, is exploring a holistic response to children and young people experiencing domestic abuse. It is particularly looking at: ensuring children get the help they need when they need it; an appropriate, proportionate, timely response in place of automatic referral; testing common risk assessment, information sharing as part of a multi agency response; and ensuring support for the non abusing parent/tackling the perpetrator is integral to a child's plan. The four Pathfinder areas are Clydebank, Dumfries, Edinburgh and Falkirk.

3.17 The Pathfinder has so far developed and tested a set of data capture and risk assessment forms for recording cases of domestic abuse amongst children and young people. Links with local agencies have been forged to target gaps in service provision and work towards a multi-agency response for CYPEDA.

3.18 The Government has allocated funding to continue the Children's Services Women's Aid Fund for the period 2008-2011 to ensure dedicated children's workers are in place in Women's Aid Groups across Scotland. The National Domestic Abuse Delivery Group will present its National Delivery Plan for children and young people experiencing domestic abuse to Ministers in spring 2008. Subject to their approval, it will be launched in April 2008.

Forced Marriage

3.19 To help us to tackle forced marriage in Scotland we are currently drafting a consultation paper to look at whether there is a need to introduce additional civil legislation to protect those affected by forced marriage. We intend to publish the consultation in spring /summer 2008 and will re-establish the Forced Marriage Network to support the consultation and assist the development of the Government's future work on this issue.

Domestic Abuse Court

3.20 In October 2004 the then Scottish Executive established a domestic abuse court service pilot, based at Glasgow Sheriff Court, to fast track cases of domestic abuse which occur in the city's south-side and to provide better information and support to victims so that fewer complaints are withdrawn before reaching the courtroom. An [Evaluation of Domestic Abuse Court pilot](#) was published in March 2007. We set out in our scheme our intention to continue to support the domestic abuse pilot. Following consideration of the evaluation, Ministers have extended the pilot to October 2008 while a multi-agency Feasibility Study Group has been set up to look at extending a Domestic Abuse Court to the whole of Glasgow as well as options for the rest of Scotland, including how best to provide support to victims and their children. The Feasibility Study Group is due to report to Ministers at end March 2008.

3.21 A review of the National Protocol (on Domestic Abuse) between the Crown Office and Procurator Fiscal Service (COPFS) and the Association of Chief Police Officers Scotland (ACPOS) was undertaken to ensure that the document and content remain fit for purpose, to identify any current gaps in processes and to take stock of the impact of the Protocol upon the investigation and prosecution of domestic abuse over the last months. The review team will report their findings to the Solicitor General and ACPOS by the end of March 2008.

Prostitution

3.22 The Government considers street prostitution to be a form of abuse of women. We believe that efforts to eradicate it should be seen in the context of our broader policies of tackling violence against women. Challenging demand is an important part of this. Prostitution (Public Places) (Scotland) Act 2007 came into effect on 15 October 2007. This legislation has created, for the first time in Scotland, offences which target those who purchase sex on our streets. It is now an offence to loiter or solicit in any public place with intent to obtain the services of someone engaged in prostitution. A publicity and an enforcement campaign to raise awareness of the new offence and the reasons for tackling demand for street prostitution were launched on 14 January 2008. Final guidance to local authorities on implementation of the Act was published in June 2007.

Sexual Offences Review

3.23 We indicated in our scheme that successive judgements of the court of appeal indicated the need to modernise the law on rape to reflect the range of assaults actually evidenced; we also highlighted that we would continue to support the Scottish Law Commission (SLC) to undertake its review of sexual offences. The First Minister announced in his legislative programme speech in September 2007 that the Scottish Government would bring forward legislation to reform the law on rape and sexual offences in the light of the SLC's final report. The SLC published their [final report](#) and recommendations for reform on rape and other sexual offences on 18 December 2007. We subsequently published a [consultation](#) on the report's recommendations, which closed on 14 March 2008. The outcome of the consultation and Scottish Ministers' consideration of the SLC's report will inform the shape of legislation to be introduced in Parliament later this year.

Sexual Offences Review of Investigation and Prosecution of Sexual Offences

3.24 Following the publication of COPFS [Review of the Investigation and Prosecution of Sexual Offences in Scotland](#) in June 2006 a 3 year implementation programme - which aims to improve the way in which we deal with the prosecution of sexual offences - is being taken forward. Twenty-eight of the 50 recommendations have now been implemented and these include the issue of key chapters of the Sexual Offence Handbook to COPFS staff. The Handbook includes guidance on the law of rape, decision making, precognition investigation, supporting victims to give their best evidence, forensic and medical evidence and communication with victims.

3.25 At the end of 2007 a programme of on-line training courses was published on the Crown Office and Procurator Fiscal Service internal website. The modules provide essential training on decision making, approach to bail and the need to identify and address evidential weakness early on in the life of a case. They also provide important training on the law of rape, and provide staff with an understanding of the wider issues and myths which prevail in society.

3.26 The e-learning course is to be followed by a two day classroom based course at the new Scottish Prosecution College in Glasgow. Between April and June 2008 prosecution staff from across Scotland will undertake core sexual offences training on the legal issues surrounding rape, the psychodynamics of sexual offending, the medicine and science which plays a vital role in proving rape and the means through which Procurator's Fiscal can support and communicate with victims during the prosecution.

3.27 The first Annual Seminar on Sexual Offences – at which the Lord Advocate gave the opening address - was held on 7 December 2007.

3.28 The Solicitor General announced in February 2008 that a senior member of Crown Counsel is to work closely with the Lothian and Borders Procurator Fiscal's sexual offences team, to provide advice from the earliest stage of investigations. The move is designed to ensure the highest standards in evidence gathering and trial preparation. An Assistant Principal Advocate Depute will provide legal and practical guidance on the investigation and prosecution of all sexual offences, including rape and serious indecent assaults.

Human Trafficking

3.29 Human trafficking is a despicable form of modern-day slavery. We want to make Scotland a hostile environment for traffickers and to protect and support those upon whom they prey. The then Scottish Executive and Home Office jointly published an [Action Plan on Tackling Human Trafficking](#) in March 2007. The UK Government also signed the Council of Europe Convention on Action Against Trafficking, which grants additional rights to the victims of trafficking, in March 2007. They have subsequently committed to ratify the convention by the end of 2008. We will work with police, local authorities, non-governmental organisations and the UK Government to implement the Action Plan on Tackling Human Trafficking and ensure that we are compliant with the Council of Europe Convention on Action Against Trafficking.

3.30 Since 2004, the Government has provided funding via the Violence Against Women Fund to a pilot project in Glasgow to provide advice and support to women who have been trafficked into Scotland to be sexually exploited and to collate information in order to enhance intelligence and raise awareness among front-line service providers about trafficking. Support for this project is ongoing.

As an employer

3.31 Internally, we also launched our staff domestic abuse policy statement in November last year. This was prepared in conjunction with a variety of stakeholders, both internal and external, including a range of our staff networks, Scottish Women's Aid and the Scottish Government's Violence Against Women Team. We are currently gathering information to allow us to complete an effective Equality Impact Assessment of the policy. Training in recognising and dealing with domestic violence in the workplace was also run for staff within Human Resources and Counselling and Welfare.

CHAPTER 4 – OCCUPATIONAL SEGREGATION

Introduction

4.1 Tackling occupational segregation, the concentration of men and women in different kinds of jobs ('horizontal' segregation) or in different grades ('vertical' segregation), is a key element of closing the gender pay gap and will contribute to addressing poverty and low pay, which currently have a disproportionate affect on women.

4.2 In 2007, women made up a large majority of the workers in personal services (85%), administrative and secretarial occupations (79%), and sales and customer services occupations (70%). By contrast men represent the large majority of workers in the occupational categories of managers and senior officials (67%), process, plant and machine operatives (86%), and skilled trades (92%)¹⁰. Women also predominate in key public sector workforces such as teaching (92% of primary teachers, and 60% of secondary teachers in 2007)¹¹, the NHS (78% in 2007)¹² and local government (68% in 2007)¹³, but are under-represented in senior positions.

4.3 We know that at school subject choice follows a gendered pattern. For example, girls are more likely than boys to study subjects such as biology, arts and languages and boys are more likely than girls to study computing and physics. These early patterns are also reflected in Higher Education.

4.4 The concentration of women and men in particular professions has a number of causes, which includes social attitudes, both explicit and implicit, that stereotype the roles women and men, girls and boys have in our society (gender stereotyping).

4.5 We need to ensure that educationalists encourage young people 'to be what they can be' and consider non-traditional career choices; that employers draw from the pool of talent and skills available to them so that everyone's skills, knowledge and experience are being utilised to the maximum potential to build a fairer, stronger, smarter Scotland that is able to compete more effectively across the globe and become wealthier for it.

4.6 Addressing the varied causes of occupational segregation is a key part of the Scottish Government's approach to advancing gender equality.

¹⁰ Source: Labour Force Survey, April to June 2007

¹¹ Source: Teachers Census 2007

¹² Source: Information Services Division (ISD) Scotland

¹³ Source: Joint Staffing Watch, December 2007

What we said we would do

(Also see chapter 2 on the gender pay gap and chapter 5 on childcare, caring and flexible working)

4.7 To take forward work on tackling occupational segregation the Government established a Cross-Departmental (now Cross-Directorate) Working Group in 2006 and we set out in our scheme the actions the group would take including:

- identifying the key issues that impact on and contribute to gender stereotyping in education, work and training;
- raising awareness and understanding about the importance of considering gender issues and the wider mainstreaming equality agenda;
- to further encourage joint working between the delivery agencies and policy makers;
- to consider where effective interventions might be made across the “life-course” to address gender stereotypes in order to encourage men and women to enter into occupations where they are presently significantly under-represented; and
- to suggest concrete changes that can be made to existing or proposed interventions – where it is considered that tackling various aspects of occupational segregation in the short, medium and long term can be achieved – as appropriate.

4.8 In addition, we committed to continuing to take forward the recommendations of the Women and Work Commission as they pertain to Scotland, and to consider how to address the gender imbalance in the early years, childcare and teaching workforce.

What we've done

Cross-Directorate Working Group

4.9 In 2007, the renamed cross-directorate working group looked at the key issues that impact on and contribute to gender stereotyping in the early years and throughout the various stages of formal education, in vocational training and in employment, i.e. throughout a person's life-course. It also considered the impact of current policies and what more might be done or done differently.

4.10 The group benefited from input from three external group members with expertise in the subject. One of these was a researcher contracted to support the work of the group and she held one-to-one meetings not only with group members but also with other officials from Scottish Government and relevant Government Agencies.

4.11 In March 2008, the group reviewed what had been covered, looked at the wider context (including what was being done in other countries) and focussed on report content.

4.12 There has been a slight slippage in the timescale initially set for reporting. It is now expected that the group's report will be put to Ministers for their approval in

June 2008, mapping out the range of factors (cultural, social, education etc) involved and making recommendations for policy interventions that will help deliver change, making cross-references, as appropriate, to the UK Women and Work Commission's recommendations.

4.13 Because of the work of the cross-directorate group, we believe that there has been a growing understanding of the complexities of the subject across those areas key to occupational segregation and career choices. We identified at the start that there would be no 'quick fix' to eliminating occupational segregation. This will take attitudinal change over time.

Teaching, Early Years and Childcare

4.14 We are continuing to explore the issues for teacher recruitment and teacher workforce through our participation in the cross-directorate working group on occupational segregation. To date, the main push in relation to teacher recruitment has been meeting challenging targets for absolute numbers. However, we have undertaken some exploratory work with existing male primary teachers and we are now preparing a business case to support a bid for funding from the central marketing budget to run a paid-for communications/marketing campaign during 2008-09 and 2009-10.

4.15 We are continuing to implement the action set out in *Investing in Children's Futures*, in order to develop an increasingly professional early years and childcare workforce. This includes sharing good practice on encouraging men into early years and childcare - see update in chapter 5 on childcare, caring and flexible working. The pre-school and childcare statistics 2007 show that there has been a slight increase in the number of men to 3% of the workforce, a 1% increase from 2006. The percentage of the workforce qualified to Vocational Qualification (VQ) level 2 or above has increased from 71% to 77%, those at VQ level 3 or above was 59% and is now 65%.

Skills Development Scotland

4.16 Ministers are merging Careers Scotland, learndirect Scotland and the Skills elements of both Highlands and Islands Enterprise and Scottish Enterprise to form a new skills body – Skills Development Scotland, by 1 April 2008. The creation of Skills Development Scotland will:

- promote the availability of access to, relevant, high quality and innovative learning and skills development for the Scottish population;
- advance education and skills development and the promotion of lifelong learning and skills development amongst individuals and businesses;
- provide advice and guidance, including guidance for career choices, to people of all ages;
- provide support to individuals for learning and skills development;
- advance and provide training programmes to build employability skills and of support to employers to develop the skills of employees;
- promote and facilitate local lifelong learning opportunities and the local development of skills;
- foster collaborative partnerships in lifelong learning and skills development.

An equality impact assessment will be carried out on the merger.

New Enterprises

4.17 We know that women are under-represented in terms of starting up new enterprises and set out our commitment to work with Scottish Enterprise and Highlands and Islands Enterprise to ensure the effective implementation of the Women's Strategy. We continue to monitor the progress of the Women's Strategy, which is still current, with the Enterprise Networks. The target to increase the number of self-employed women in Scotland to 28% by 2009 is on track.

4.18 We have continued to work with the North Sea Women's Network (NSWN) to identify ways to improve the role of women in the Scottish fishing industry. We are providing funding for a NSWN conference in May 2008 to look at change in fishing communities. The role of women in these communities will be a theme of the conference. We are also in discussion with the NSWN with the aim of providing funding for their attendance at the North Sea Regional Advisory Council.

As an employer

4.19 As an employer, the Government's Diversity Delivery Plan sets out how we will ensure proper and effective representation of women in the Senior Civil Service (SCS) and feeder grade level. Generally, we are continuing to make steady progress towards our gender targets for the Senior Civil Service (SCS) and at Band B, although there has been a slight decrease at the most senior levels of the SCS and in Band C.

4.20 To allow our senior women the opportunity to network and help the organisation understand and address issues for women working, developing and progressing in the organisation we have established a Senior Women's Network.

4.21 Our new e-HR system is now in place and will enable a wider range of reporting facilities. Plans are in hand to ensure that all staff complete their diversity information through the system's self-service function. Improved reporting will allow us to monitor and track women at all stages of their career to check for and rectify any disparate or negative effects of any policies or procedures.

4.22 The Diversity Team is progressing the diversity agenda in line with the existing Diversity Strategy. The Scottish Government's Diversity Forum has continued to meet regularly to take forward the actions set out in the Delivery Plan and to report on these to the Diversity Champions Network. In light of the ongoing work on the Scottish Government's wider Corporate and People Strategies, consideration will be given to the timing of a review of the Diversity Strategy.

CHAPTER 5 – CHILDCARE, CARING AND FLEXIBLE WORKING

Introduction

5.1 As we set out in our Scheme, we know that there are particular gender equality issues for both women and men in relation to childcare, caring and flexible working.

5.2 Good affordable childcare is a key factor in enabling people, particularly women who make up 91% of single parent families¹⁴, to escape poverty through employment. However, women with children also face constraints in terms of finding work that is potentially both commensurate with their skills and aspirations as well as flexible and convenient in terms of their childcare and other caring responsibilities. A lack of options forces many women into part-time, low-paid work.

5.3 Flexible working can support those with caring responsibilities to enter and remain in employment and manage their personal and work responsibilities. However, we know that take up of flexible working opportunities is higher for women than it is for men, 55% of women workers compared to 22% of male workers used flexible working arrangements in 2005¹⁵. There are a number of reasons for this including that men sometimes find it difficult to access flexible working arrangements because of gendered assumptions about caring roles in families.

5.4 Another key issue to take into account is the persistent under-valuing of roles and occupations that are perceived to be “women’s work”. For example, we know that women make up the majority, 98% in 2005, of the pre-school education and childcare workforce. This workforce is characterised by low pay and relatively low levels of qualifications. Women also primarily make up the primary teaching workforce but this is not reflected in head teacher posts. We need to do more to encourage men to enter into these professions and more women in senior positions and address the low value attached to “women’s work”.

5.5 A key part of tackling these issues will be removing the barriers people face to accessing childcare and addressing the gender stereotypes that continue to define what women and men do both in terms of their caring responsibilities and their careers choices.

What we said we would do

(Also see chapter 2 on the gender pay gap and chapter 4 on occupational segregation)

5.6 Our scheme highlighted that we already provide significant support to ensure availability of childcare across Scotland and set out that we would continue to do so.

¹⁴ Source: Scottish Household Survey 2005

¹⁵ Source: A Gender Audit of Statistics: Comparing the Position of Women and Men in Scotland

5.7 To address the issues identified for advancing gender equality in and through childcare, caring and flexible working we set out our intention to:

- consider what more we could do to support the role of fathers in their children's education;
- implement the action set out in Investing in Children's Futures, in order to develop an increasingly professional workforce to ensure women and men who work in the childcare sector are well qualified, highly skilled and valued;
- taking forward childcare, caring and flexible working issues as part of the deliberations of the cross-directorate working group on occupational segregation.
- continue to support the Working for Families Fund and other initiatives which provide much needed support for families.
- raise awareness of the benefits of the Scottish Government's family friendly policies amongst staff and look to improving the monitoring of their uptake amongst men and women.

What we've done

Fathers

5.8 We are continuing to support Children in Scotland's Children, Fathers and Fatherhood project to raise awareness of issues affecting children in their relationships with their fathers and to encourage all fathers to develop their fatherhood skills. In addition, the project will begin to identify the policy gaps that affect children's experience and involvement with their fathers and make appropriate and useful proposals to support the Government's positive approach to parental involvement and parental support. Over the coming period it will also provide Local Authorities with examples of best practice on implementation of the Gender Equality Duty in relation to fathers and children.

Investing in Children's Futures

5.9 The Scottish Social Services Council (SSSC) have been taking forward implementation of Investing in Children's Futures on our behalf. To develop leadership in the early years and childcare sector we want a workforce that is led by degree (or equivalent) qualified professionals. On 31 October 2007, we published the first ever Benchmark Standard for Childhood Practice (at SCQF level 9) and training providers are now developing these new awards. The first managers will be able to start continuing professional development routes to the new Childhood Practice awards from September 2008. The courses will be work based and available face to face or through distance learning. They will help to improve leadership and management, providing better services to children and career opportunities for the workforce.

5.10 We have agreed that awards will be approved by the SSSC and will ask the Council to amend their registration requirements from 2011 to require lead practitioners / managers in early years to have attained this leadership level or to attain it within a specified period.

5.11 To assist career progression and development a Continuous Learning Framework for social services is being developed. The framework is now entering a

piloting stage with initial groups from the early years and childcare sector. The intention is for the full framework to be available later in 2009. All of this work sets the foundation to improve the status and recognition of the workforce and create a more attractive career for a wider range of the community.

Occupational segregation

5.12 We also continue to consider the childcare, caring and flexible working issues as part of our cross-directorate occupational segregation working group. An update on the work of this group and some of our wider work to tackle occupational segregation is provided in chapter 4.

Working for Families

5.13 We understand that people experience poverty for different reasons and that if we are to support people out of poverty, which we know disproportionately affects women, we need to respond to their different needs and address the structural inequalities that continue to exist. We have been exploring some of these issues through our multiple and complex needs pilots and through our occupational segregation working group, as well as addressing them through initiatives such as our Working for Families programme, 71% of whose clients are single mothers (as at 31 December 2007).

5.14 In the context of the Spending Review, 2008 to 2011, the Scottish Government announced the creation of a new fund aimed at tackling poverty and deprivation across Scotland. The Fairer Scotland Fund replaces a number of current programmes and funding streams, including the Working for Families Fund. The new Fund will total £145 million per year for the next three years and will be part of the local government settlement. An allocation from the Fund will be made to each local authority area to enable Community Planning Partnerships (CPPs) to work together to tackle area-based and individual poverty amongst individuals and families; and to help more people access and sustain employment opportunities.

5.15 The new Fund replaces seven existing measures, each with its own individual monitoring regime:

- Community Regeneration Fund
- Working for Families
- Changing Children's Services Fund (Social Inclusion element)
- Community Voices Fund
- Financial Inclusion Fund
- Workforce Plus
- More Choices, More Chances

5.16 The Scottish Government also recently launched a discussion paper entitled "[Taking Forward the Government Economic Strategy: A Discussion Paper on Tackling Poverty, Inequality and Deprivation in Scotland.](#)" This paper will inform the development of a framework by the end of 2008 for delivering the aspects of the Government Economic Strategy related to tackling poverty, inequality and deprivation in Scotland. The paper sets out that in analysing poverty we must also recognise that the issues experienced by men and women may be gender-specific and demand distinct approaches to be taken in addressing the needs of men and

women. It is aimed at a broad range of key stakeholders with an interest in the area of poverty and social inclusion in Scotland and will support a period of engagement and discussion over the first few months of 2008.

As an employer

5.17 As an employer we continue to promote flexible working opportunities to all of our staff to allow them to balance their home and working lives. We have used a variety of mechanisms to do this, including intranet guidance, staff news articles and our in-house magazine. Our 2007 Employee Survey indicated that 69% of our staff are now able to enjoy a satisfactory work-life balance (a slight increase on the previous year) and we will continue to undertake more detailed analysis of the survey results by equality strand, including gender.

5.18 At 1 October 2007, 23% of women and 2.5% of men worked part-time and numbers for both continue to increase, slowly but steadily. We will continue to enhance the data we collect through the e-HR system and undertake more effective monitoring of the information gathered. The system now provides a wider range of reporting information. Plans are in hand to ensure that all staff complete their working pattern and other diversity information through the system's self-service function. This will also allow us to equality impact assess our policy on flexible working and this is already underway.

5.19 We will also continue to share best practice, both with the Public Sector Diversity Network, a group of public sector employers set up by the Scottish Government's Diversity Team in November 2007, and with the diversity practitioners of other Government Departments.

5.20 Following our network review, we continue to provide support for our staff networks for carers and for those working alternative patterns and have involved network members in a variety of policy development exercises, including our domestic abuse and attendance management policy reviews. Our Senior Women's Network is also working closely with our Diversity Champion and other senior staff to promote cultural change across the organisation, particularly in relation to behaviours and flexible working.

5.21 The Scottish Government Childcare Voucher Scheme remains available to all staff and 331 individuals have already participated. Although all staff have not yet recorded their data on the e-HR system, initial indications would suggest that there is broadly similar uptake between male and female staff.

CHAPTER 6 – IMPROVE NETWORKS WITH MEN

Introduction

6.1 To actually deliver the duty to promote equality of opportunity, it is necessary to recognise that, because of their sex or gender roles, women and men can experience different types of disadvantage and that in certain circumstances it will be necessary to treat men and women differently.

6.2 As we set out in our scheme, we recognise that, in many areas of policy and practice, it is women rather than men who have been traditionally excluded and that our focus has therefore tended to be on the inclusion of those marginalised perspectives. However, we also recognise that there are a number of areas where men and boys experience disadvantage and we should improve our consultation with men on these.

What we said we would do

6.3 Consultation with organisations for men and fathers highlighted difficulties in consulting and involving men and the need to improve our engagement to understand the issues for them and to ensure these are fully taken into account in the development of our policies and services particularly in relation to health, education and the needs of fathers.

6.4 We therefore committed to improving our consultation networks with men and to explore options for establishing an effective network.

What we've done

6.5 To progress this objective the Scottish Government is planning a roundtable event with a number of individuals and organisations with an interest and knowledge of issues concerning men.

6.6 The event is being organised for June 2008, slightly later than we had initially planned, and will consider what practical steps the Scottish Government could take to improve communication and engagement with men. Using the expertise of those present, the Group will also look at issues that they consider should be a priority for the Scottish Government in advancing the interests of men.

6.7 The Group will also consider if it would be beneficial for the Group to become a permanent feature and meet on a regular basis and, if so, should the membership be altered to include other interested groups of individuals.

CHAPTER 7 - TRANSGENDER EQUALITY – MAKING PROGRESS

Introduction

7.1 The general gender duty includes the requirement to have due regard to the need to eliminate unlawful discrimination and harassment against transsexual people in the fields of employment and vocational training (including further and higher education).

7.2 Following consultation with the Scottish Transgender Alliance, we set out in our scheme our intention to go further than our legal requirements under the duty and include all those people who identify as transgender. Transgender is an all-embracing term for those people whose gender identity or presentation conflicts with the norms expected by the society they live in.

7.3 Our work on transgender equality and consultation told us that transgender people often experience discrimination and harassment in the workplace, as service users and in our communities. Equality issues for transgender people had not been a priority and there was a need to ensure equality matters for transgender people were understood and addressed across a range of issues. We therefore made making progress on transgender equality one of our gender equality objectives.

What we said we would do

7.4 Our scheme set out a number of pieces of work where we were already taking action to advance transgender equality; including funding a Scottish Transgender Alliance (STA) development worker to ensure that transgender issues are integrated into national and local programmes to promote equality.

7.5 We also set out that we would:

- work with the public sector to highlight the needs of transgender men and women in the provision of services;
- continue to support the Inclusion Project as part of our work to improve NHS Scotland;
- consider the results from the social attitudes survey in regards to transgender equality; and
- internally, ensure that staff are fully aware of their responsibilities under existing legislation and ensure that appropriate guidance is in place and that training courses are offered to staff.

What we've done

Scottish Transgender Alliance

7.6 The funding we have provided to the STA has been key to our progress in this area over the last year:

- The STA has worked closely with the three national Lesbian, Gay, Bisexual and Transgender (LGBT) organisations and with the Scottish Government Equality Unit and HR, to support the inclusion of transgender equality issues fully within their own broader work on LGBT equality.
- The STA has been a key member of our LGBT Hearts and Minds Agenda Group, which was established to consider what needs to be done to tackle negative and discriminatory attitudes towards LGBT people. It published its report, [Challenging Prejudice: Changing attitudes towards lesbian, gay, bisexual and transgender people in Scotland](#), in February 2008. Many of the recommendations are for the Scottish Government and we are currently preparing our response. There are specific recommendations relating to transgender people and these will help inform our future priorities.
- The STA has conducted a survey on the experiences of transgender people living in Scotland. The results have now been analysed and are due to be published in March 2008. We will disseminate these findings across the Government and have arranged for the STA to present these to Scottish Government analysts with a view to identifying further research needs.

7.7 We have worked with the STA to try to increase the awareness of transgender issues, rights and responsibilities across the public and private sectors. In March 2008, the Scottish Government Equality Unit gave a keynote speech at the STA conference for employers and service providers entitled 'Increasing Transgender Inclusion and Rights'. The conference also highlighted some of the organisations STA has been working in partnership with to address issues for transgender people and to promote transgender equality. These included a number of public bodies such as the Scottish Prison Service and the Association of Chief Police Officers Scotland.

7.8 We continue to work closely with the STA and are currently discussing longer-term funding with the organisation.

Inclusion Project (Fair For All – LGBT)

7.9 We have continued to provide support for Fair for All – LGBT as part of the Inclusion Project, which provides support to NHS Scotland to promote equality and diversity for Lesbian, Gay, Bisexual and Transgender service users and staff. Over the last year it has been very active in promoting change for transgender people, both through strategically influencing and changing hearts and minds.

7.10 The project has supported policy makers and planners to include transgender people's experience of healthcare in service design through development of an online transgender Equality Impact Assessment assistant, distribution of guidance on anticipated trans goods facilities and services legislation (in conjunction with Fair for All – Gender) and launching the Fair for All Health Topics resource at the NHS event in June 07.

7.11 Moving attitudes has been a key theme, with an LGBT training resource developed with NHS Education Scotland to be used as part of their equalities training programme and transgender training has been delivered to a range of people, from strategic influencers to front line staff.

7.12 A mutually beneficial partnership with the Scottish Transgender Alliance has seen us contribute to their governance and work in partnership over a range of topics in the health arena.

Scottish Social Attitudes Survey

7.13 In December 2007 we published the results of the discrimination module from the 2006 Scottish Social Attitudes Survey entitled [Attitudes to Discrimination in Scotland: 2006](#). This highlighted that for the most part only a minority uphold a discriminatory outlook. However, the survey showed that discriminatory attitudes are more widespread about some groups than others and was particularly common in relation to someone who has had a sex change operation (a description designed to refer to a transgender person). The result from this survey highlights the need for us to continue to address the discrimination and harassment that transgender people in Scotland continue to experience.

Offence (Aggravation by Prejudice) (Scotland) Bill

7.14 There is evidence that some sections of society, such as transgender people, are more vulnerable and likely to experience harassment or crime motivated by prejudice than others. This is unjust and in October 2007 Patrick Harvie MSP lodged a proposal for a member's bill on Hate Crime. On 15 January 2008, the Cabinet Secretary for Justice announced that the Scottish Government will support Mr Harvie's bill.

7.15 The law already requires that, when passing sentence, the court must take into account any racial or religious motivation for any crime that has been committed. The proposed Bill will not create any new offences but will extend existing hate crime provisions to cover crime motivated by malice or ill will based on the victim's actual or presumed sexual orientation (whether lesbian, gay, bisexual or heterosexual), transgender identity or disability.

7.16 It is aimed to introduce the Bill in the Scottish Parliament by late spring 2008.

As an employer

7.17 Internally, we have published our gender re-assignment policy on our intranet pages and promoted it to staff through news articles. Two transgender training events were run for staff, managers and HR professionals in February and March 2008. These events allow participants to gain knowledge of transgender issues in a safe and supportive environment.

7.18 In addition, awareness of transgender issues in the workplace is a component of the one day diversity awareness training course which is available to all staff. We also publicise transgender events and information sessions being run by external organisations when available.

7.19 The Diversity Team continues to provide support and guidance in the workplace for both individual members of staff and their managers. This support and guidance is often given in conjunction with feedback/input from the LGBT network members.

7.20 The Network itself continues to be very active, holding regular meetings, including input from transgender organisations. Its confidential mailbox has proven a very valuable resource for putting transgender members of staff seeking support and guidance in touch with other transgender members.

CHAPTER 8 – MAINSTREAMING GENDER EQUALITY

Introduction

8.1 Effective mainstreaming is at the heart of successfully implementing and meeting the gender equality duty.

8.2 Mainstreaming means the systematic integration of an equality perspective into the everyday work of government, involving policy makers across all Government directorates, as well as equality specialists and external partners. This approach aims to ensure that public policies, practices and services understand and respond to the different needs of men and women, boys and girls in Scotland.

8.3 To support colleagues to mainstream equality and assess the impact of their policies on equality groups we developed an Equality Impact Assessment (EQIA) Toolkit. Details about our approach and our EQIA toolkit are provided in [chapter 5](#) of our gender equality scheme. Mainstreaming is a key element of delivering the gender duty and we therefore made mainstreaming gender equality one of our scheme objectives.

What we said we would do

8.4 Our scheme set out our commitment across Government to mainstreaming gender equality and to continuing to use our Equality Impact Assessment tool as the main mechanism for doing this.

What we've done

(Also see all others chapters)

Equality Impact Assessment

8.5 As indicated in chapter 1, the Scottish Parliamentary elections were held in May 2007 and resulted in the formation of a new Scottish Government. As would be expected, it has taken time for new policy priorities arising from manifesto commitments to be established and for clarification as to which existing policies would continue and in what form.

8.6 As a result the number of published equality impact assessments (EQIA) is lower than we would have liked and stands at 17 (as at 20 March 2008), although many more are underway. A properly completed impact assessment can take weeks or even months to complete. The Scottish Government's (SG) Equality Unit continues to provide support in assisting staff to undertake the EQIA process and holds monthly EQIA surgeries. In addition, the Equality Unit undertakes 'outreach' work going out and talking to staff about impact assessments; since April 2007 over 80 different policy areas have held meetings with the Equality Unit.

8.7 To be able to effectively monitor the implementation of the EQIA process across the Government's directorates, changes are being made to the Business

Planning tool (BPT) used by the SG to include reference to equality impact assessments. Individual policy areas will be required to flag intentions to impact assess and set targets and milestones. The system will allow us to monitor which policy areas are undertaking impact assessments and highlight any policy area that has not included EQIAs into their processes.

8.8 From March 2008 senior officials will also be required, as part of the SG internal assurance process, to set out how the requirement to undertake EQIAs is being met in those areas for which they are responsible.

8.9 In addition to our work on equality impact assessment, we have undertaken a variety of activities to mainstream and promote gender equality more generally. Examples of these initiatives are provided below.

EPBPAG

8.10 We have continued to work with our Equality Proofing the Budget and Policy Advisory Group (EPBPAG) to improve the presentation of information about equalities issues in the Scottish Government's budget documents, raise awareness about the need to mainstream equalities into both policies and budgets and investigate ways of monitoring Government expenditure on different equality groups.

Data Gathering

8.11 The Scottish Government is continuing to collect, analyse, disaggregate and disseminate analytical data (social research and statistics); provide focussed analytical support for the EQIA process; provide written and oral briefing across SG policy areas; and provide guidance and practical support to policy makers and analysts (for example, in December 2007 we published *Attitudes to Discrimination in Scotland: 2006*, which is available on the SG website). Further information about data gathering is provided in chapter 10.

Gender Equality Toolkit

8.12 We commissioned the Equal Opportunities Commission to produce a self-evaluation tool for schools in relation to gender equality, which advises schools of their gender equality duty to eliminate unlawful discrimination and harassment and promote equality of opportunity between women and men, boys and girls. The [toolkit](#) was launched on 4 September 2007.

Better Health, Better Care

8.13 The Government's action plan for health and wellbeing, Better Health, Better Care, sees a positive step forward in the inclusion of equality and diversity within health care in Scotland. This action plan shows a clear commitment towards a person-centred, empowering health service where the patient is seen as a partner.

8.14 This direction of health care builds on the foundations of work done since 2000 to increase the importance of patient focus and public involvement within the health service. In particular, Better Health Better Care builds and learns from the development of the Fair for All initiative, which has been working since 2002 to provide direct support to health boards to deliver sensitive services to patients of different ages, sexes, ethnicities, sexual orientations, religions and disabilities. Fair for All has gathered a wide range of evidence on different people's needs and

experiences within the health service, which NHS Scotland will build on in seeking to deliver improvements. The recently launched patient experience programme Better Together will survey 250,000 patients per year, disaggregated by equality strand, which will begin to provide evidence of improved service outcomes from this initiative.

8.15 From 1st April 2008 the work of Fair for All, including Fair for All – Gender, will be taken forward by a new Directorate of Equalities & Planning within NHS Health Scotland.

Multiple and Complex Needs Pilots

8.16 Research¹⁶ has shown that existing public service providers find it difficult to deal with clients who have multiple, or a complex combination of, needs. The Multiple and Complex Needs initiative, being run by the Social Inclusion Division, therefore aims to improve public services for those with multiple and complex needs – some of the very hardest to reach in society who may not have benefited from recent improvements to service delivery because they find it difficult to access services and/or to maximize their own benefit from them.

8.17 The Government has made £4 million available over the last two years to explore ways in which different services can better meet the multiple and complex needs that some individuals and families in society present.

8.18 The projects are designed to help those experiencing poverty as a consequence of issues such as domestic abuse, sensory impairment, HIV/Aids or mental health issues, or indeed access to health and care services. However, all of the projects have the potential to provide insights into good (and, of course, bad) practice that will be disseminated across service providers in Scotland to assist all service providers to better understand and accommodate people experiencing multiple and complex barriers not just to accessing public services but also to their inclusion and participation in civic society.

8.19 A thorough evaluation of all the projects is currently being undertaken to identify what works and what doesn't, and the key lessons learnt will be disseminated to a broad range of service providers to enable them in turn to improve how they engage with people with multiple and complex needs. We expect that evaluation of the projects will provide information and learning on the differential outcomes for men and women who used these services.

8.20 Some examples of specific, relevant projects:

- **The Inequalities Sensitive Practice Initiative** managed by Greater Glasgow and Clyde Health Board was funded to develop inequalities sensitive practices in maternity, children, addiction and mental health services for those affected by poverty and other disadvantage. The project has been developing gender specific guidance and training products to improve how mainstream health services cater

¹⁶ For example, "*Breaking the Cycle – Taking stock of progress and priorities for the future*" – Social Exclusion Unit, September 2004.

for these groups through the analysis of the responses of four different types of health service:

- The Women's Reproductive Health Service, for mothers affected by poverty and substance addiction;
 - The Starting Well project, for children of families living in disadvantaged areas;
 - Community Addiction Teams supporting those recovering from substance abuse;
 - The South West Primary Care Mental Health Team for people with 'mild to moderate' mental health problems.
- **Women from BME Communities with Physical or Learning Disability** (EMPOWER) project is hosted by the West Glasgow Community Health and Care Partnership and was funded to support women from ethnic minority communities in Glasgow who need additional support because of illness or disability. Families from minority ethnic communities have higher rates of chronic disease and disability. The project supports a formal service access coordinator and trains volunteers, especially older women, to act as family mentors on life and home skills to enable more families affected by these problems to access and maximize benefits from support services.
 - **Tayside Domestic Abuse and Substance Abuse** is a consortium of partners in Dundee and Angus which has developed joined-up support services for women, including those with children, who encounter domestic abuse alongside a range of other service needs, including, for example, substance misuse or homelessness. Women who suffer domestic abuse often require support from a range of other services. The project therefore explores the range of needs displayed, the barriers to the effective provision of support, and the relationships, referral and assessment mechanisms used between the support services, with the aim of developing common training for staff.
 - **VSA Male Carers** has developed support services for male carers in Aberdeen and Aberdeenshire, working in partnership with Aberdeen and Aberdeenshire Councils. Male carers are often excluded due to the stereotypical view of women as carers and men as breadwinners in society. Relationship breakdown, family conflict and self harm are a common result of withdrawal from peer groups, while employment difficulties often lead to financial problems. The project will explore ways in which male carers can be encouraged to engage with support services and thus how their needs can be met.

CHAPTER 9 – TRAINING OF STAFF

Introduction

9.1 Training of staff was highlighted through our consultation as being an area for the Government to focus on. This was both in terms of encouraging training and development across all grades and providing specific training on equal opportunities for staff.

9.2 Offering training and development across the grades is vital in providing people with the opportunity and skills to develop and progress within the organisation. It is also important that people understand equality issues and their legal obligations in order to properly implement the public sector equality duties for race, disability and gender.

9.3 As part of our work to implement the three public sector equality duties and in preparation for developing our disability and gender equality schemes, we undertook a programme of briefing sessions on the public sector duties and equality impact assessments across the then Departments.

What we said we would do

(Also see chapter 7 on transgender equality)

9.4 To build upon the staff briefing sessions we set out our intention to undertake a further programme of equality and diversity training as part of our corporate learning services, which will include transgender issues.

9.5 We also committed to offer staff further specialised training on transgender equality.

What we've done

9.6 Two new one day diversity awareness events have been developed and are now available to staff. One event is targeted at senior managers; the other is available for all staff. Both events cover various workplace issues including gender, flexible working, domestic abuse, relevant equality legislation and transgender issues in the workplace. Participating in the new courses can allow staff to meet their personal diversity objective, which is now included in our new performance management system and which will be compulsory from April 2008.

9.7 To highlight further the training opportunities available, we have also published a range of diversity training options on our intranet pages and are currently developing a range of guidance materials for managers, including advice on managing those working flexible patterns.

9.8 These options include e-learning activities at our Corporate Learning Centres and programmes on Saltire TV. These learning options are flexible enabling staff to

use them at a time and place that suits them best. The options include open learning packages on maternity and paternity laws, communication skills for women, Equal opportunities law and women's development workbooks.

9.9 In addition:

- we are offering staff specific training on transgender equality, further details are provided in chapter 7, transgender equality – making progress;
- our Equalities Research Team ran a series of training events in February 2008 for analysts (Researchers, Economists and Statisticians) to help them understand and support policy colleagues to undertake the equality impact assessment process;
- to support colleagues to consider equality throughout the policy development process and to highlight the requirements of the public sector equality duties to assess the impact of our policies on women and men, the Equality Unit has worked with Corporate Learning Services to embed these issues into our Better Policy Making Course;
- we set up a senior women's network to allow our senior women the opportunity to network and help the organisation understand and address issues for women working, developing and progressing in the organisation;
- we have set up various mentoring schemes for different staff groups including senior women, LGBT staff and minority ethnic staff;
- various courses on our corporate learning programme are now run on a part-time basis to allow staff on flexible work hours the opportunity to attend including our managements courses;
- we will be running 2 training opportunities for staff using a theatre group which will give staff the opportunity to look at and explore gender based bullying and LGBT bullying in the workplace.

CHAPTER 10 - DATA GATHERING

Introduction

10.1 Ensuring that we develop a good evidence base is key to creating public policies which understand and respond to the needs of men and women in Scotland.

10.2 As we set out in our Scheme, equality impact assessment (EQIA) is a key mechanism for ensuring public policies consider and respond to people's different needs. Information and data about gender is vital to support officials to undertake the EQIA process and identify where they may need to adjust individual policies and strategies in order to address disadvantage and achieve greater equality between women and men.

10.3 In recognition of this, the Government made data gathering one of its gender equality scheme priorities.

What we said we would do

10.4 Chapter 9 of our gender equality scheme set out the Scottish Government's commitment to developing the evidence base, the steps we had already taken in this regard and the Government's long term strategy for gathering information and data about the experiences of women and men throughout Scotland. This strategy recognises that there is a distinct need to improve the collection and analysis of equalities data, particularly the kinds of data that is collected on the differing needs, views and experiences of men and women. Our scheme set out a number of activities to improve data including:

- **Data comparing social groups** – Our scheme set out the need to understand more about issues of multiple discrimination and the complex inter-linkages between gender and other equalities strands such as age, disability and gender. While we recognised the significant challenges in producing data on multiple discrimination we highlighted that we were undertaking work to integrate our five core surveys allowing us the possibility of combining samples to increase numbers.
- **Exploring various methodologies** – We also highlighted that we were exploring different methodologies, such as standalone, issue-focussed surveys to provide supplementary quantitative information to the larger national surveys.
- **Scottish Household Survey (SHS)** – A new discrimination question has been added to the SHS which asks respondents about their experiences of verbal or physical abuse within their communities because of their gender, disability, race, faith or sexual orientation.
- **Specific action by Analytical Services Divisions (ASDs) across the Government** – Our scheme highlighted that action to develop the evidence base would be needed across individual ASDs and that this would be supported by a dedicated equalities research team within Communities Analytical Services.

- **Analytical Services Divisions (ASDs)** committed to:
 - Procurement - putting in place monitoring arrangements to ensure that gender issues have been considered as part of the tendering/contract process.
 - Consultation Registration Evaluation System (CRES) - bringing the gender duty to the attention of policy customers through the CRES.
 - Stakeholder Engagement - strengthening engagement on the production and use of analysis to help ensure that the needs of equality groups are addressed.
 - Business Planning – ensuring equality is embedded into ASDs business planning.

- **Equalities public duties analysts group** - We also set out our intention for our equalities public duties analysts group to develop ways to support Directorates to review the effectiveness of the gender equality scheme and to inform the development of future schemes.

What we've done

10.5 We continue to work to improve the collection and analysis of equalities data, particularly in terms of the kinds of data collected on the needs, views and experiences of women and men. All national surveys break down data by some of the equalities strands and more work is being done by various divisions to link mainstreaming concerns with data collection and analysis issues. Examples of what we have done to improve the collection and analysis of data are discussed below.

Data Comparing Social Groups

10.6 The Office of Chief Statistician (OCS) is leading on a Scottish Government Survey Harmonisation Work Programme. Although a decision has not yet been taken as to whether the five large scale surveys¹⁷ in Scotland will be integrated, the surveys have made significant progress on harmonisation in relation to survey design (e.g. on adoption of continuous surveying, core and modular structures and on un-clustered sampling) and committing to include a core set of 20 socio-economic questions in each survey.

10.7 The Work Programme is currently developing the wording and outputs of the 20 core questions in conjunction with the large-scale survey managers, Census 2011 and the Office for National Statistics (ONS) harmonisation team. This should facilitate harmonisation of survey outputs for the core questions, which includes the equality strands.

¹⁷ Scottish Household Survey; Scottish House Conditions Survey; Scottish Crime Survey; Labour Force Survey/Annual Population Survey; and Scottish Health Survey.

10.8 The first meeting of the Methodology Forum Sub-Group (of the Survey Harmonisation Work Programme) has been set for April 2008 to consider ways of combining the samples of the 5 large scale surveys (possibly as early as 2009) to provide larger, more robust samples available for analysis. This will allow for more robust breakdowns and analysis by social groups, including gender.

Exploring Various Methods

10.9 We are continuing to explore the use of standalone, issue-focused surveys to provide supplementary quantitative information to the larger national surveys. We do not currently have examples in the context of gender, but we will continue to explore, in collaboration with the Equalities Public Duties Analyst Working Group, these methods to provide supplementary quantitative information to the larger national surveys. We will support the use of such methods where we believe they would improve our evidence around gender issues (and other equality groups).

Scottish Household Survey (SHS)

10.10 The discrimination question added to the SHS for 2007 is currently being evaluated for 2009. In the meantime, analysis of responses to the question will appear in the SHS annual report (or supplementary tables) due to be published in August 2008. This will include, where feasible, breakdown of responses by equality groups (including by gender). A similar question is also to be added to the Scottish Health Survey in 2009.

Specific Action by Analytical Services Divisions (ASDs)

10.11 *Central Support for Mainstreaming and Building Capacity* - Over the last year, we have continued to mainstream equalities into the work of analysts by strengthening central support for mainstreaming, working to build capacity and make information and analysis more accessible.

10.12 We have now established a Social Justice Analytical Unit within Communities ASD which provides analytical support to the Scottish Government Equality Unit and supports mainstreaming of equalities across the three analytical groups - statistics, social research and economists. The Unit has a role to help build the capacity of analysts to provide sound equalities evidence and analysis which will inform and support policy. The Unit supports equalities mainstreaming across analytical groups to help ensure that good evidence and analysis are built into the EQIA process. The Unit developed training for ASDs on EQIAs and this was rolled out during February 2008 for all ASDs across the Scottish Government. The Unit also co-ordinated the Scottish Government's input to the ONS led Equalities Data Review of UK data on equalities.

10.13 The remainder of this section highlights examples of information gathering which has been undertaken by ASDs across the Scottish Government and describes how this information has been, and is being, used to inform policy development.

10.14 *Indicators and Outcomes* - The Scottish Government's performance framework was published on 14 November 2007 following the Government Spending Review (SR). The SR framework sets out a series of high level indicators, outcomes and related targets against which the current Administration will monitor its performance.

10.15 Communities ASD will work with ASDs to ensure that the equality dimensions of these indicators, outcomes and targets are monitored and delivered in an evidence-based way. Communities ASD will also work with other bodies outwith the Scottish Government to ensure the necessary linkage between the equality dimensions of the SR framework and other frameworks used by these bodies.

10.16 The Office of the Chief Statistician (OCS) is facilitating this process by making available to all ASDs, and others in the Scottish Government, a database of statistical outputs and sources. The database will indicate which data are available on each equality group (including gender) on each of the Scottish Government's statistical outputs and sources (170 sources and 150 outputs).

10.17 The database went 'live' on the Scottish Government's intranet on 31 January 2008 and is currently being populated with information by Statisticians across the Government. The database will be rolled out to all ASDs in spring 2008 and more widely across the Government in autumn 2008.

10.18 Further, the High Level Summary of Equality Statistics (HLSES) published by OCS in November 2006 continues to provide an important source of evidence on equalities. The recently established Social Justice Statistics branch will review the role and scope of this publication in collaboration with the Equalities Public Duties Analysts Working Group in spring 2008.

10.19 *The Office of Chief Researcher (OCR)* - report that the annual Scottish Government Employee Survey now asks for demographics on all six equality strands and about caring responsibilities. The corporate report highlights areas where there are significant differences in opinions and perceptions of the Scottish Government and its policies between different demographic groups in comparison to the findings for the organisation as a whole. The employee survey covers topics such as reward, work life balance, bullying and harassment and overall engagement.

10.20 The Scottish Social Attitudes Survey Core Module routinely collects background demographic data, including gender, for all survey respondents. Gender is also a key variable for data analysis, and any significant differences between men and women in their attitudes towards government and public services are reported in the annual Core Reports. In December 2007 we published the results of the discrimination module from the 2006 Scottish Social Attitudes Survey entitled [*Attitudes to Discrimination in Scotland: 2006*](#). This provides useful information about attitudes towards discrimination in regards to gender. For example, the survey showed that just over one in five feel that a women is more suitable as primary school teacher than a man is. A similar sized minority also feel that a woman who takes time off work to have a baby should accept that she may be less likely to be promoted as a result.

10.21 OCR's ongoing analytical work on demography includes support for external research and knowledge transfer seminars exploring the theme of fertility in Scotland. This research regularly flags the key role of flexible working policies, childcare provision and the unequal household division of labour in influencing levels of fertility in Scotland.

10.22 **Education Information and Analytical Services Division (Education ASD)**

– A significant amount of data is gathered from Scottish schools and local authorities through the ScotXed¹⁸ Unit. The ScotXed data is analysed to highlight gender imbalance in relation to, for example, achievement and attainment of pupils and education workforce. For example, the data is used to develop and provide the secondary school sector with benchmarking data highlighting differences between the performance of boys and girls in Scottish Credit and Qualifications Framework (SCQF) courses.

10.23 Within Education ASD, all research undertaken or commissioned by the Children, Young People and Social Care Unit (CYPSC) Unit is subject to detailed scrutiny by research advisory groups under the terms of the gender equality scheme. This includes consideration of sampling, questionnaire design and data analysis options appropriate to each project. Also within Education ASD, the Lifelong Learning Unit has been fully engaged with the Scottish Government cross-office group on occupational segregation. In so doing, the Unit has undertaken analysis to help highlight potential issues around earnings, occupations and education which are key to developing solutions to the issue of occupational segregation.

10.24 **Justice Analytical Services Division** – The Civil and International Research team is currently undertaking an exercise to examine existing evidence on unmet need for civil legal information, advice, assistance and representation across Scotland, as part of the Access to Justice Agenda. The evidence here will be used to report on the influence of gender on unmet civil legal need in Scotland.

10.25 Scotland's new crime survey, the Scottish Crime and Justice Survey (SCJS), will contribute *significantly* to the evidence base on gender and victimisation. The fieldwork for the survey is due to begin in April 2008, and data will be available annually from late summer 2009.

10.26 The survey has a larger sample size (16,000), allowing for more data to be gathered and analysis of lower volume crimes such as serious violence. In the victim form, as per previous crime surveys, victims are asked why they felt they were a victim of crime (including discrimination), and there is additional information on harassment in the module section of the questionnaire. The SCJS also has an improved self-completion section which will provide valuable information on violence against women as the section includes questions on experience of domestic abuse and sexual victimisation as well as stalking and harassment.

10.27 **Communities Analytical Services Division** - The Social Justice Analytical Unit (Equalities Research team) have commissioned an academic expert to undertake a small-scale review of the National Strategy to Address Domestic Abuse in Scotland. This analytical paper will review relevant policy documentation, research literature and available data on domestic abuse in Scotland. The review will be used to inform development of the new Violence Against Women Strategy.

¹⁸ ScotXed is the Scottish Exchange of Educational Data.

10.28 In 2008, the Equalities Research team will be updating a literature review on violence against women previously conducted in 2004, reviewing the extent of the problem, consequences of violence against women and response to the different types of violence.

10.29 **Health Analytical Services Division** – systematically considers equalities (including gender) in the development and future delivery of ‘Better Together’ – patient experience programme and in the development and roll-out of the Scottish Health Survey. Data gathered by Health ASD on equalities contributes, where appropriate, to the evidence-base of the Health Inequality Taskforce.

10.30 **Local Government and Public Service Reform Research** – is committed to ensuring that equality considerations are embedded within the work that they undertake. For example, the team are currently undertaking an EQIA as part of the policy development process on the introduction of a local income tax in Scotland, and have included a specific section to discuss equalities in the re-drafted version of the Pre-Expenditure Assessment guidance.

10.31 **Europe, External Affairs and Culture Analytical Unit** - have established the following web-page: www.scotland.gov.uk/Topics/Research/Research/14478/22003 which details projects where all commitments to equality were taken into account. It also highlights some projects where data has been analysed by different socio-economic and equality groups (including gender) to establish whether such groups have equal access to culture (and sport).

Procuring Social Research

10.32 The Office of Chief Researcher (OCR) published a new version of the Guidance for Commissioning and Managing Social Research on the 15th January 2008. This version includes a new separate section on mainstreaming equality issues, including gender equality in social research commissioning and management as well as other references throughout, including compliance with equalities duties. The forms used during the research procurement process have also been updated to include equalities issues.

10.33 OCR will also be undertaking further work during 2008 to develop intranet pages/click through guidance to assist with considering equalities when procuring research. There are also plans to update the contract letter so that it specifically mentions equality issues.

10.34 The CERES (Central Research) database also collects information on whether equality issues have been considered in the procurement of social research. There are plans to update this function during 2008 to make it a mandatory field completed by all research managers.

10.35 Further, the Ethics Working Group is developing a checklist for research project managers. The checklist will ask questions about whether all equalities issues have been addressed in the development, procurement and management of all social research commissioned projects.

CRES

10.36 We are currently exploring how to improve the links between the CRES system, the three public sector equality duties and the Government's equality impact assessment tool. In addition, we are reviewing our "good practice" consultation guidance to support effective engagement and consultation as part of policy development process and to update and strengthen our advice and guidance in relation to the duties and EQIA. These changes will be another mechanism to support us to mainstream gender equality across the Scottish Government.

Analytical Services Committed to Stakeholder Engagement

10.37 Stakeholder engagement is important to all our ASDs. The following paragraphs highlight the activity and progress being undertaken on engagement across the Scottish Government.

10.38 **Office of Chief Statistician** - One of the key roles of OCS is to provide strategic and professional guidance to Scottish Government statisticians across the Government. OCS plans to produce 'best practice' consultation guidance for statisticians. Alongside encouraging stakeholder engagement, this guidance will include a section on working with equality groups/stakeholders (including those with an interest in gender). This guidance will be circulated in Spring/Summer 2008.

10.39 OCS is also currently reviewing the ScotStat Consultation Network - the Scottish Government's official consultation network for users and providers of Scottish official statistics. The network comprises the ScotStat web-site and a large database of ScotStat members. The web-site is currently under reconstruction (due to be re-launched in spring 2008). The 'new' web-site will be more user-friendly to ensure that stakeholders are kept informed about statistical products and issues which would include those with a focus on gender and other equality groups.

10.40 **Office of Chief Researcher** - is just about to commission the Scottish Government's Stakeholder Survey which aims to obtain views and opinions from key stakeholders on the new working relationships with Local Government partners, and contribution of these towards achieving the five new strategic outcomes. A key output of the survey is a guidance document on 'best practice' in building and maintaining effective stakeholder relationships.

10.41 **Education Information and Analytical Services Division** - The ScotXed Unit plays a pivotal role in partnership working with a wide range of stakeholders from across the Scottish education community. Any work plans are approved by a strategic group which oversees and directs ScotXed activity to ensure the Unit is inclusive in terms of engagement and activity where possible (including with equality groups).

10.42 The CYPSC unit routinely engages with a wide range of stakeholder organisations to ensure that evidence is gathered and analysed appropriately with respect to all equality groups. A significant recent area of activity to develop an action plan for children affected by domestic abuse, has been specifically designed to engage children and young people directly in the policy making process.

10.43 **Justice Analytical Services Division** - As part of the Civil Judicial Statistics Review, Civil and International Analytical Research team have consulted with key stakeholders (Equality and Human Rights Commission, Glasgow Women's Support Project and Scottish Women's Aid) in relation to gender equality.

10.44 For example, the team organised a programme of focus groups to consult with a range of stakeholders on "Organising Child Contact". The focus groups followed on from a highly successful one-day seminar that brought together academics, professionals and voluntary sector organisations to discuss issues around the current legal framework for contact between children and non-resident parents. Key concerns over domestic violence and abuse that were raised during the seminar were discussed with Scottish Women's Aid to explore the publication of research that examines the effect of domestic violence on children.

10.45 Through such dynamic process of engagement with stakeholders the team will develop, with reference to the equality agenda, a programme of research on contact and family law.

10.46 In developing the new self-completion section on domestic abuse and sexual victimisation in the Scottish Crime and Justice Survey (SCJS), the Court Affairs, Prisons and Offenders Analytical Research team have worked in partnership with the Violence Against Women team to review coverage of these issues in the 2006 Scottish Crime and Victimization Survey and make improvements for the future. Scottish Women's Aid, Rape Crisis and Routes Out were also consulted on exact wording and content of questions for the new SCJS, using in depth cognitive testing techniques to ensure that the best possible data is gathered on these issues.

Analytical Services Committed to Business Planning

10.47 We recognise the importance of continually improving the quality of our evidence, particularly in terms of equality data. In particular, we understand the need to provide a comprehensive picture of the experiences of equalities groups and explore where differences between social groups may be due to disadvantage arising from inequality of opportunity and/or discrimination.

10.48 The gender equality duty requires us to gather and analyse information in order to develop gender equality action plans and to review the effectiveness of those action plans. We recognise the importance of gathering information to inform these action plans. ASDs are focusing on (and committed to) assisting Directorates to gather information in relation to the actions identified in their business plans, supporting equality mainstreaming in the business planning process. This information will inform EQIA and policy development as well as systems for monitoring and recording – enabling a better understanding of the effectiveness of policies and the outcomes for gender equality.

10.49 Therefore, ensuring equality is embedded into ASD business planning is a priority for all ASDs and by using the new Scottish Government Business Planning tool we ensure regular monitoring of progress against agreed milestones.

Equalities Public Duties Analysts Group

10.50 This group was first established in 2006 to address more specific issues around definitions, data collection and use of evidence/data. Its members are drawn from across the Scottish Government's ASDs and the group provides practical support and advice on mainstreaming equalities across analyst groups. The Group has received training on EQIAs and the Equalities Review and has begun to look at better ways of ensuring that equality data are accessible and available to policy at the right time. This first stage has been to collate equalities data which relate to the Scottish Government main priorities and themes.

10.51 Work is currently on-going to improve analytical support to EQIAs and to look at options for improving the consistency of data collected across research and surveys. To improve how the group can provide support it is currently under review and will be re-launched in spring 2008.

Chapter Conclusion

10.52 Undertaking research and gathering information through national surveys and other measures takes time. Analysis of data and the subsequent refinement of policy or development of new initiatives can also take time. Given that the gender equality duty has been in place for only one year and this is our first annual report on our gender equality scheme we are clearly limited in what we can report at this stage, particularly in relation to the use made of information gathered.

10.53 However, the preceding pages highlight progress we have made on what we said we would do on data gathering in the gender equality duty 2007. They also describe how this information has been and is being used to inform policy development.

10.54 Future annual reports will report more substantially on this aspect of the gender equality duty.

CHAPTER 11 – CONCLUSION

11.1 This report has highlighted the work undertaken by the Scottish Government over the last year towards the fulfilment of our gender equality scheme objectives. As the report has shown, while we have made good progress in taking forward some of the actions set out in our Scheme, we recognise that, due to the changed context in which the Scheme is being delivered, some areas have not been progressed within the timescales anticipated in its development.

Revision of gender equality scheme

11.2 As we set out in the introduction, as a result of the elections in May 2007, we have a new Government with a new approach. Ministers have set out the following overarching purpose and five strategic objectives for Government.

Purpose

11.3 To focus Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.

Strategic Objectives

- 1) **Wealthier and Fairer** – Enable businesses and people to increase their wealth and more people to share fairly in that wealth.
- 2) **Healthier** – Help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care.
- 3) **Safer and Stronger** – Help local communities to flourish, becoming stronger, safer places to live, offering improved opportunities and a better quality of life.
- 4) **Smarter** – Expand opportunities for Scots to succeed from nurture through to life long learning ensuring higher and more widely shared achievements.
- 5) **Greener** – Improve Scotland's natural and built environment and the sustainable use and enjoyment of it.

11.4 Following the findings of the *Taking Stock Review of the Scottish Executive: Fit for the Future* and to support Ministers to deliver their objectives, the structure of the Government as an organisation has changed. We are now no longer made up of Departments but instead structured under Directorates and Government Agencies.

11.5 Furthermore on 14 November 2007, the Scottish Government published its budget proposals and its newly developed [National Performance Framework](#) (set out in chapter 8 of the [Scottish Budget Spending Review 2007](#) document). The National Performance Framework sets out high level targets, national outcomes, including “we have tackled the significant inequalities in Scottish society”, and national indicators and targets for Government. It also indicated a significant change in delivery with the forging of a radical agreement with local government.

11.6 We know that we cannot deliver on the Strategic Objectives and on our targets and outcomes if we do not understand or take into account the different needs of different groups in Scotland. We have therefore committed where possible to analyse by equality group the data collected to support the national performance framework.

11.7 These developments impact on the structure and content of our scheme and although we had indicated in our original scheme that we would revise it in the light of the elections by the end of 2007, the nature and timing of these changes means that we will now publish a revised scheme by end of May 2008. We will also take account in our revision the feedback on our scheme that we have received from the Equal Opportunities Commission and others.

11.8 We know that there is still much that needs to be done and the Scottish Government is committed to working with women's and men's organisations, the public, private and third sectors as well as the Equality and Human Rights Commission to challenge the barriers, prejudice and discrimination that prevent gender equality in Scotland.

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