

Young Person's Guarantee Update Report March 2023



Young
Person's
Guarantee

Young Person's Guarantee - key activities

£175m

Funding of up to £175m to create additional opportunities

This includes up to £90m to Local Authorities through Local Employability Partnerships

£90m



We have invested up to £30m over 3 years in the college sector, via the Scottish Funding Council

30 young volunteers continue to contribute as part of the Youth Leadership Panel

Over 800 employers have signed up, providing in excess of 22,000 opportunities



We introduced an Apprenticeship Employer Grant to encourage more employers to take on Modern or Graduate Apprentices

We published an Equality Action Plan, and a Children's Rights and Wellbeing Impact Assessment

300



DYW School Coordinators across all 32 Local Authorities

Over 8,900 young people have been supported into positive destinations by the Our Future Now and Discovering Your Potential programmes



We have published a Measurement and Evaluation Framework



We launched a School Leavers Toolkit

We launched a Formal Volunteering Framework



Reflections from Sandy Begbie

In my initial report 'Young Person Guarantee No One Left Behind' I set out the ambition that: 'Within 2 years every 16-24 year old in Scotland will either be in paid employment for a period of between 12 and 24 months, enrolled in education, actively involved on an apprenticeship or training programme, or engaged on a formal volunteering or supported activity programme.' This ambition was later extended to include participation in an enterprise programme.

The word 'guarantee' is important here as I believe that this is about giving everyone a chance in life, an opportunity to fulfil their potential as an individual, regardless of their background. Giving young people this guarantee also has broader societal impacts for example on mental health and wellbeing. I also believe the connection to work and/or education for young people is really important and should always be the number one priority.

My report was a call for action to reduce the impact of Covid on the life chances of our young people. It was a call for Government at all levels, public sector, private sector including employer groups, employment agencies and 3rd sector organisations to step up and do what they could for the young people of Scotland. I highlighted the principles which were to underpin this work: a relentless focus on young people, being truly inclusive, increasing collaboration, and keeping it simple for both young people and employers. There was cross-party support for this vision.

Increases in unemployment amongst young people due to Covid were projected to be dire and our focus was based on the information we had at that time. Thankfully the labour market performed differently and recovered faster than anticipated. We did not see the levels of unemployment we feared but the Young Person's Guarantee was never intended to be solely a short-term response to the pandemic. Our ambition was to drive real sustainable change, something which has undoubtedly been achieved over the last 2 years. The Young Person's Guarantee has already exceeded one of its main goals of creating tens of thousands of new and additional opportunities for young people and the support from employers has been fantastic.

Indeed the latest estimates for 16 to 24 year olds in Scotland show the unemployment rate has decreased over the last year, the employment rate has increased and the economic inactivity rate has decreased. Scotland continues to perform well against the UK with higher employment rates and lower unemployment rates of 16 to 24 year olds. Scotland also has the fifth lowest

unemployment rate when compared to the UK and the EU 27 countries¹. Whilst the activity attached to the Young Person's Guarantee is not solely responsible for these positive statistics, it has played a crucial role.

Through the Young Person's Guarantee, we have seen structural changes to align and simplify the offer to young people. The Young Person's Guarantee was always designed to be the overarching umbrella, bringing a range of different partners and initiatives together to deliver a seamless journey for our young people and employers. We have built on the strong foundations of Developing the Young Workforce; partnerships with local government; services from Skills Development Scotland; and, world-class universities and colleges, with partners coming together to ensure that there's no wrong door for any young person trying to access support. We have more to do but I believe that the Young Person's Guarantee projects demonstrate that we can work collaboratively across all sectors to create opportunities for all young people and that the system can adapt.

We are doing more to prepare young people for the world of work. Through apprenticeships, I have also seen that young people can access a huge range of work-based learning opportunities, providing the skills the economy needs now and in the future. Developing the Young Workforce is linking employers with schools, to support young people transition into the world of work. Volunteering opportunities have provided invaluable learning and skills to help prepare young people to move into employment, and support them to succeed once they are in the workplace.

I also believe that colleges demonstrated the critical role they can and do play in linking young people with good and fulfilling jobs. Through the design and delivery of the Young Person's Guarantee activity, colleges demonstrated an ability to move at pace to align young people with opportunities in sectors with evidenced skills gaps. We need to maintain that pace and flexibility to deliver an employability and skills system that is focussed on our young people and the needs of the economy.

Employer leadership is a key element of the success of the Young Person's Guarantee and we have seen huge levels of support from employers. Management Information (MI) data collected by Scottish Government shows that 816 employers are currently signed up to the Young Person's Guarantee, providing in excess of 22,000 opportunities, many targeting those furthest away from the labour market. 75% of those signed up are small and medium-sized enterprises (SMEs) and they are offering 43% of the opportunities, reinforcing the importance of small businesses in growing and sustaining our economy.

¹ [Labour Market Statistics for 16 to 24 year olds: Scotland and the United Kingdom – October 2021 to September 2022 - Scottish Government website](#)

Ensuring the Young Person's Guarantee is driven by the needs of young people has also been fundamental to its success. The Young Scot's Youth Leadership Panel have continued to play an integral role in making sure young people's voices are heard, through their involvement in informing and influencing decision making on areas that impact on them. The Panel have helped design how the Young Person's Guarantee is implemented nationally, ensuring it meets the needs of young people in Scotland – regardless of their background, status, stage of education or employment. Continued collaboration with the Youth Leadership Panel will be key to ensuring young people are at the heart of decision making around the next phase of the Young Person's Guarantee.

The Young Person's Guarantee has played an important role in economic recovery, improving connections between young people and opportunities. Designed to support the Young Person's Guarantee's central ambition to simplify the landscape, the Opportunity Finder tool ([Opportunity Finder - Young Person's Guarantee Website](#)) enables young people to search over 30,000 jobs, apprenticeships, courses and volunteering opportunities by sector and region. They are also able to access links to wider opportunities and support through local authorities and employability partners. Through this and other examples, the Young Person's Guarantee is contributing to creating an economy that works for all of Scotland, putting sustainability, wellbeing and fair work at the heart of our economic transformation.

The challenge which remains for us is how we deliver the Young Person's Guarantee to those we have not yet reached. However, I am confident that through the commitment to the Young Person's Guarantee, and to making a real difference to young people, this can be achieved and I look forward to the next stage of this vital work.



Sandy Begbie, Chair, Young Person's Guarantee Implementation Group and Developing the Young Workforce Employers' Forum

Employer Case Study – R-evolution For Good

Passionate about supporting young people, R-evolution For Good, a charitable community benefit society based in Moray, has joined a host of other employers across Scotland to commit their support to the Young Person's Guarantee.

"I can't see why employers wouldn't invest in young people. They are the future of business. Young people who come into your business can help shape it and be part of its future. I certainly see the young people we employ delivering the business eventually." Debi Weir, Development Manager and Founder at R-evolution For Good

R-evolution For Good is a small business and a charity that works for the benefit of the community. They offer and deliver a range of training and development opportunities for businesses. The charity's aim is to end child poverty, by offering a free progression coaching and counselling service so that families can move forward and meet their potential.

As part of their commitment to the Young Person's Guarantee, R-evolution For Good provides work-based learning opportunities for young people that help prepare them for the world of work.

Debi explained:

"We have had two Modern Apprentices, one in Business Administration and one in Digital Marketing. Both of those young people have been amazing in bringing new concepts and ideas to the organisation and both have excelled in the work that they do.

"The apprenticeships were created as the roles were needed and rather than hiring people who were already qualified, we wanted to bring in young people. We have gained highly from their fresh perspectives."

"We have had support through Developing the Young Workforce (DYW) Moray, Skills Development Scotland and Department for Work and Pensions (DWP).

"The process is very simple, and it was a huge gain for very little effort. The support for employers to take on apprentices is excellent.



Executive Summary

Substantial progress has been made since the Young Person's Guarantee was launched. Most notably:

- Advancing equality and inclusion have been central to the Young Person's Guarantee and we have worked closely with partners to deliver on commitments set out in our published Equality Action Plan;
 - We published our Measurement and Evaluation Framework, which underpins our understanding of how the Young Person's Guarantee is working for young people;
 - An evaluation of the Young Person's Guarantee's investment in No One Left Behind has been commissioned as part of the wider evaluation of this work and will be published later this year;
 - Circa 300 Developing the Young Workforce School Coordinators are in place to enhance employer-education engagement, particularly in the senior phase and with a focus on those furthest away from the labour market;
 - The Developing the Young Workforce programme has been further streamlined through the 'Developing the Young Workforce Futures' review, with governance structures reshaped and reporting of activity simplified;
 - Since December 2020, the Youth Leadership Panel, a diverse group of 30 young volunteers supported by Young Scot, continue to contribute their views to shape the work of the Young Person's Guarantee;
 - We published the Careers Advice review and recommendations in February 2022, which set out a series of measures to better deliver for young people, to ensure they get the right advice at the right time;
 - The School Leavers Toolkit was launched on the 30th May 2022 and signposts young people to a range of practical information resources on topics including rights, finances, housing, health and wellbeing, to support and empower young people as they transition to post-school life.
 - The Apprenticeship Employer Grant (AEG) was introduced to encourage more employers to take on Modern or Graduate Apprentices, or upskill their existing workforce;
 - We enhanced support for Adopt an Apprentice and the Apprentice Transition Plan to support Modern and Graduate apprentices;
 - We have worked with employers on the '5 Asks' so that they can demonstrate what they will do to support young people;
 - Over 800 employers have signed up, providing in excess of 22,000 opportunities;
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- We have allocated over £4 million of funding to third sector organisations in financial year 2022-23 to support those young people who are hardest to reach;
- Over 8900 young people have been supported into positive destinations by the Our Future Now and Discovering Your Potential programmes, delivered by Inspiring Scotland and the Young Person's Consortium respectively.
- Over 100 young people have been supported into positive destinations by Project Scotland.
- We launched the Formal Volunteering Framework (Formal Volunteering Framework – Scottish Government website) to support employers and partners to embed skills and development within formal volunteering opportunities.

Third Sector Case Study – Barnardo's

LMR is a young person who has been supported by the Discovering Your Potential (DYP) programme for almost a year now. The tailored and flexible nature of DYP has helped LMR to build her confidence and realise her potential while having continued 1-1 support as and when needed.

A weekly meeting with her Project Worker allows LMR to use this time to talk through any issues from work or in her personal life. LMR is very open about issues with her mental health and how her full-time job and past affect this. These weekly meetings provide an outlet and a non-biased support system to help LMR rationalise situations and set steps to move forward.

Initially, LMR felt that she would be unable to remain in her job and did not feel ready to go back into education due to her mental health. Not only has DYP and the weekly meetings helped LMR to communicate and regulate her emotions better, but it has given her a new perspective on life and what she could achieve. LMR has now managed to sustain her job and she has built up her confidence enough to start a degree with the Open University.

Therefore, it can be seen from this one example just how beneficial Discovering Your Potential is and can be to more young people like LMR.

Future Direction

While the predicted rise in youth unemployment has not been realised, the key principle of the Young Person's Guarantee to ensure all young people have access to an opportunity to work, train or study remains as important now as it did in 2020.

It is now for the Scottish Government, agencies and partners, including the local employability partnerships, to build on these strong foundations and to commit to delivering the Young Person's Guarantee for every young person. That will require collaboration and a willingness to position services to guarantee a positive future option for every young person.

The Young Person's Guarantee was never intended to be a funding stream and as we move towards mainstreaming this work, the significant future investment in education, skills and employability will support the majority of young people to secure a positive offer. We will move away from managing the funding of additional provision and focus instead on:

- improving sustained leaver destinations through targeting of resources towards young people at risk of not progressing, and driving closer alignment with careers information advice and guidance (CIAG) and other school based offers. This will include working with local authorities, third sector employability, and organisations providing mentoring offers to support those young people who are not attending school;
 - signing up employers to support the Young Person's Guarantee through our network of employer-led Developing the Young Workforce Regional groups;
 - improving the employer-led Developing the Young Workforce digital and in-school offers to work with and support practitioners in broad general education (BGE) and senior phase, and ensure that learning and choices are informed by the future needs of the economy;
 - streamlining the Developing the Young Workforce/Young Person Guarantee digital offer to minimise duplication and ensure that access to the Young Person's Guarantee is simple and efficient for both our young people and employers;
 - working with ScotlandIS and Developing the Young Workforce Glasgow to Spread the learning from Digital Critical Friends so that we support computer science teachers across Scotland to connect with industry and encourage more young people to take up computer science as a subject;
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- continuing to bring an employer voice to the future design, purpose and principles of post-school education and skills system;
- exploring the potential to introduce more career focussed teacher training;
- giving young people sustainable skills for now and the future, including green careers.

We have been inspired by the commitment from employers in helping to create opportunities for young people through the Young Person's Guarantee and will continue to seek their views and contributions through the development and implementation of future skills provision. The high level of engagement from employers illustrates their commitment to supporting young people. We will seek to build on the positive relationships we have developed through Developing the Young Workforce and the Young Person's Guarantee to continue to enhance employer leadership across the system. The recommendations from the Developing the Young Workforce Evaluations, due to be published in March 2023, will also support this work.



Local Partnership Case Study – Falkirk Council, Employment and Training Unit (ETU)

Ciaran is a driven young man who showed real determination in finding his ideal job in an administration role. After leaving school, Ciaran (18) completed a business administration course at college, but found it difficult to find work that fitted in with his responsibilities – he shares caring responsibilities with his dad for his twin sisters, while his mum works full time. Rather than stay at home, he found part-time work in a local corner shop and, around the same time, linked up with the Employment and Training Unit (ETU).

Ciaran's drive to find fair work was clear and ETU provided assistance with CVs and job applications, as well as linking in with local employers to help him make that next important move. As a result of everyone's efforts, Ciaran secured a full-time role with All Truck and is now training as a site supervisor while doing a higher level administration course to get a Diploma. Ciaran has already successfully completed his first unit.

Davie Russell at All Truck comments:

'Ciaran is settling in really well, he works well with colleagues and is gaining confidence. As a local employer, All Truck is keen to support young people make the transition into work and we've worked in partnership with ETU for a number of years.'

Sarah McCulley, Service Manager at ETU explains:

'Young people are facing many challenges in the middle of this pandemic, particularly as they try to enter the labour market. ETU is meeting these challenges head on, delivering against the Scottish Government targets set out under the Young Person's Guarantee. This aims to offer every young person aged between 16 and 24 the opportunity to study at university or college, take part in an apprenticeship programme, take up a job or work experience, or participate in a formal volunteering or training programme according to their own personal circumstances.'



Challenges

Against a backdrop of sustained financial pressure it is more important than ever that we drive a whole system approach to support those with the greatest barriers into positive destinations. By getting more young people into good jobs we can help to widen the tax base. This will also remove the cost of increased benefits and reduce other costs across a number of areas, including health and justice.

By refocussing Young Person's Guarantee activity on support for those young people who need it most, we are not only providing an opportunity now but also impacting on their future and in turn reducing the risk of future generations of children living in poverty.

There is of course significant funding allocated and considerable effort to support our young people but we can all do more to bring those offers together. The challenge for all of us, including employers, local authorities and schools is to ensure that no young people are left behind and they have the opportunity to access the right support at the earliest possible stage.

This approach is the core of the original concept behind the Young Person's Guarantee of using the existing funding to create a clearer path to empower young people to make informed decisions about their future.

The Young Person's Guarantee can only be fully delivered by continuing at pace with the alignment of existing offers and reform that has young people at the centre of the system. Young people are the future of Scotland and our most important asset – it is the responsibility of us all to ensure they are given every opportunity to fulfil their potential.

Developing the Young Workforce Case Study - Bon Accord Care

Bon Accord Care specialises in the provision of adult social care. We support thousands of people across Aberdeen city; helping them to live safely in their own homes and local communities, maximising their independence and quality of living.

Young people are crucial to the long-term sustainability and growth of our organisation. We provide apprenticeships on a 'recruit to retain' basis and invest heavily in ongoing training and development of our young workforce (including peer-to-peer support). We want to prepare young people for permanent, long-term roles within our organisation.

Bon Accord Care are delivering 25 Foundation Apprenticeships to young people across Aberdeen City during 22-23. We also recruit around 12 young people annually through Modern Apprenticeships and offer Graduate Apprenticeships. We offer around 10 volunteering opportunities per year to young people who are care experienced, young carers, or who have experienced significant life challenges.

It was important for us to sign up to the Young Person's Guarantee as we recognised that we were offering multiple opportunities for young people. The Young Person's Guarantee can also raise your profile as an employer and provides access to valuable partner support. We have worked closely with DYW North East and made really good connections with the school coordinators.

"The Graduate Apprenticeship course has given me a fantastic opportunity to use my studies to support my professional development. I have had great support from my mentor, managers and teams across the organisation who have supported me with my studies. I am about to finish my second year and the knowledge and skills I have gained have been invaluable. I have gained so much knowledge on the company and the sector which I knew little about before starting the course. The course has given me the opportunity to work with other teams across the organisation to find out more about what they do which has been great for my career development." Lauren McNeil, Logistics Planner & Graduate Apprentice, Bon Accord Care

Annex A - Success in Employer Leadership

In the original 'Young Person Guarantee No One Left Behind' report it was clear that employers sat at the heart of delivering the Guarantee. Both through employer leadership within policy and strategy, and also through a range of products and services to support employers to stimulate demand and create more opportunities for young people across Scotland.

The commitment to be youth focused and employer-led was the underpinning vision for the governance of the Young Person's Guarantee. This employer leadership was delivered through Sandy Begbie, FSB, as Chair of the Developing the Young Workforce Employers' Forum and Young Person's Guarantee Implementation Group, Melanie Hill, Scottish Power, Chair of the YPG Employer Advisory Group and Graeme McEwan, MCR Pathways, Chair of the Communications and Marketing Group. Each chair provided a unique perspective on the work and offered support and challenge to how the Guarantee evolved over the two years.

The employer influence and guidance was further strengthened by the work of the Young Person's Guarantee Employer Advisory Group. The membership was exclusively for employers to provide a forum for open discussion, challenge and divergent thinking on some of the key policy and delivery issues related to youth employability. The group represented a range of sectors and sizes of organisations and covered a range of geographic locations. They discussed and debated issues including child poverty, inactivity, funding, skills, labour market supply and demand, and diversity and equalities. At various points, they worked jointly with the Youth Advisory Panel to present the Scottish Government with jointly drafted recommendations for change and improvement on the support available to young people and employers.

The group developed and presented a variety of recommendations on how the system could be improved to better support young people and employers. Some particular highlights include:

- Supporting employer sign ups to the Young Person's Guarantee and helping to deliver over 800 employer sign ups
 - Providing policy input and consultation on the development of the National Strategy for Economic Transformation (NSET), Best Start, Bright Futures and a range of education policy developments.
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- Driving forward equalities including being instrumental in the ground breaking employer workshops on Trauma in the workforce, the first of its kind in Scotland.
- Developing a suite of employer position statements which provided a framework for recommended improvements across a variety of policy areas.

Annex B - List of Employers

The list of employers who have signed up to the Young Person's Guarantee can be found here:

[List of Employers who have joined the Young Person's Guarantee - Young Person's Guarantee website](#)

Annex C - Funding Overview

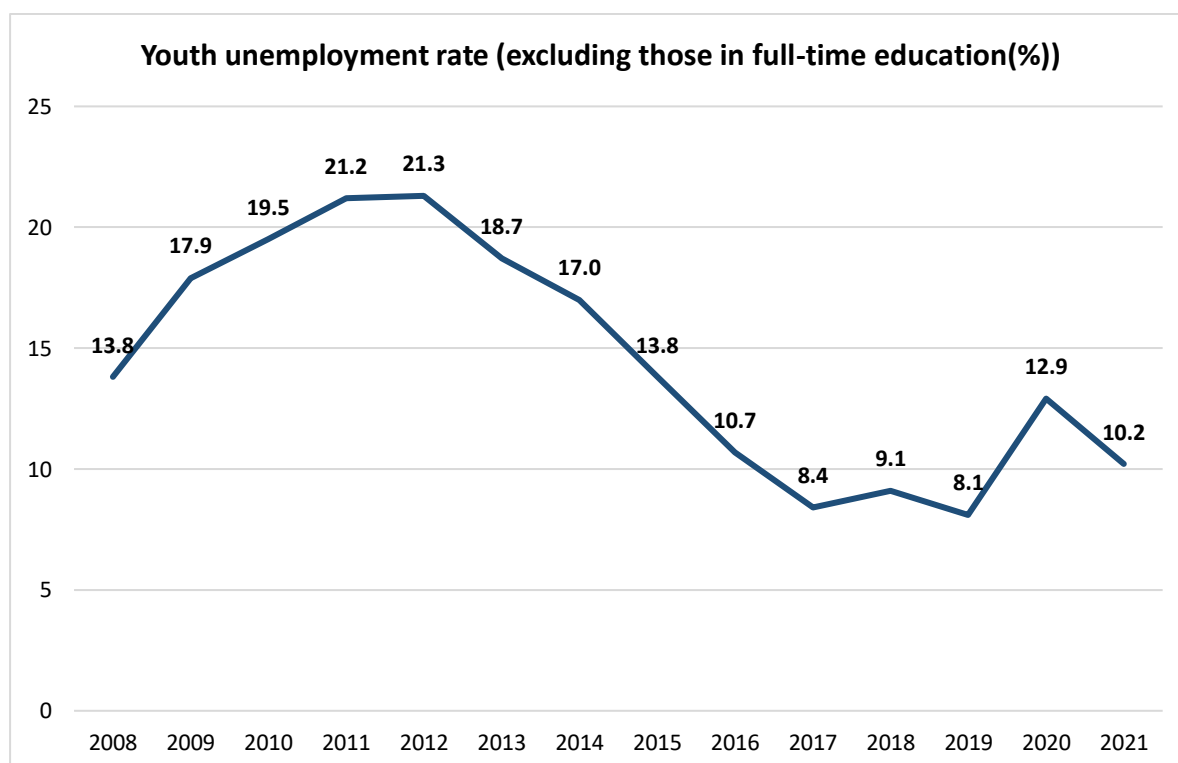
- We have invested funding of up to £175m to create additional opportunities with a focus on those furthest from a positive destination. This is in addition to opportunities provided through education, employability and skills provision;
 - This includes up to £90m to Local Authorities through Local Employability Partnerships focusing on early intervention and prevention, by providing supported employment opportunities, training and employer recruitment incentives;
 - We have invested up to £30m over 3 years in the college sector, via the Scottish Funding Council, enabling colleges to deliver a wide range of skills boost and Higher National Qualifications for young people;
 - We have allocated over £4 million of funding to third sector organisations in financial year 2022-23 to support those young people who are hardest to reach;
 - Through Developing the Young Workforce, we have also allocated £1.8 million of funding to third sector organisations in financial year 2022/23. This funding supports disabled, care experienced and minority ethnic young people;
 - Additional funding has been allocated to maximise apprenticeship uptake across Scotland and ensure that young people have opportunities to build their confidence, gain industry insight and develop valuable skills that employers require.
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Annex D - KPI Overview

The Measurement and Evaluation Framework was created to monitor the overarching outcome of the Young Person's Guarantee, namely to reduce unemployment rates for 16-24 year olds to pre-pandemic levels: [Measurement and Evaluation Framework - Scottish Government website](#)

At the time of this report we do not have a full suite of data for the data collected through the Young Person's Guarantee's Interim Measures ([Interim Measures - Scottish Government website](#)). What we do have, demonstrates that interventions such as the Young Person's Guarantee have worked towards mitigating against youth unemployment rates returning to post-recession highs ensuring that young people have been supported to enter a positive destination. The Young Person's Guarantee Key Performance Indicators can be found here: ([KPIs - Scottish Government website](#))

Overarching KPI: Reduce the unemployment rate for young people aged 16-24 (excluding those in full-time education) to pre-covid levels by the end of the current parliamentary term



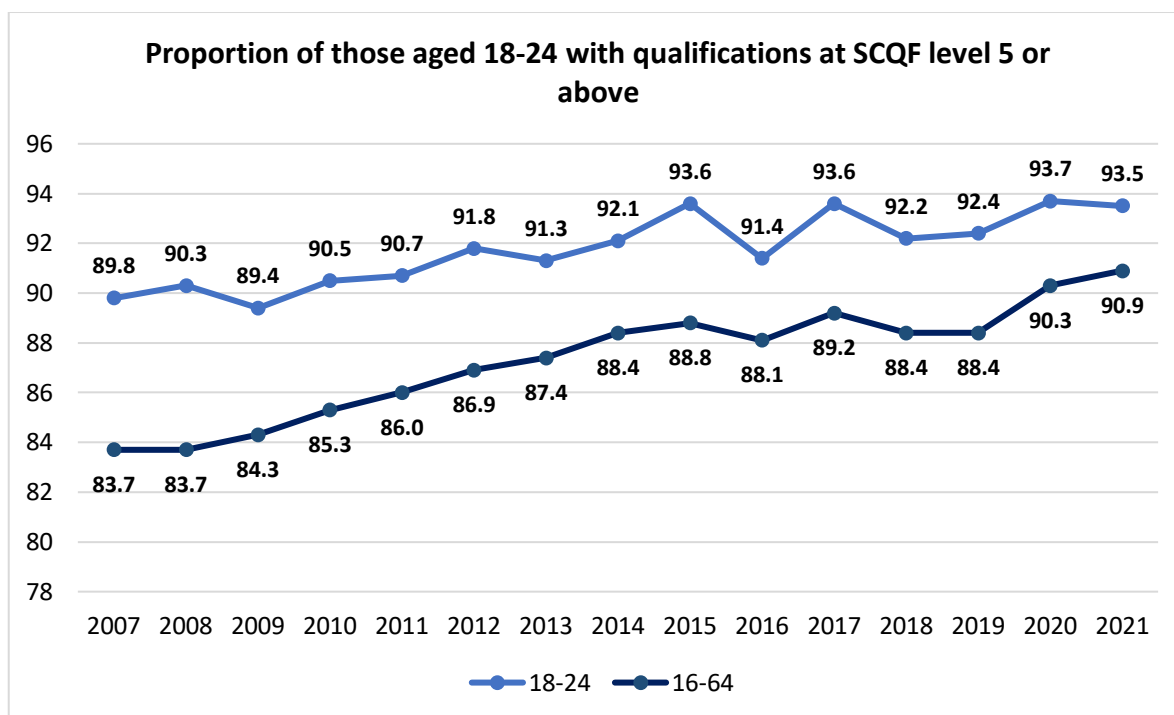
Source: Annual Population Survey, Jan-Dec datasets, ONS

Notes:

1. Rates are rounded to one decimal place.
2. Rates are based on unrounded numbers.
3. Estimates are for those aged 16 to 24.
4. Data is subject to sampling variation and is not seasonally adjusted.

Pre-covid unemployment rate for 16-24 year olds in Scotland was at an all-time low, with the unemployment rate for young people (excluding those in full-time education) at 8.1% in 2019. For 2020 this figure is estimated at 12.9%. It has decreased to 10.2% in 2021, 2.8 percentage points (pp) lower than 2020, but still 2.1 pp higher than the 2019 figure.

KPI 1: Skills Alignment: Increase the proportion of 18-24 year olds with qualifications at SCQF level 5 and above.



Source: Annual Population Survey, Jan-Dec datasets, ONS

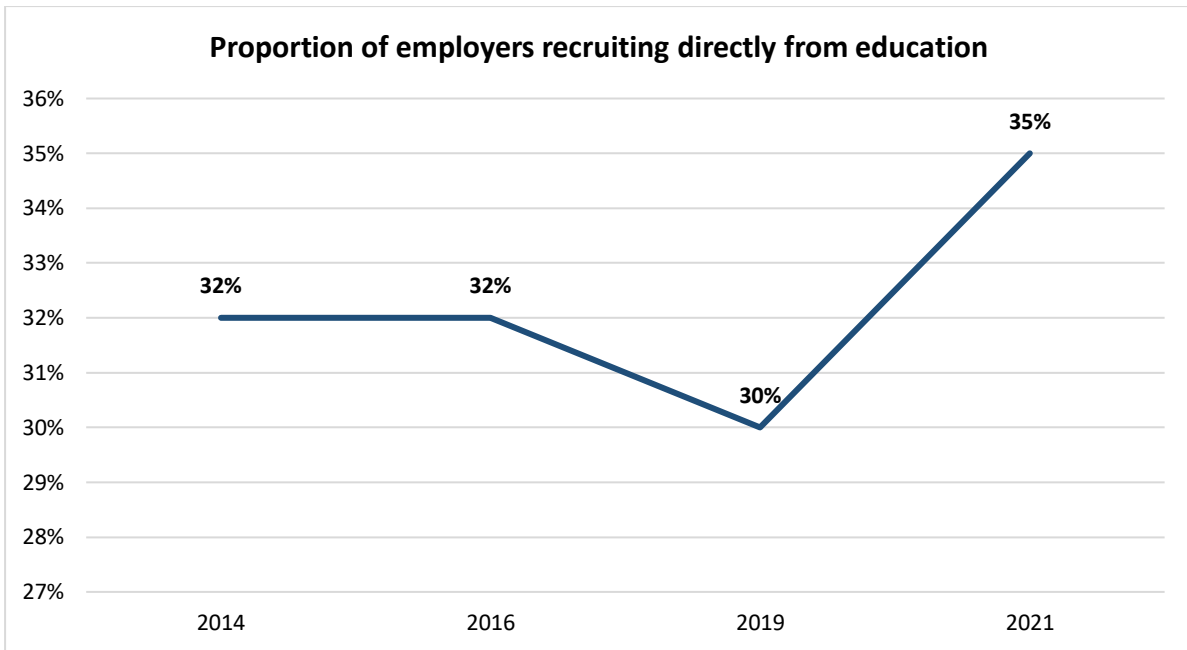
Notes:

1. Rates are rounded to one decimal place.
2. Rates are based on unrounded numbers.
3. Estimates are for those aged 18 to 24 and 16-64.
4. Data is subject to sampling variation and is not seasonally adjusted.

The proportion of 18-24 year olds with qualifications at SCQF level 5 or above has decreased over the last year from 93.7% in 2020 to 93.5% in 2021 (a decrease of 0.3 pp). It has, however, increased from 92.4% in 2019 (pre-pandemic).

The proportion of 16-64 year olds with qualifications at SCQF level 5 or above has increased from 88.4% in 2019 to 90.9% in 2021.

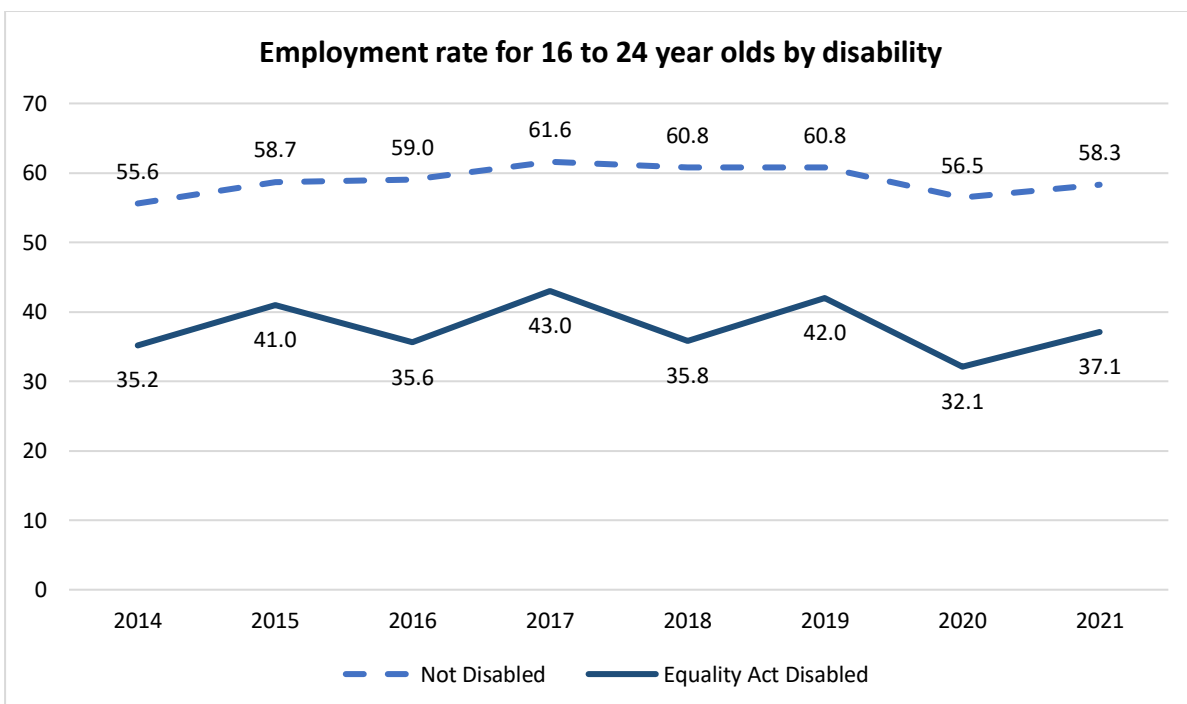
KPI 2: Employer Engagement: Increase the proportion of employers recruiting directly from education.



Source: Scottish Employer Perspectives Survey, 2021

The proportion of employers recruiting directly from education has increased from 30% in 2019 to 35% in 2021.

KPI 3: Equalities: Increase the employment rate for young people aged 16 to 24 with disabilities



Source: Annual Population Survey, Jan-Dec datasets, ONS

Notes:

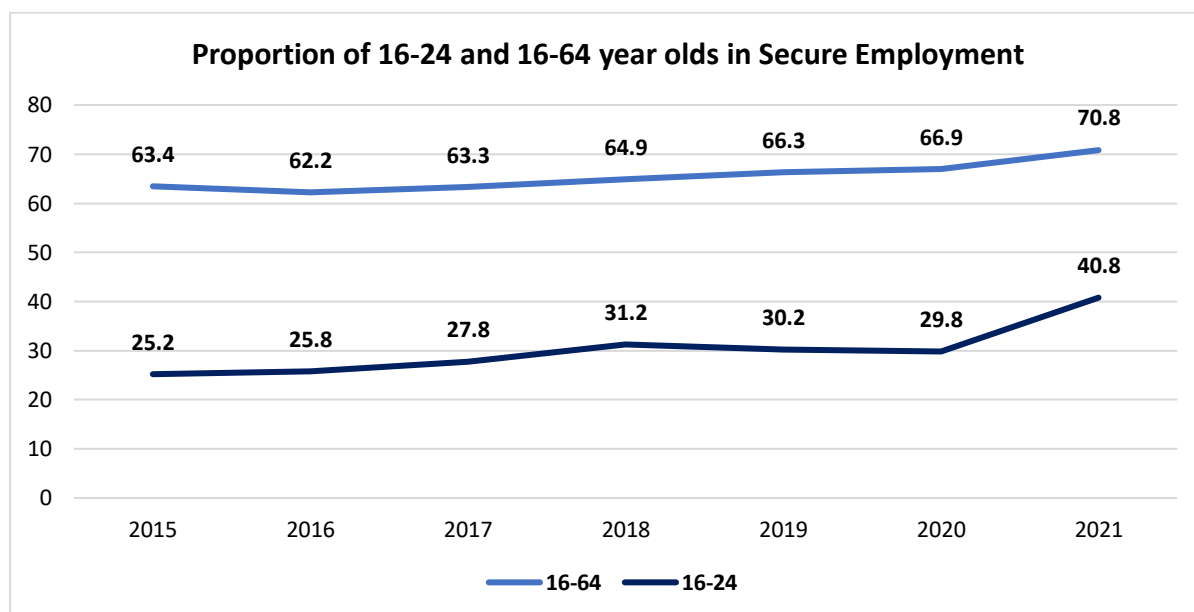
1. Rates are rounded to one decimal place.
2. Rates are based on unrounded numbers.
3. Estimates are for those aged 16 to 24.
4. Data is subject to sampling variation and is not seasonally adjusted.
5. Employment rates use the total 16 to 24 population as denominator.
6. The definition of disability is based on the 2010 Equality Act definition. This definition is based on self-reported health conditions. A condition will have lasted 12 months or more and have a substantial impact on a person's ability to carry out normal day-to-day activities.

The employment rate for 16-24 year olds who are Equality Act Disabled decreased from 42.0% in 2019 to 32.1% in 2020 and then increased to 37.1% in 2021, but this is still below the 2019 rate.

The pattern is similar for those 16-24 year olds who are not Equality Act Disabled.

The gap between those who are Equality Act Disabled and those who are Not Disabled has seen no improvement since 2015.

KPI 4: Fair Work: Increase the proportion of young people aged 16 to 24 in secure employment



The gap between young people and all age groups for the proportion in Secure Employment showed no improvement between 2019 and 2020 (gap of 36.2 pp and 37.1 pp respectively). However, in 2021 the gap reduced to 30.0 pp.

For the 16-24 year old age group, the proportion in secure employment increased from 29.8% in 2020 to 40.8% in 2021 (an increase of 11.0 pp).

KPI 5 data has not been included as the data pre-dates the Young Person's Guarantee.



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