

# A PLAN FOR SCOTLAND

## THE GOVERNMENT'S PROGRAMME FOR SCOTLAND 2016-17



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**“AS FIRST MINISTER, MY JOB IS TO SERVE AND REPRESENT EVERYONE IN SCOTLAND. THERE IS NO ‘US AND THEM’ IN SCOTLAND – ONLY US.”**



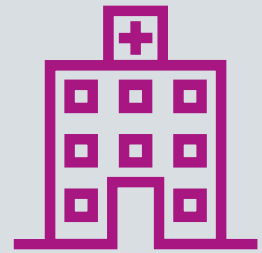
**RAISE STANDARDS IN SCHOOL AND CLOSE THE ATTAINMENT GAP**



**INVESTING IN OUR ECONOMIC FUTURE TO SUPPORT GROWTH AND JOBS**



**A SCOTTISH SOCIAL SECURITY SYSTEM BASED ON DIGNITY AND RESPECT**



**INVESTING IN HEALTH SERVICES AND REFORMING THE NHS**

**EDUCATION WITH OPPORTUNITIES FOR ALL**

**AN ECONOMY WITH MORE JOBS AND FAIR WORK**

**TRANSFORMATION OF OUR PUBLIC SERVICES, PUTTING PEOPLE IN CHARGE**

 **THE SCOTTISH GOVERNMENT THAT I LEAD  
WILL DO WHAT WE CAN FOR EACH OF US  
EVERY DAY OF THIS FIVE YEAR PARLIAMENT**

**THE SCOTTISH GOVERNMENT HAS A PLAN.  
IT IS A PLAN THAT I AM ASKING ALL OF US  
TO GET BEHIND**

As First Minister, my job is to serve and represent everyone in Scotland. There is no ‘us and them’ in Scotland – only us. The Scottish Government that I lead will do what we can for each of us every day of this five year parliament.

The Scottish Government has a plan. It is a plan that I am asking all of us to get behind.

It is a plan to build a more prosperous nation with a dynamic, sustainable and inclusive economy, with public services that put people’s needs first, and where every individual has true equality of opportunity.

The plan envisages a vibrant, inclusive, open, outward-looking Scotland. It is a vision that I believe is shared by a majority of people in Scotland. Indeed, it is one of the main reasons that Scotland voted decisively to stay in the EU in the referendum earlier this year.

Despite all the promises made in the 2014 independence referendum that a No vote then was the only way for Scotland to remain part of the EU, Scotland now faces the very real prospect of being removed from the EU against our will.

This is not in Scotland’s national interest and it runs counter to the democratic will of the people. More than that, being removed from the EU will hurt our economy and many aspects of the culture and society that we cherish. That is why I am determined to do all I can to secure Scotland’s relationship with, and place in, Europe.

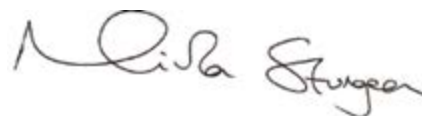
Despite the referendum result – and the fact that it makes many of our challenges even tougher – this Government is determined to get on with the job of delivering the policies that are important to the people of Scotland.

This Programme for Government focuses on the themes of an education system providing opportunities for all, an economy with more jobs and fair work, public services fit for the future, empowering people and communities through strengthened local democracy and safeguarding Scotland’s place in the world. We are committed to maintaining a focus on the crucial priorities of day-to-day government on which we were elected.

Our top priority is to raise standards in schools and close the attainment gap, delivering opportunities to our young people no matter their family background.

We are also investing in our economic future to support jobs and growth. We are investing in health services and reforming the NHS to meet the challenges of a changing population. We are implementing our reforms to the way land ownership works. For the future, we are building a Scottish social security system based on dignity and respect.

This plan focuses on the key legislative and practical steps that the Government will take – a full programme of new Bills and a host of other actions – to continue the process of making Scotland a better place. It is a Programme for Government that will deliver on the promises we have made. I am proud to commend it to the Scottish Parliament and to the people of Scotland.



**Rt Hon Nicola Sturgeon MSP  
First Minister of Scotland**



# A PLAN FOR SCOTLAND SUMMARY – DELIVERING ON OUR PROMISES



We are clear about the kind of Scotland we aspire to and this Programme for Government sets out in some detail the stepping stones that lead towards it.

The Scotland we want to see has a resilient and growing economy, an education system that enables true equality of opportunity for all, public services that are efficient, fair, flexible and valued, and a vibrant, open and inclusive cultural life.

It is a Scotland that upholds the rights of its people – parent or child, old or young – so they can play a full part in society, with empowered local communities able to shape their individual and collective futures.

It is a Scotland where child poverty is eradicated, where the living wage is a universal benchmark, where the NHS is a safety net for a healthy population, and where refugees are welcomed and treated with respect.

This future Scotland is a complex place – but one with a pedigree of fairness, inclusivity and democratic accountability.

It will come about only through hard work, determination, attention to detail, and a belief in what we can achieve together. It rests on the foundation of a resilient economy and the four strategic pillars of investment in people and infrastructure, innovation, inclusive growth and international engagement.

We have already begun to create this foundation through implementation of our Economic Strategy. We have also responded to the result of the EU referendum and the uncertainty it has created, with an initial £100 million of accelerated capital spending to stimulate much-needed economic activity.

How that money will be invested is set out in this Programme, together with our plans to do much more.

However, we also have to plan for the very real possibility of the UK Government proposing further reductions in public spending later this year.

Fortunately, the Scottish Parliament is acquiring a range of new powers which will allow us to deliver more Scotland-specific solutions. Some powers have already been transferred, others will come

on-stream in the years ahead. These include new powers over income tax. We will also use our new – albeit limited – powers over social security to create a new Scottish system designed from the outset on the guiding principle that people must be treated at all times with dignity and respect.

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## **MAKING OUR EDUCATION SYSTEM WORLD CLASS WITH EQUAL OPPORTUNITIES FOR ALL**

**It is the defining mission of this Government to close the poverty-related attainment gap. We intend to make significant progress within the lifetime of this Parliament and substantially eliminate the gap over the course of the next decade. That is a yardstick by which the people of Scotland can measure our success.**

Our goal is simple – young people from disadvantaged backgrounds should have the same life-chances as those who are lucky enough to start out in a better-off family.

In 2017-18 we will begin the expansion of early learning and childcare and nursery capacity across Scotland, almost doubling the number of hours available for three and four year olds, and those two year olds who will benefit most, by 2020.

This Government was elected to deliver the changes required to transform our education system – to close the attainment gap, to ensure we have a curriculum that delivers and to empower our teachers, schools and communities. The review of school governance and our actions to de-clutter the curriculum will liberate teachers from unnecessary workload and put teachers, schools and parents more in control of improvement.

Realising our vision of excellence and equity means trusting teachers to make the best decisions for our children and young people and freeing them to do what they do best – teach. Decision making in education should start with teachers and parents, supported by their local communities. The review of school governance will therefore start from the presumption that decisions about children’s learning and school life should be taken at school level.

We know that teachers also need support and, crucially, the capacity to work collectively to share and learn from best practice. As well as empowering teachers, headteachers, parents and pupils to take a stronger role in leading their schools, the governance review will ensure that the right support is available at every level of our education system to drive improvement.

Learning goes beyond school into universities, colleges, and the workplace itself. Our plans for financial support, widening access, and equality of opportunity for all learners are an integral part of an inter-connected education system.

## GROWING A PRODUCTIVE, SUSTAINABLE ECONOMY WITH MORE JOBS AND FAIR WORK

**We are doing what we can to grow a sustainable economy that is both resilient and inclusive by encouraging innovation and skills development, promoting international trade, and championing consumer rights.**

We will work with business organisations, the UK Government and the Scottish Parliament to establish a new £500 million Scottish Growth Scheme.

We are continuing to implement our Economic Strategy and support fair work through the Scottish Business Pledge.

We have also published a new Labour Market Strategy.

We are also investing heavily in infrastructure – housing, transport, health and education.

We are also investing in the digital infrastructure necessary to deliver next generation broadband to 100% of premises – business and residential – across Scotland.

We are rethinking the way we heat and power our homes and businesses. A new Energy Strategy will reaffirm the Government's commitment to reducing energy demand and supplying clean energy from renewable sources.

Emissions reduction is a priority evidenced by the more than half a billion pounds that we will invest on energy efficiency over the next four years.

Building growth across all areas of rural Scotland is a priority for this Government.

## TRANSFORMING PUBLIC SERVICES – NURTURING THE NHS, WORKING FOR A HEALTHIER SCOTLAND, AND MAKING SCOTLAND SAFER

**The NHS in Scotland must be equipped for the future while remaining true to its enduring ideal of public ownership, free at the point of need.**

This does not mean the NHS can stand still. Our plans are for both investment and reform. The NHS revenue budget will be increased by £500 million more than the rate of inflation over the term of this Parliament – this investment will support the reforms needed to equip the NHS to meet the challenges it faces.

We will reform primary care – and increase the number of GPs and nurses working in our communities – to ensure that it remains at the heart of our health service. We will continue to ensure that more of the NHS budget is invested in social care. Cancer diagnosis and treatment will benefit from an additional £100 million over the next five years and a new 10 year mental health strategy will be supported by an additional £150 million.

£200 million will be invested over this Parliament to expand elective capacity for routine operations at the Golden Jubilee Hospital at Clydebank and in five new treatment centres in Edinburgh, Inverness, Aberdeen, Dundee and Livingston.

Ensuring an NHS fit for the future means that resources must be targeted on the things that matter most and different ways of doing things must be embraced. Integrated health and social care partnerships are already transcending traditional boundaries to deliver primary and social care into local communities and we will continue to support them to do so.

To keep Scotland safe – at a time when recorded crime is at its lowest level in decades – we will ensure that Police Scotland and our emergency services have the necessary resources to prevent crime and protect the population, particularly against the threat of terrorism.

We will also create a new criminal offence of domestic abuse to deal with forms of psychological abuse that can be difficult to deal with under existing laws.



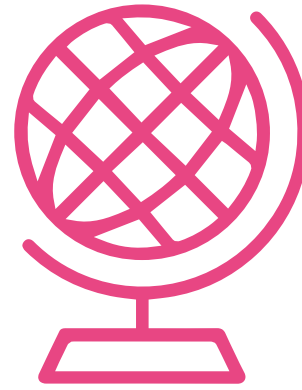
## PUTTING PEOPLE IN CHARGE AND CREATING OPPORTUNITIES

**We will continue to take steps to empower local communities and strengthen local democracy. We will take forward an Islands Bill in the next year to reflect the unique needs of these communities.**

We will work in partnership with local authorities and housing associations as we invest more than £572 million this financial year in affordable housing. We will continue to invest in community-driven regeneration and further planning reform will bolster the reputation of Scotland as a good place to do business.

We will continue Scotland's journey of land reform as we implement the new Act. We will continue to prioritise transparency, accountability and community ownership.

We will oversee the transfer of Crown Estate management, assets and revenues to Scottish control, maximising economic opportunities in our coastal and rural communities.



## SCOTLAND'S PLACE IN THE WORLD

**Scotland is an outward looking country. It is important that we play our full part in Europe and the wider world.**

However, the backdrop to this Programme for Government is the prospect of Scotland being taken out of the EU against our will.

The Scottish Government is determined to protect our place in Europe and will explore all options to do so.

In the first instance, we will seek to positively influence the development of the UK Government's negotiating position ahead of Article 50 being triggered, to ensure that options for Scotland to maintain our relationship with Europe are developed and considered.

However, if it appears that the best – or only – way to protect our interests is to consider afresh the question of independence, it is essential that such an option is available to the Scottish Parliament. That is why we will consult on – and have ready for introduction if necessary – a Referendum Bill.



## SCOTLAND'S PLACE IN THE EUROPEAN UNION

**The result of the European Union referendum makes it clear that the people of Scotland see their future as part of the EU. The Scottish Government shares that belief and will pursue all options to secure our place in Europe.**

In delivering this Programme for Government we have to address the impact of the UK vote to leave the EU and seek opportunities to continue Scotland's relationship with Europe in order to protect trade, investment, rural industries, research and our position in the world.

We have set out five key interests that are compromised as a result of the EU referendum and that will therefore drive our consideration of the options to protect our place in Europe. These are:

1. **democracy** – making sure the voice of our nation is heard
2. **economic prosperity** – the importance of staying inside the single market, to protect the jobs, investment and trade that depend on it
3. **social protection** – safeguarding the social, employment and environmental protections that come from EU membership
4. **solidarity** – the importance of independent countries working together to tackle global issues such as climate change, energy security and the fight against terrorism
5. **influence** in the world we live in – making sure we don't just have to abide by the rules of the single market but also have a role in shaping them

We do not underestimate the scale of the challenge. This is, and will remain, a priority as we work with stakeholders and partners, across Scotland and internationally, who want to secure the best possible outcome.

We are engaging constructively with the UK Government to protect Scotland's interests as they develop their proposals for leaving the EU. We will fulfil our mandate from Parliament to work with the devolved administrations and to engage with other countries to protect Scotland's place in Europe.

Protecting Scotland's interests is the starting point for the Scottish Government. We will explore all options to do so. However, if we find our interests cannot be protected in a UK context then independence must be one of those options and Scotland must have the right to consider it. That is why we are taking preparatory steps to ensure this path is open to the Scottish Parliament.



## NEW POWERS

**Following extensive negotiations during 2015 and 2016, we recommended in March 2016 that the Scottish Parliament should consent to the Scotland Act 2016 under which new powers will be transferred.**

The Scottish Government is working with the UK Government to make certain that the transfer of powers happens as smoothly and quickly as possible. As these new powers are phased in we will use them to build a fairer and more prosperous country.

We will use new powers over social security to create a system based on dignity and respect. Over time, this will include the reform of assessments for disability benefits, the extension of winter fuel payments to families with severely disabled children, a new enhanced Best Start Grant to replace current Sure Start Maternity Grants, and an increased Carer's Allowance. We will also abolish the bedroom tax as soon as we can.

**We will aim to use new powers as quickly as is practical. This year we will:**

- introduce a Social Security Bill by the end of this Parliamentary year. This Bill is intended to set out an over-arching legislative framework for social security in Scotland and will take forward the Government's priorities for the social security powers that are to be devolved, ahead of the establishment of a new Social Security Agency
- use transitional arrangements to bring forward Scotland's first devolved employment support programme, to which the Scottish Government will commit an additional £20 million a year over and above Department for Work and Pensions (DWP) funding. This will enable us to move to delivery of a fully devolved employment service from spring 2018

- use additional income tax rate setting powers for the first time, in a manner consistent with our objectives of growing Scotland's economy, promoting fairness and providing additional investment in high quality public services
- bring forward a Bill to legislate for a devolved tax to replace Air Passenger Duty (APD) in Scotland so that we can design a tax that better fits the needs of Scotland's economy and best supports our strategic objective to boost Scotland's international connectivity. We are committed to halving APD with a view to abolishing it when resources allow
- introduce a Gender Balance on Public Boards Bill to redress the gender imbalance of public authority non-executive board members
- introduce a Railway Policing Bill which will confer railway policing powers on Police Scotland and the Scottish Police Authority in preparation for the integration of the British Transport Police (BTP) in Scotland into Police Scotland
- run and manage the Crown Estate in Scotland offering greater benefits for communities

# THE SCOTTISH GOVERNMENT'S LEGISLATIVE PROGRAMME FOR 2016-17

The Scottish Government will be promoting a full programme of Bills for consideration by the Scottish Parliament. Of these, four Bills (Air Passenger Duty, Gender Balance on Public Boards, Railway Policing and Scottish Social Security) will use powers recently devolved under the Scotland Act 2016.



## Air Passenger Duty Bill

The Scotland Act 2016 transfers to the Scottish Parliament legislative power over taxing transport of air passengers, allowing a replacement tax for APD to be introduced. This will better reflect our objective of boosting Scotland's international connectivity and economic competitiveness to deliver sustainable growth. The replacement tax is planned to come into effect in April 2018.

The Bill will set out the scope and structure of the tax, including the structure of rates and bands, providing for flight and passenger exemptions. Tax rates will be set by secondary legislation.

The Bill will make provision for the collection and management of the tax, including minor amendments to the Revenue Scotland and Tax Powers Act 2014 to ensure broad consistency with collection and management arrangements for other devolved taxes.

## Budget Bill

The annual Budget Bill provides parliamentary approval for the Scottish Government's spending plans, allowing the allocation of resources to our strategic objectives and supporting progress towards our vision of a more successful country, with opportunities for all of Scotland to flourish through increasing sustainable economic growth.

## Child Poverty Bill

The Bill will replace the recently repealed sections of the UK Child Poverty Act 2010 concerning targets and strategies in relation to child poverty. Specifically, the Bill will enshrine in legislation the ambition to eradicate child poverty and place a duty on Scottish Ministers to publish a Child Poverty Delivery Plan every five years and to report on that plan annually.

## Contract (Third Party Rights) Bill

The Bill will implement the recommendations contained in the Scottish Law Commission Report on Third Party Rights in Contract. It will reform the current rule of contract law which creates an enforceable right in favour of a third party and replace it with a statutory version. In broad outline, the Bill will:

- set out how a third party right is created
- specify how contracting parties lose any power to modify or cancel a third party right
- provide remedies which a third party has for enforcement of the right, and the defences available against a third party in such enforcement
- provide for situations in which the third party right is affected by an arbitration clause in the principal contract



## Domestic Abuse Bill

The Bill will place Scotland at the forefront of nations in tackling the true nature of domestic abuse which sees around 60,000 incidents reported to police each year of which 79% involve a female victim and a male perpetrator.

Evidence shows there is significant under-reporting of abuse and there is a growing understanding of the damaging impact which non-physical forms of abuse, including controlling and coercive behaviour, can have on victims. Perpetrators can use a range of tactics to psychologically abuse victims, including controlling their finances, what they wear, and their use of social media, and threatening to harm others including children. In a recent Scottish Government consultation more than 90% of people considered the current law does not provide police, prosecutors and courts with sufficient powers to bring perpetrators of abuse to justice.

The new legislation will ensure that psychological abuse, such as coercive and controlling behaviour, can be effectively prosecuted under the criminal law in a way that recognises the abuse that is being perpetrated. It is vital the law reflects our modern understanding of what constitutes domestic abuse so that abusers can be held to account and victims can access justice.

The Bill will:

- create a new offence of domestic abuse that will include criminalisation of psychological abuse that can be difficult to deal with under existing laws
- ensure appropriate penalties are available to deal with domestic abusers
- provide a range of associated measures to modernise the justice system response to domestic abuse

## Expenses and Funding of Civil Litigation Bill

The Bill is an important part of the Scottish Government's commitment to making the civil justice system more accessible, affordable and equitable. It will introduce measures to make the costs of civil action more predictable, to extend the funding options for pursuers, and to bring more equality to the funding relationship between claimants and defenders in personal injury actions.

The Bill will include provisions to:

- introduce sliding caps for success fee agreements in personal injury and other civil actions
- allow damages-based agreements to be enforceable by solicitors
- introduce qualified one-way costs shifting (QOCS) for personal injury cases and appeals, including clinical negligence, and specify the circumstances when the benefit of QOCS would not apply
- allow for new court rules in respect of third party and pro bono funded litigation, and for legal representatives to bear the cost where their conduct in a civil action has caused needless cost
- allow for the introduction of a multi-party action procedure in Scotland
- enable the Auditor of The Court of Session and sheriff court auditors to become salaried posts within the Scottish Courts and Tribunal Service

## Forestry Bill

The Bill will complete the devolution of forestry. It will:

- ensure the Scottish Government has control of all aspects of forestry and introduce new arrangements for its governance, development, support and regulation
- transfer the powers and duties of the Forestry Commissioners – as they relate to Scotland – to the Scottish Ministers. We will then use Scotland Act Orders to wind up the Forestry Commissioners as a cross-border public authority
- facilitate establishing a forestry and land management body which will focus initially on the development and management of the Scottish Ministers' National Forest Estate. It will have the flexibility to use land for a variety of purposes and the potential to take on management of other publicly-owned land in the future

### Gender Balance on Public Boards Bill

The Bill represents a further significant step towards the realisation of women's equality in Scotland, a goal which remains at the heart of the Scottish Government's vision for an equal Scotland. Using the new competence transferred to the Scottish Parliament through the Scotland Act 2016, the Bill will require positive action to be taken to redress gender imbalances on public sector boards. The Bill will:

- apply to non-executive appointments to the boards of Scottish public authorities
- lock in the gains that have been made in women's representation on public boards in Scotland, ensuring that we continue to build on the positive progress that has been made so far

### Housing (Amendment) Bill

The Bill will ensure registered social landlords (RSLs) continue to be classified as private sector bodies. That classification is at risk because some of the powers of the Scottish Housing Regulator are likely to cause the Office for National Statistics (ONS), in its current review of the classification of RSLs, to classify RSLs to the public sector as public corporations. In the event of that happening the Bill will provide the basis for the ONS to revisit its decision by:

- removing the need for the Regulator's consent to the disposal of assets by RSLs
- limiting the Regulator's ability to appoint members and managers to RSLs
- removing the need for the Regulator's consent to the restructuring, winding up and dissolution of RSLs

### Islands Bill

The Bill will build on the work of the Island Areas Ministerial Working Group and last year's consultation. It will reflect the unique needs of Scotland's islands and include measures such as:

- provision for island-proof future legislation and policies
- creation of a National Islands Plan
- statutory protection for the Na h-Eileanan an Iar Scottish parliamentary constituency boundary
- greater flexibility around councillor representation (ward sizes) within island communities
- extension of powers to island councils

### Limitation (Childhood Abuse) Bill

The Bill fulfils a recommendation from the Scottish Human Rights Commission by removing a barrier for child abuse survivors to accessing civil justice. Cases of child abuse are considered sufficiently unique to warrant a different regime in relation to the limitation period. The Bill will:

- remove the three year limitation period for personal injury actions where the person raising the action was a child (under the age of 18) at the time the injury occurred and the act or omission to which the child's injuries were attributable constituted abuse
- remove the limitation period whether the abuse occurred before or after the commencement of the new provisions
- apply to abuse that took place after 26 September 1964 – meaning that if an individual suffered abuse prior to 26 September 1964 and did not raise a claim before 25 September 1984, the law of prescription continues to apply and the pursuers' rights will remain extinguished

### Railway Policing Bill

The Bill will exercise the competence over railway policing devolved to the Scottish Parliament through the Scotland Act 2016 by conferring railway policing powers on Police Scotland and the Scottish Police Authority. It will also put in place funding arrangements in respect of those functions in preparation for the integration of the British Transport Police (BTP) in Scotland into Police Scotland.

### Social Security Bill

The Bill is intended to set out an over-arching legislative framework for social security in Scotland and will take forward the Government's priorities for the social security powers that are to be devolved, ahead of the establishment of a new Social Security Agency. Evidence gathered from a wide-ranging consultation on social security will inform the final content of the Bill which will set out an over-arching legislative framework for a new, Scottish social security system. Specific areas on which we are consulting which are expected to be reflected in the Bill include:

- fixing the Scottish Government's principles for social security in legislation, including the principle that people should be treated with dignity and respect
- delivering on the Scottish Government's policy commitments, including our commitments to: increase Carer's Allowance to the level of Jobseeker's Allowance, and replace Sure Start Maternity Grants with a new maternity and early years allowance called the Best Start Grant
- taking a Scottish approach to important social security matters such as helping to ensure that the user's experience reflects our principles, reviewing and appealing decisions and taking care of each individual's information and personal data

### Wild Animals in Circuses Bill

The Bill will:

- ban the use (performance and exhibition) of such animals in travelling circuses on ethical grounds on the basis that this practice is morally objectionable to a large proportion of Scottish society
- put in place enforcement provisions and sanctions for non-compliance with the ban

### Referendum Bill

In addition to these Bills, we will publish for consultation a draft Referendum Bill, in order that it is ready for introduction should the Scottish Government conclude – and decide to seek Parliament's agreement – that independence is the best or only way to protect Scotland's interests in the wake of the EU referendum.



**THE SCOTTISH GOVERNMENT THAT I LEAD WILL DO WHAT WE CAN FOR EACH OF US EVERY DAY OF THIS FIVE YEAR PARLIAMENT**

**THE SCOTTISH GOVERNMENT HAS A PLAN. IT IS A PLAN THAT I AM ASKING US ALL TO GET BEHIND**

# 1 MAKING OUR EDUCATION SYSTEM WORLD CLASS WITH EQUAL OPPORTUNITIES FOR ALL



John Swinney, Deputy First Minister and Cabinet Secretary for Education and Skills

**The Scottish Government's focus is on transforming the lives of our children and young people, closing the educational attainment gap, and opening the doors of opportunity to all. Our aim is to make Scotland the best place to grow up and our policies are designed to give all of our children the best possible start in life.**

There are many strengths in Scottish education reflecting the hard work and commitment of teachers, educators, parents, and children and young people themselves. Our efforts also extend beyond the classroom and across our communities and wider public services to help us succeed in our ambition. We can build on those strengths and our approach to delivery to ensure Scotland's education system has pride of place as one of the very best in the world.

It is vital that the education and training system supports our children and young people throughout their lives, offering equal opportunity to go on from school to university or college, work-related training or employment.

The recent Organisation for Economic Co-operation and Development (OECD) review 'Improving Schools in Scotland' confirmed that Scotland has been bold and innovative. We already lay claim to an impressive track record of improvement and reform delivered by a highly professional workforce – but more can, and must, be done. That is why we have established an International Council of Education Advisers, bringing together internationally recognised educationalists from around the world to give government access to the best available advice as we seek to drive further improvement.

This Government was elected to deliver excellence and equity for all. We will achieve that goal by raising standards for all and closing the attainment gap between children from disadvantaged backgrounds and those from better off backgrounds. We intend to make significant progress on closing the attainment gap within the course of this Parliament and substantially eliminate it within a decade. Achieving excellence and equity is a national endeavor – all parts of the public sector and communities must work together for the benefit of our children and young people.

**THIS GOVERNMENT WAS ELECTED TO CLOSE THE ATTAINMENT GAP AND RAISE THE BAR FOR ALL**





This starts in the early years. Evidence shows us that flexible, high-quality Early Learning and Childcare (ELC) for three and four year olds gives all our children the best opportunity to achieve in later years. It also enhances children's all-round development. We will continue to link to the work being done through the Children and Young People Improvement Collaborative and use evidence to continually improve this service.

We currently provide 600 hours of free ELC for all three and four year olds and those two year olds who stand to benefit most. Over the next year we will work towards our commitment to double this provision to 1,140 hours by 2020.


This will require substantial levels of investment in infrastructure over the period 2017 to 2020, and the recruitment of up to 20,000 additional qualified workers.

We are also concerned that, for some parents in low income households, upfront childcare costs may be a real barrier to them starting or returning to work, after a period caring for young children. The expansion in the entitlement of free ELC provision to 1,140 hours a year will help to reduce this burden. In the meantime we will pilot, during 2017-18, approaches to providing support for parents in low income households with the upfront costs of childcare. This will focus on the initial deposit that often has to be paid to secure a childcare place through, for example, the introduction of a deposit guarantee scheme.

We know that young children who face the greatest disadvantages benefit most from high-quality provision. From the earliest stage, the aim is to equip every child with the highest standards in literacy and numeracy. Increasing the amount of time that children from disadvantaged backgrounds spend with highly qualified practitioners can contribute to our efforts to close the attainment gap in school.



**WE WILL MAINTAIN  
AT LEAST  
116,000 FULL  
TIME EQUIVALENT  
COLLEGE PLACES**

**20%** 

**OF UNIVERSITY  
ENTRANTS WILL BE  
DRAWN FROM THE  
20% MOST DEPRIVED  
COMMUNITIES  
BY 2030**

Therefore, by 2018, nurseries in our most deprived areas will benefit from an additional qualified teacher or childcare graduate.

focus on de-cluttering the curriculum will aim to empower schools and free teachers to focus on standards and attainment.

**BY 2018, NURSERIES IN OUR MOST DEPRIVED AREAS WILL BENEFIT FROM AN ADDITIONAL QUALIFIED TEACHER OR CHILDCARE GRADUATE**

**WE WILL REVIEW THE LEARNER JOURNEY FOR 16-24 YEAR OLDS TO ENSURE THAT YOUNG PEOPLE ARE SUPPORTED TO MAKE WELL-INFORMED CHOICES**

The goal of giving children the best start in life continues in school education. Over the next year, we will take forward our Delivery Plan for Education. As part of our drive to raise standards for all and close the attainment gap, we will continue to invest additional resources through our Attainment Scotland Fund. We will also empower teachers and parents – within a strong national framework of policy and inspection – to be the key decision-makers in the life of a school.

The focus on excellence and equity continues into further and higher education, training provision, and the workplace itself. We will review student support to make sure the system is fair and effective.

We will introduce standardised assessment at primaries 1, 4 and 7 and in the third year of secondary school. We will also oversee a revolution in transparency about school performance with the regular publication of data on the percentages of children meeting the required level of Curriculum for Excellence. This will enable us to accurately measure the attainment gap and set precise targets for closing it. We will place the health and wellbeing of all our children at the heart of our efforts and we will improve the information we gather to understand progress and focus our actions. A review of school governance, the direction of more funding to headteachers and a

We will maintain at least 116,000 full time equivalent college places and ensure that our college sector continues to add real value to our economy and offer opportunities to adults of all ages.

We will protect the principle of free university tuition. Full-time Scottish-domiciled undergraduate students taking their first degree will not pay a penny in tuition fees and we will widen access to ensure that a child born today in one of our most deprived communities will, by the time they leave school, have the same chance of getting to university as a child from one of the most well-off parts of our country. We have set the Government and our universities, along with the wider education system, the challenge of ensuring that by 2030, 20% of university entrants are drawn from the 20% most deprived communities. We will set clear targets and appoint a Commissioner for Fair Access to help drive progress.

We will continue to support Developing the Young Workforce (DYW), our early intervention youth employment strategy, to bridge the gap between education and industry, to produce more work-ready young people and promote the value of work-based learning.

We will review the learner journey for 16-24 year olds to ensure that young people are supported to make well-informed choices, have equal opportunities to access the right options for them, and can move more easily through the education system, towards employment.

In all that we do, we will listen to the voice of young people. It is crucial to achieving excellence and equity, as evidenced by great work already under way in Scotland. Children and young people should be involved in the life of their school but also more widely in their communities and nationally. For example, young people have informed the plans for the Year of Young People 2018 which aims to celebrate the very best of Scotland and its young people.

## Programme detail

### Early Learning and Childcare (ELC)

To give our children the highest quality start to their learning and reduce the cost parents face in paying for childcare, we will by the end of this Parliament double provision of fully funded ELC to 1,140 hours a year for all three and four year olds and those two years olds who stand to benefit most. As part of the journey towards this commitment, over the next year we will:

- publish a policy blueprint, setting out clear milestones for the delivery of our early learning and childcare commitment by 2020
- commence a programme of ELC trials starting in January 2017 and supported by £1 million of Scottish Government investment to test different delivery models to achieve the expansion to 1,140 hours
- pilot approaches to reducing upfront childcare costs for parents in low income households. The pilots will focus on the initial deposit that often has to be paid to secure a childcare place and will take place in locations across Scotland. One potential approach that will be piloted is a deposit guarantee scheme
- ensure that, by 2018, every nursery in our most deprived areas has an additional qualified teacher or childcare graduate
- develop a targeted marketing campaign to recruit additional ELC workers
- publish good practice design guidance for the building work required for ELC expansion
- develop and publish a new induction and professional learning framework for childminders to deliver best practice in the profession. The programme of ELC delivery model trials will include models with an enhanced role for childminders
- encourage early learning providers to organise a 'Daily Mile' run or age-appropriate equivalent activity for all children, including one hour a week outside



### Schools – attainment

Over this Parliament, we will invest a total of £750 million through the Scottish Attainment Fund.

In 2017-18, investment of £150 million will be allocated as follows:

- £100 million (generated by our local tax reforms) will be allocated directly to schools, on the basis of the numbers of children in each primary school and S1-3 in each secondary school, who meet the eligibility criteria for free school meals
- £50 million will be allocated through our existing Challenge Authorities and Schools Programme to more than 300 primary schools and 100 secondary schools that are in the areas of greatest deprivation across 21 local authorities

We will also continue to support raising attainment in the early years and in schools through quality improvement methodology supported by our Children and Young People Improvement Collaborative. We will work with identified communities within the Challenge authorities to develop and implement, by December 2017, a programme of family learning to ensure that parents are fully involved in their children’s learning.

We will accelerate efforts to share what is working to close the attainment gap through the new National Improvement Hub.

To support decision-making by schools on how best to spend the additional funds that they will control, and how best they can track the impact on children’s progress. We will publish, by December 2016, a new framework of proven educational interventions and strategies to improve attainment.

Implementation of the National Improvement Framework is underway and on track. We will use new data available through the framework in primaries 1, 4 and 7 and S3 at school, local authority and national level to identify the attainment gap and agree targets to reduce this.

We have developed a detailed specification for the National Standardised Assessments and will begin testing them in schools before the end of 2016. Assessments will be used by all schools in 2017-18. High quality assessments that fit with Curriculum for Excellence (CfE) will mean better and more consistent information for teachers and parents to ensure that children get the help and support they need to succeed.

There is a direct link between a strong family learning environment and progress in reading, writing and counting. The Play, Talk, Read, and Read, Write, Count campaigns provide parents with resources and advice intended to help them support their child’s learning in the crucial early years before and during primary school.

**FROM APRIL 2017, WE WILL EXTEND READ, WRITE, COUNT TO P4-P7 IN AREAS OF HIGH DEPRIVATION**



**WE WILL ENSURE PARENTS AND TEACHERS ARE THE KEY DECISION MAKERS IN THE LIVES OF THEIR SCHOOL**







# WE WILL ALLOCATE AN ADDITIONAL £750 MILLION TO CLOSE THE POVERTY-RELATED ATTAINMENT GAP, INCLUDING £100 MILLION WHICH WILL GO DIRECTLY TO SCHOOLS

Actions will include:

- by the end of 2016, more than 230,000 gift packs of reading, writing and counting materials will have been distributed, either through the enhanced Bookbug packs for P1 or the dedicated Read, Write, Count packs
- from April 2017, we will extend Read, Write, Count to primaries 4 to 7 in areas of high deprivation and will link this to the First Minister's Reading Challenge in order to help improve literacy, numeracy and health and wellbeing
- the Making Maths Count Group will deliver their final report to Ministers in early autumn, with recommendations for encouraging greater enthusiasm for maths amongst children and young people, their parents and carers, and the wider public
- we will continue to implement additional support for learning to ensure that all children and young people who experience barriers to their learning are supported to reach their full potential
- a governance review this autumn to examine the system changes required to empower schools, decentralise management, establish school clusters and create new educational regions. This process will run in parallel with a review of the impact of the Scottish Schools (Parental Involvement) Act 2006 by the National Parent Forum of Scotland
- implementing proposals arising from these reviews at the earliest opportunity. In particular, we will support the development and expansion of school clusters and increased regional working throughout 2017-18
- using the information gathered through these reviews, and the National Improvement Framework, to develop a National Improvement Plan for Parental and Family Engagement by early 2017

## Schools – governance

We will ensure parents and teachers are the key decision makers in the lives of their school. There is strong international evidence that greater parental and community involvement promotes attainment and achievement. Key actions will include:

Currently, legal responsibilities for delivering education and raising standards in our schools sit largely with education authorities, not with the schools and teachers that teach our children and young people every day. The governance review will start with the presumption that decisions about individual children's learning and school life should be taken at school level and will explore how support at every level of our education system can be aligned to deliver that empowerment and drive improvement.

# SCIENCE TECHNOLOGY ENGINEERING MATHS

WE WILL LAUNCH A CONSULTATION  
ON A STEM STRATEGY IN AUTUMN 2016



We will implement proposals arising from the Governance review at the earliest opportunity. Where those proposals require legislative change, we will deliver this through a new Education Bill.

In order to support the future allocation of funding, we will consult on proposals for a fair and transparent national funding formula in March 2017.

## **Schools – staffing and teacher education**

We remain committed to ensuring we have the right number of teachers, with the right skills, in the right places to educate our children and young people. All local authorities have been allocated a share of £88 million additional funding to maintain teacher numbers and support probationer teachers in the 2016-17 school term. In addition, we will:

- work with key partners to address issues of staffing supply and capacity at a national level, maintaining the gold standard of Scottish teacher qualifications while introducing a range of new and innovative routes into teaching
- work with the Scottish College for Educational Leadership to put in place by March 2017 a new package of support for aspiring, new and experienced headteachers
- support up to 160 aspiring headteachers each year to go through the 'Into Headship' programme, with an investment of £1.5 million over the next three years, and continue to support teachers' professional learning through further investment of £1 million in 2016-17 in Masters level learning
- work with the General Teaching Council for Scotland to review, by April 2017, Initial Teacher Education programmes, and ensure they provide appropriate content for literacy, numeracy, health and wellbeing, data literacy and equality across both primary and secondary sectors

- require all new guidance and promoted teachers – and eventually all teachers – to undertake training so that they are confident in tackling prejudice-based bullying in schools. We will work with the General Teaching Council for Scotland to provide more support on equality issues by August 2017, and ensure that schools address the important issues that LGBTI young people face, and that teachers have the skills, knowledge and confidence to embed inclusive approaches in their schools

## **Education – curriculum**

In order to assist teachers in making the best and most effective use of the CfE, we will work with Education Scotland and partners to undertake the following actions in the coming year:

- monitor the effective implementation of the recently published statement of the basic framework within which teachers teach. This sets out the role of the various elements of CfE, and the use teachers should make of them. It also sets out that the clear priority for primary schools is to ensure that every child achieves the best possible progress in the key areas of literacy, numeracy, and health and wellbeing, and that the commitment to physical education is maintained
- support the effective implementation of the benchmarks for literacy and numeracy for each level of CfE published at the start of the new school term. By the end of 2016, Education Scotland will provide similar advice on every curriculum area
- publish by January 2017 a new, simpler set of key guidance resources for CfE, based on feedback from teachers
- from September 2016, the Scottish Qualifications Authority will consult stakeholders on how best to streamline its course documentation for the national qualifications

We are committed to ensuring that unnecessary and unintended workload is removed from the classroom, so teachers have the freedom to teach. We will formulate a new programme designed to reduce workload in schools. HM Inspectors will carry out a review of the demands placed on schools by each local authority in relation to CfE, reporting by autumn 2016.

We have also reconvened the Assessment and National Qualifications Group, chaired by the Deputy First Minister, to further explore what more can be done to reduce workload associated with the new qualifications as quickly as possible. We will work with the Group to consult on the design of assessment within the qualifications system – involving teachers, parents, young people, employers, national partners and other stakeholders.

We will use the First Minister’s Reading Challenge to help improve literacy and to encourage young people to read for pleasure.

High quality Science, Technology, Engineering and Maths (STEM) education and training is vital to Scotland’s intellectual and economic future and to a fairer society. We will launch a consultation on a new STEM strategy in the autumn. The strategy will aim to raise the levels of STEM enthusiasm, skills, and knowledge in order to support attainment and aspirations in learning, life and work and to meet labour market needs. We will work with the Chief Scientific Adviser for Scotland to champion the importance and benefit of STEM throughout education and training experiences.

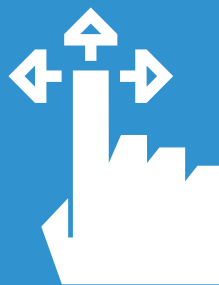
To ensure our children are equipped with the language skills they need to flourish in a global economy, and have an awareness of cultures and languages beyond their own, we will support learning of a first additional language to start no later than primary 1, with a second additional language to be offered by all schools no later than primary 5. We will work with the Languages Strategic Implementation Group to agree an implementation plan by the end of 2016 to deliver this commitment by the end of the Parliament. We will take a range of actions in the coming year to support the Gaelic and Scots languages, including:

- supporting the development of Gaelic Medium Education by implementing new rights for parents by February 2017 and providing more resources for Gaelic teachers and learners
- delivering funding for the Gaelic Schools Capital Fund, Gaelic Education and MG Alba
- funding to support Scots language bodies and Scots language coordinators

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## NÌ SINN SREATH DE GNÌOMHAN SA BHLIADHNA A THA ROMHAINN AIRSON TAIC A CHUR RIS A’ GHÀIDHLIG AGUS RI ALBAIS

INTRODUCING  
A RANGE OF  
NEW AND  
INNOVATIVE  
ROUTES INTO  
TEACHING





## WE WILL MAINTAIN THE EDUCATION MAINTENANCE ALLOWANCE AS AN ENTITLEMENT TO ENSURE THAT SCHOOL PUPILS, COLLEGE STUDENTS AND YOUNG PEOPLE ON ACTIVITY AGREEMENTS CAN RECEIVE SUPPORT TO OVERCOME ANY FINANCIAL BARRIERS TO REMAIN IN LEARNING

### Education – improving learning for 16-24 year olds

By the end of 2016 we will commence a review of learning for all 16-24 year olds to ensure education provision for young people is as effective and efficient as possible and that it provides more stepping stones for those needing most support. The review will consider improvements to the current choices across school, college, university and training.

We will aim to increase the proportion of looked after children moving on from school into education, training, or employment by four percentage points per year. This will mean that by 2021 looked after children will be just as likely to be in college, in training or in a job as other children.

### Education – Further Education, Higher Education and student support

Starting in October this year and reporting by autumn 2017, we will undertake a thorough review of student support to ensure that the entire system is firmly focused on meeting the needs of students in further and higher education, particularly the most vulnerable. We want all students at university or college to benefit from a fair and effective package of appropriate support. Among the areas the review will consider are:

- opportunities to make use of new social security powers to support the poorest students, including disabled students
- the balance of support available to those in Further and Higher Education
- the current repayment threshold and period for student loan debt for Higher Education students with the intention of increasing the threshold to £22,000 during the Parliamentary term

We will make Education Maintenance Allowance an entitlement in Scotland to ensure young people from financially disadvantaged households, and for the first time part-time college students, receive support to overcome financial barriers to stay in school, college and Activity Agreements.

We will maintain the minimum income guarantee for higher education students from the lowest income households in academic year 2016-17. The highest Higher Education bursary will now be available to students with a household income up to £19,000, instead of the previous level of £17,000.

We will introduce an updated package of support for eligible postgraduate students from academic year 2017-18.



## WE WILL APPOINT A COMMISSIONER FOR FAIR ACCESS TO PROVIDE STRATEGIC LEADERSHIP AND HELP DRIVE PROGRESS ACROSS THE EDUCATION SYSTEM

### Widening access

To achieve our aim of fair access to higher education, we are committed to implementing in full the recommendations set out in 'Blueprint for Fairness – the final report of the Commission on Widening Access'. As part of this we will:

- appoint a Commissioner for Fair Access to provide strategic leadership and help drive progress across the education system
- implement targets to achieve our goal that, by 2030, students from the 20% most deprived backgrounds should represent 20% of university entrants
- provide full, non-repayable bursaries for care-experienced young people from academic year 2017-18 and ensure that those with the minimum qualification requirements are guaranteed a university place



- work with stakeholders and the Commissioner for Fair Access to develop an implementation plan for all of the Commission's recommendations

### Higher Education

In 2016-17, the Scottish Government will invest over £1 billion in our universities to enable excellent teaching, world class research and cutting edge innovation.

We will continue to support the world class research that exists in our universities and boost collaboration between academia and business, thereby maximising benefits for society and the economy.

In order to maximise the benefit for Scotland from our direct investment, and the work of universities, we will frame a new agreement with our universities, capturing a shared vision and ambitions for higher education and its contribution toward opportunity for all and an inclusive economy.

We will maintain our commitment to free education by continuing to ensure that no full-time Scottish domiciled student taking their first degree at a Scottish higher education institution will have to pay a penny towards their tuition.

Innovation is one of the four central pillars of Scotland's Economic Strategy. As part of our work in this area, the Scottish Funding Council (SFC) has commissioned an independent review of the Innovation Centre programme which is expected to report in autumn 2016.

The outcome of the EU referendum raises a number of challenges for Scotland's universities. These include maintaining the strong reputation of Scottish institutions with EU students and academic staff, supporting opportunities for students to study abroad and for research collaborations with the rest of the EU, and accessing EU funding.

We have worked with the sector to provide reassurance to institutions, staff and students, confirming the tuition fee status of continuing and new EU students this year, clarifying that opportunities for Scottish students to study abroad will continue, and sending out a clear message that we remain committed to collaborating with our European partners and to attracting the best international talent. We will continue to work with the sector and the wider stakeholder community to get these messages across.

### Further Education

Over the course of the last Parliament we invested over £2.6 billion of teaching and student support funds in our colleges. We also invested over £150 million directly in college estates, as well as committing to supporting investment of over £300 million in new college campuses through the Non-Profit Distributing (NPD) pipeline. Colleges are at the centre of our efforts to build the workforce Scotland's employers need, achieving improved outcomes for learners, and focusing on job-related skills. To ensure continued opportunities for young people to improve their skills, future employment prospects, or progression to further study, we will:

- build on the success of our colleges by maintaining our commitment to maintain 116,000 full time equivalent (FTE) college places in the current year
- continue to align FTE places with regional employment needs and recognised skills gaps, with a particular focus on STEM
- continue implementation of Developing the Young Workforce
- ensure that the Good College Governance Task Group report is implemented effectively. A consultation paper will be issued by the end of this year

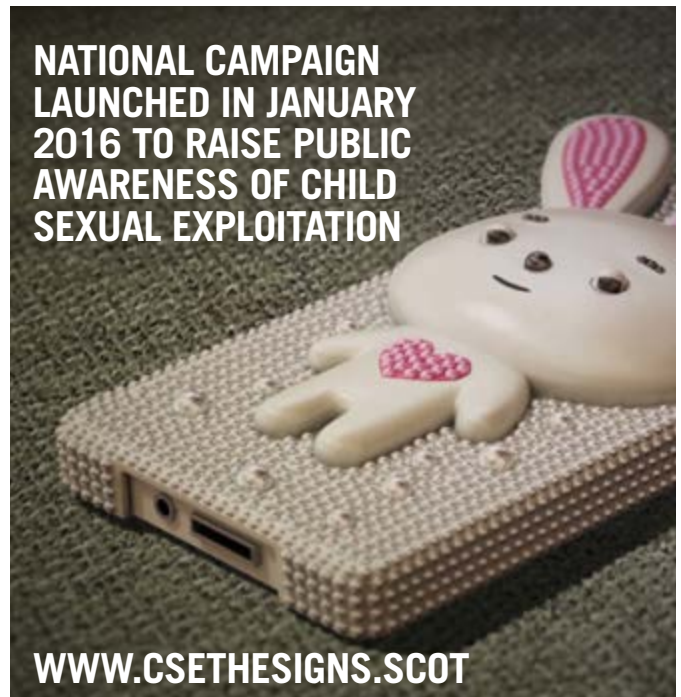


### Looked After Children and Kinship Carers

We will implement the Getting it Right for Looked After Children Strategy in full, including through the following actions:

- ensuring that care-experienced young people with the minimum required qualifications have a guaranteed place at university and qualify for a full bursary from academic year 2017-18
- implementing, by autumn 2016, the provisions of Part 12 of the Children and Young People (Scotland) Act 2014 requiring local authorities to provide services to families with a child at risk of becoming looked after
- trialling new methods of family-based preventative support
- ensuring that the deal agreed between the Scottish Government and COSLA – backed by £10 million – to ensure parity for kinship carers is fully implemented in 2016-17 and that, as Universal Credit is rolled out, allowances are reviewed to ensure that equality and the need to tackle poverty continue to be prioritised
- re-tendering the national advice line and assistance services for kinship carers from spring 2017 so that they are in line with the results of a recent kinship carer survey. This will lead to a reduction in costs as they will be more focused on kinship carers' actual needs
- continuing a national roll-out of the Permanence and Care Excellence (PACE) Programme, to ensure that secure and permanent homes are found more quickly for children who need them. Our aim is to secure adoption of the programme by the majority of local authorities by the end of 2016-17
- implementing changes to Scotland's Adoption Register to improve the efficiency and effectiveness of the adoption sector including the introduction of adopter-led matching from autumn/winter 2016-17
- providing Scotland's National Mentoring Programme for Children and Young People with £750,000 initial funding to promote healthy relationships and to prepare our most vulnerable young people for the best start to life and learning. This will complement the Attainment Challenge to provide targeted support for looked after children at home, to raise attainment and improve literacy, numeracy, health and wellbeing
- launching a Corporate Parenting Improvement Programme to bring together corporate parents – formal partnerships between services responsible for looked after children, young people, and care leavers – to test ways

### NATIONAL CAMPAIGN LAUNCHED IN JANUARY 2016 TO RAISE PUBLIC AWARENESS OF CHILD SEXUAL EXPLOITATION



[WWW.CSETHESIGNS.SCOT](http://WWW.CSETHESIGNS.SCOT)

to raise the average age at which a young person leaves care

- publishing, by the end of this year, the independent report into the configuration and funding arrangements for young people in or at the edge of secure care and establish a strategic board to link secure care provision to our Getting it Right For Looked After Children (GIRFEC) Strategy and the overall GIRFEC approach

### Disabled Children

We will begin work in 2016-17 on a strategy for families with disabled children, linking to activity to develop the Child and Adolescent Health and Wellbeing Strategy. We are funding a number of third sector organisations to support children and families with additional support needs through the Children, Young People and Families Early Intervention Fund.

### Child Protection

We will ensure better support for children with particular needs and concerns and lead improvements in child protection, including a review of the law surrounding all forms of abuse and exploitation.

We will take forward a range of actions to improve Scotland's child protection system, including:

- publishing initial recommendations from the Child Protection Improvement Programme in early 2017. The Programme includes a system review to be carried out by an expert group of professionals, and a reducing neglect



- improvement programme to test how evidence-based practice on neglect can be implemented in different areas
- undertaking a range of actions as part of the new National Action Plan to Prevent and Tackle Child Sexual Exploitation, including:
    - working with partners to extend the reach of the £350,000 national campaign launched in January 2016 to raise public awareness of child sexual exploitation
    - developing guidance for night-time workers and medical guidance for practitioners by the end of this year
    - publishing a new framework for Child Protection committees and guidance on identification and risk assessment, and holding regional workshops to share best practice by end 2017
    - providing £300,000 in the coming year to Barnardo's Scotland to deliver 150 community events across Scotland to raise public and practitioner awareness of child sexual exploitation
    - supporting the Stop to Listen Pilot, led by Children 1st, to test by autumn 2017 new ways of supporting children and young people to disclose sexual abuse
  - fund partners such as the Lloyds Partnership Drug Initiative (£600,000 in 2016-17) and Scottish Families Affected by Alcohol and Drugs (core funding of £97,000 in 2016-17, with up to £172,000 between 2016-19) to support vulnerable children

- publish a refreshed internet safety action plan by March 2017 to ensure appropriate training, support and information is in place

#### **Early Intervention and Named Person**

Our approach is founded on the vision and practice of Getting it Right for Every Child (GIRFEC) and empowers those working with children and families to operate across professional boundaries to provide support and to identify and address need at the earliest opportunity to prevent problems escalating.

We will continue to focus on action to support early intervention and prevention and will promote improvement through the continued use of advisors and the sharing of good practice and through the work of the Children and Young People's Improvement Collaborative.

We will make changes necessary as a result of the recent Supreme Court ruling to enable new duties in the Children and Young People (Scotland) Act 2014 to be brought into force and the Named Person service to be made available for children.



## Youth justice

We have seen some striking successes in youth justice with reductions of over 80% in referrals to the Children's Reporter, the numbers of young people offending and the number of 16 and 17 year-olds in custody.

We will implement our refreshed youth justice strategy: 'Preventing Offending – Getting it Right for Children and Young People'.

Our priorities will be to advance the whole system approach, improving life chances and developing capacity and improvement in the workforce. We will report on progress by June 2017.

We will look afresh at the disclosure of early childhood offending to enable young people to move beyond early mistakes.

We will consider the case for raising the age of minimum criminal responsibility to 12 years, accompanied by safeguards and exceptions for the most serious cases.

## Historic Child Abuse

We have set up Scotland's first in-depth public inquiry into in-care historic child abuse.

We will continue to meet the full costs of the Scottish Child Abuse Inquiry as required by the Inquiries Act 2005 and ensure that it operates independently of government.

We have also made real progress in delivering the priorities that survivors of in-care abuse told us they wanted, including preparing legislation to remove the time bar on survivors seeking civil redress where the abuse took place after 1964 and an expanded support fund of £13.5 million over five years to better meet their needs. A further £1 million in innovation and development funding has been announced to develop services that support all survivors of child abuse across Scotland.

## Development of the Social Services Workforce

Linked to our focus on improvement of the child protection system, is our wider and continuing commitment to have in place a skilled and competent social service workforce across all services, which can deliver high quality, personalised, safe, continually-improving services for people and communities in Scotland. This workforce is also critical to our delivery of a

holistic approach to health and wellbeing through integrated health and social care and to our ambition for high quality public services. To deliver on our commitment and in making our contribution to implementation of the co-produced Vision and Strategy for Social Services 2015-2020, in the coming year we will:

- work with partners to address issues of staffing supply and capacity and promote the social work profession and wider social service workforce
- support the Scottish Social Services Council (SSSC) to revise the framework and standards in social work education
- appraise options and investment required for the introduction of a mandatory supported first year for qualified social workers
- provide support for further uptake of the Scottish Credit and Qualifications Framework (SCQF) level 11 award for Chief Social Work Officers and those who aspire to the role, which was introduced with our support in 2015
- work with the SSSC and sector partners to develop a refreshed approach to strengthening leadership in social services
- commission work to identify any gaps in key skills of the children's social work workforce and in availability of related training, building on work already done to establish core competencies
- work with the SSSC and other key partners to provide more support on equality issues by December 2017, ensuring that all employers support their workers to have the skills, knowledge and confidence to embed inclusive approaches in all aspects of their work





### **Giving children the best possible start in life**

Supporting children and families is at the heart of this Government's programme. We know that investing to create the conditions for the best start in life pays dividends: enabling each child to develop fully his or her potential, to learn, to contribute, and enjoy a happy, fulfilled life. It also helps to build a strong and cohesive society, promoting equality of opportunity and reducing inequality, and is fundamental to raising attainment and meeting our aspiration for positive destinations for young people.

This begins at pre-birth, with appropriate pre-natal care and advice for mothers and continues throughout the child's journey.

The promotion of the health and wellbeing of our children is a key aspect of Getting it Right for Every Child (GIRFEC) and Curriculum for Excellence and over the next year we will begin setting the direction for policy for the next decade through our Child and Adolescent Health and Wellbeing strategy. We will:

- offer free vitamins to all pregnant women from spring 2017. This will include the new recommended dose of Vitamin D, as part of the Healthy Start Vitamins
- deliver a baby box offering essential items for a child's first weeks to the families of all new-born babies in Scotland, to promote the fair and equal start we want for every child regardless of circumstance. We will consult with key stakeholders and with parents in autumn 2016, with full roll-out in 2017
- support our children's development through child health reviews
- extend the provision of universal free school meals to all young children in funded early learning and childcare as part of our expansion

of ELC to 1,140 hours a year by 2020. New guidance on good design for ELC settings, to be published by summer 2017, will include advice on catering

- continue to ensure that the nutritional guidance in ELC 'Setting the Table' is up to date and relevant to the needs of our youngest children and that it ensures they receive healthy and nutritious food in their earliest years
- coordinate and promote good practice on physical activity and outdoor play, particularly to ensure that communities have places and green spaces where children can play safely outside, including ensuring that all new ELC settings developed as part of the expansion to 1,140 hours have dedicated outdoor space
- continue to support the Scottish Book Trust to deliver the Bookbug Outreach Programme
- fund and take active membership of the Family Friendly Working Scotland partnership to support employees to manage the responsibilities of work and family, including encouraging the take-up of parental leave



## 2 GROWING A PRODUCTIVE, SUSTAINABLE ECONOMY WITH MORE JOBS AND FAIR WORK



Keith Brown MSP. Cabinet Secretary for the Economy, Jobs and Fair Work

Scotland's economy has steadily improved across a range of indicators since the recession of 2008 and 2009 and we now have a resilient platform for long-term growth and employment – there are now 65,000 more people in employment in Scotland than the pre-recession high.

Continued economic recovery is, of course, threatened by the outcome of the EU referendum. Ahead of any action by the UK Government, we have acted decisively to counter this economic uncertainty by launching a £100 million capital stimulus package and a new Post-Referendum Business Network to provide advice and support at this challenging time.

Despite the uncertainty our purpose of creating a more successful country, with opportunities for all Scotland to flourish through increasing sustainable economic growth remains central to our approach. The four priorities set out in the Government's Economic Strategy are vital to our approach to growing an inclusive economy: Investing in our people, infrastructure and assets; fostering a culture of Innovation; promoting Inclusive growth; and supporting Internationalisation.

A more competitive and inclusive economy will ensure Scotland can withstand economic shocks, sustain higher employment, and create better quality jobs and fairer work.

In this Parliament, we will implement a nationwide drive to improve our long-term economic and productivity growth, building on strong foundations across Scotland's towns and cities and rural and island communities which host some of the country's most important economic sectors, among them tourism, food and drink, fisheries and agriculture.

A genuinely sustainable Scottish economy, with high-speed broadband connectivity extending to every corner of the country, rests on two imperatives. The first is tackling social exclusion to ensure there is a broad economic contribution from every section of society in every area of Scotland. The second is driving decarbonisation of our economy more quickly than our competitors, developing the low carbon products and services that will be needed throughout the world in the future and creating new job opportunities.

**SCOTLAND'S NATURAL ENVIRONMENT WORTH MORE THAN £20 BILLION PER ANNUM SUPPORTS MORE THAN 60,000 JOBS**

Our inclusive economic approach is the hallmark of the Government's Economic Strategy and in this Parliament we will invest in our people, infrastructure and assets across all our communities. Scotland is rich in natural capital.

Developing and managing these resources well is vital to supporting a vibrant and strong economy, particularly in rural areas. Currently Scotland's natural environment is worth more than £20 billion per annum and it supports more than 60,000 jobs. Unlocking opportunities will help provide jobs and sustain services in many rural and coastal communities around Scotland including new opportunities for marine-related growth and wider rural business.

We are also acting to protect our assets and decarbonise our economy. The Government's commitment to addressing climate change will be a prominent theme in this Parliament. Our Climate Change Plan and an accompanying Energy Strategy will be published this winter, outlining our intention to reduce Scottish emissions by 80% between 1990 and 2050. This represents a bold statement of the Government's priorities for the coming decades. In early 2017 we will outline proposals for a new Climate Change Bill to reduce emissions further.

We will continue to support major investment across our communities, as we have done since 2007, to modernise infrastructure, driving substantial improvements in our transport, energy, digital and water networks as well as providing a boost to the economy. Over this Parliamentary term, another £20 billion will be invested in public infrastructure, boosting long-term productivity growth, supporting steps to decarbonise the Scottish economy and providing vital support for our construction and service sectors.

Our infrastructure investment will also bring direct benefits to our communities with more than

£3 billion for affordable housing supply over the life of this Parliament, delivering at least 50,000 homes with 35,000 of them for social rent. We will work in partnership with local authorities to invest more than £572 million in the coming year. Our new Scotland's Energy Efficiency Programme (SEEP) will start in 2018 with accompanying regulation to improve the energy efficiency of the building stock over the long-term, helping reduce energy costs and tackling fuel poverty.

Innovation – the main driver of long-term productivity growth – will be supported with continued investment in our world-class higher education. In the coming year, we will modernise enterprise and skills support as we work towards moving our productivity from the third quartile of the Organisation for Economic Co-operation and Development (OECD) nations to the top quartile.

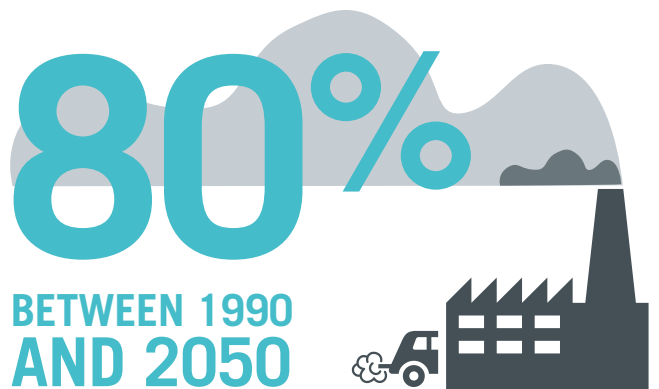
In the post-EU referendum period, growing Scotland's trade links has never been more important and we will take steps to grow our export links and attract inward investment, including new innovation and investment hubs in Brussels, Dublin and London.

We will also invest in our most important asset – our people. Our recently published Labour Market Strategy sets out a clear strategic direction for how we plan to create and support jobs. In particular, it sets out the importance of fair working practices, including payment of the Living Wage, in driving increased innovation in workplaces. With the Fair Work Convention we will continue to make the positive case for how a more progressive relationship between employers, employees and their representatives can increase productivity and growth in a way that is inclusive and fair.



**WE WILL INVEST OVER  
£3 BILLION IN AFFORDABLE  
HOUSING SUPPLY OVER THE  
NEXT PARLIAMENT,  
DELIVERING AT LEAST 50,000  
HOMES WITH 35,000 OF THEM  
FOR SOCIAL RENT**

## REDUCE SCOTTISH EMISSIONS BY



## Programme detail

### Capital stimulus

In August the First Minister announced that capital spending on projects to support and create employment was being accelerated, starting with an additional £100 million of funding in this financial year. The capital funding is being used to speed up delivery of health and other infrastructure projects. As well as the initial £5 million for the Golden Jubilee Hospital to bring expansion of its elective centre forward from 2018-19 to this year, the following projects have been selected because of the early benefits they offer to the Scottish economy:

- £10 million for domestic energy efficiency measures – helping make our homes cheaper to heat and reducing the costs of energy bills for householders
- £10 million to make our public sector buildings more energy efficient – creating and safeguarding jobs as well as ensuring long-term savings to the public purse
- £1.3 million to support Higher Education research, securing match-funding from the UK Government
- £3.13 million on rail projects (including wi-fi and air conditioning improvements, passenger counting equipment, ticket vending machines and ticket office at Blairhill)
- £0.5 million on supporting business access to the Digital Internet Exchange
- £10 million to support the delivery of capital projects for local economic development
- £0.57 million for Clyde Gateway by supporting the Dalmarnock Industrial Park power upgrade
- £23 million to support the maintenance of the Higher Education estate across Scotland (that we expect to be match-funded by the sector)
- £15 million towards trunk road maintenance
- £10 million to support the maintenance of the Further Education estate across Scotland
- £3.5 million for refurbishment of Inverclyde Hospital and Glasgow Royal Infirmary
- £2 million for Scottish Fire and Rescue Service estate maintenance
- £2 million to improve the Police Scotland estate maintenance
- £2 million for Scottish Courts and Tribunals Service estate maintenance
- £2 million for Historic Environment Scotland investment in properties in care

This spending will deliver a vital boost to the economy, helping retain skills and activity in key sectors as well as creating a legacy of assets that have long-lasting economic, social and environmental benefits.



**NEW SCOTTISH GROWTH SCHEME:  
£500 MILLION  
BACKING FOR YOUNG COMPANIES WITH  
AMBITIONS TO GROW AND EXPAND INTO  
OVERSEAS MARKETS**

The Government intends to build on these measures by developing further plans for supporting the Scottish economy in these difficult times. We will work with business organisations, the UK Government and the Scottish Parliament to establish a new Scottish Growth Scheme.

This will provide up to £500 million over three years of investment guarantees, and some loans, up to a maximum of £5 million per eligible business.

This will be focused on new and early-stage, high growth potential companies, with clear export growth plans, particularly in technology-intensive firms and businesses in emerging markets, such as Fintech

In order to make this work appropriately, we will discuss in detail with business organisations, the Scottish Parliament's Finance Committee and the UK Government.

We will also urgently press the UK Government to follow our lead and announce its own economic



[www.homeenergyscotland.org](http://www.homeenergyscotland.org)



stimulus package which would in turn enable us to do even more to support the economy through public investment and other policy measures.

The Scottish Government has also set up a new dedicated service to provide information and support to businesses affected by the EU referendum. A new Post-Referendum Business Network will work closely with the main business bodies, the Scottish Trades Union Congress (STUC) and the Scotland Office to prepare a detailed response to the challenges caused by the new environment. We are also developing opportunities to further strengthen and promote Scotland's economic relationships with our EU and global trading partners.

### **European funding to support the Economy**

European Structural Funds support important economic, employment and social priorities, helping to grow Scotland's economy. We have been working to speed up approval processes to ensure that money reaches businesses, communities and individuals where it is most needed. We have now approved Structural Funds projects with a total value of £290 million of grant. With partner funding this means an investment of £650 million in Scotland's people, communities and businesses.

This includes some previously announced support for low carbon investment, innovation support for business and employability, but also encompasses significant new investments:

- £19 million to develop higher level skills for key sectors
- £40 million to support Small and Medium Sized Enterprises (SMEs) investment and access to finance
- £26 million for business growth and internationalisation
- £8 million to develop green infrastructure in disadvantaged communities
- £14 million to support social enterprise and tackle poverty

These funds play a strong positive role in developing Scotland's economy. SMEs who are the backbone of our economy will receive additional support, including £26 million from the European Regional Development Fund (ERDF) set out above – £65 million including partner funding. This will offer one-on-one support to SMEs with growth potential over the next five years, developing their leadership and readiness to invest, innovate and

export to reach new markets. This support will target 12,000 businesses, and aims to identify the next 1,000 growth companies in Scotland. In addition to advice and support, the ability of SMEs to access finance is essential for business investment and expansion. The Scottish Government is increasing funding available and making it easier for SMEs seeking finance. Both are crucial to achieving growth and supporting jobs in the short-term. This will include our £40 million SME Holding Fund, supported by the European Regional Development Fund. The Fund will aim to attract £300 million total investment in Scottish SMEs; expand the business angel network; and extend the range of support available through the Scottish Investment Bank to a larger number of SMEs.

### **National Manufacturing Institute**

A key action for the forthcoming year is developing the business case for a new manufacturing centre of excellence and skills academy, the National Manufacturing Institute for Scotland. This is a major, transformative project being developed by the Scottish Government and Strathclyde University, in association with the Scottish Research Partnership in Engineering, our enterprise agencies, Skills Development Scotland, the Scottish Funding Council and the private sector. Such investment could create a new era for Scottish manufacturing. The centre is intended to equip manufacturers of all sizes to compete in future international markets and support the transformation of Scotland's manufacturing industry in terms of innovation and digital opportunities, creating sustainable, high-value and highly skilled jobs.

Manufacturing accounts for over half of Scotland's international exports, half of our research and development spend and employs nearly 190,000 people across the country. The manufacturing sector can boost productivity and support inclusive growth by addressing regional imbalances through local economic spill-overs and supply chain linkages and creating highly-skilled and well-paid jobs.

The Manufacturing Action Plan (MAP) was published this year in support of our productivity ambition. We have already implemented a number of key aspects of the MAP alongside the launch of 'Making Things Last', our circular economy strategy, and the introduction of our new Circular Economy Investment Fund and Service (CEIFS). In addition, the Scottish Manufacturing Advisory Service (SMAS) has launched a new capital asset review service, a free service to all manufacturers.





### Infrastructure investment

Since 2007, the Scottish Government's infrastructure programme has invested in transport, water, housing and digital infrastructure, providing a vital boost to economic activity and high quality jobs in the construction and service sectors. Over this Parliament, almost £20 billion will be invested in a major infrastructure programme designed to help build Scotland's future. The Scottish Futures Trust will also continue to review existing Private Finance Initiative (PFI) or Public Private Partnership (PPP) contracts, seeking opportunities to improve value and reduce the cost to the public purse, including ending contracts where possible and appropriate.

### Water

We will build on Scottish Water's track record of investment with Scottish Water continuing to invest up to £3.6 billion over the rest of the current regulatory period 2015-2021. Projects in every part of the country will help to underpin economic growth – providing water and sewerage services for new housing and businesses as well as improving environment, drinking water and customer service standards. In particular this period will see major investment in Glasgow to modernise the sewerage network and address long-standing surface water management issues. We will continue to make lending available to support this vital investment programme.

### Digital infrastructure

The Scottish Government has ambitious plans to improve access to high quality digital connectivity supported by a refreshed Digital Strategy. This will be published in late autumn and will set out how we will take forward our ambitions aimed at realising Scotland's potential in a digital world. In this Parliament, we will build on the success of our existing broadband investment programme and deliver our commitment to extend superfast broadband to 100% of premises across Scotland.

Over the coming year we will:

- launch our new delivery plan to reach the 100% target
- invest £90 million in the Digital Scotland Superfast Broadband programme, which is on track to deliver access to fibre optic broadband to 95% of Scottish premises by end 2017
- develop for spring 2017 a mobile programme to address gaps in 4G mobile coverage

### Digital

Digital enables us to achieve our ambitions for Scotland and deliver our priorities in an efficient and future-proofed way. It shapes our approach to public service reform, underpins sustainable economic growth and enables us to promote social mobility and tackle inequalities in our communities.

We take a coherent approach across all strands of digital activity, built around the core vision to realise Scotland's full potential in a digital world. Our intention is to create a virtuous circle of investment in infrastructure, skills and innovation leading to stronger growth, increased tax income, and more affordable public services.

Our investment in the Digital Scotland Superfast Broadband programme is delivering new fibre infrastructure across Scotland, extending coverage and supporting economic growth in areas that would not be served commercially. The programme is on track to deliver fibre access to at least 95% of premises in Scotland by the end of 2017; having successfully delivered our 85% target six months ahead of schedule.

Over 630,000 homes and businesses across Scotland now have access as a result of the programme, which has seen over 2,500 fibre street cabinets installed so far and more than 7,500km of cable laid; enough to stretch from Glasgow to Kathmandu.

Our commitment to deliver 100% superfast broadband coverage by 2021 will transform connectivity and improve the productivity of businesses in remote and rural areas, transforming the prospects of those who live there.

Cyber resilience is fundamental to the growth and prosperity of Scotland in a global economy. It is also vital for our national security. We will continue to work in partnership with the private and public sector, communities and individuals to advance our interests online and protect ourselves.

Our public services will be developed in conjunction with the people who use them and will be based on common processes and technologies which work across the traditional boundaries of public sector organisations. It is clearly more efficient to re-use technologies wherever possible rather than reinventing them from scratch. This approach can both save money and help re-shape the way in which we deliver health and social care, extend access to education and provide a justice system that is fit for the future. The introduction of new powers, in particular, offers an opportunity to introduce new digital ways of designing services which are both highly efficient and meet the expectations of their users.

Our ambition for Scotland's economy and our public services requires a digitally-skilled and empowered workforce so we must address the shortage in specialist digital skills which risks becoming a bottleneck to growth. This immediate demand for women and men with strong and specialist digital skills sits side-by-side with a need to develop a broader pipeline over time – our labour market and Science Technology Engineering Maths (STEM) strategies, and the priorities across our delivery and support systems, will reflect these needs. We also need to equip all our citizens with the skills they need to gain the full benefits of technology as it changes and evolves. As we embrace digital it is vital that we take action to ensure that nobody is excluded from the benefits it provides. We wish to build on our successful partnership with the third sector to encourage the development of digital skills and will provide opportunities, as part of our commitment to democratic renewal, to our communities to engage in and shape the way that we provide our services. We will also review current barriers to the wider introduction of digital public services and find suitable legislative opportunities to overcome them.

To support this we will publish a refreshed Strategy in late autumn that sets out how we will take forward a range of ambitions aimed at realising Scotland's full potential in a digital world.

**OUR COMMITMENT IS  
TO DELIVER  
SUPERFAST BROADBAND  
ACCESS TO AT LEAST 95%  
OF PREMISES IN SCOTLAND  
BY THE END OF 2017, AND  
100% BY 2021  
THIS WILL TRANSFORM  
CONNECTIVITY, IMPROVING  
THE PRODUCTIVITY OF  
BUSINESSES IN REMOTE  
AND RURAL AREAS AND THE  
PROSPECTS OF PEOPLE WHO  
LIVE THERE**







## Transport

Good transport links continue to play an essential role in creating a sustainable economy.

We refreshed our National Transport Strategy during 2016 and will work with stakeholders in the coming year to start taking forward our commitment to a full review.

Our three key strategic outcomes for transport are – improved journey times, reduced emissions to tackle climate change and improve air quality and health, and improved accessibility and affordability.

Our transport network supports and connects communities and enables people to go about their daily lives. Choices around travel are the result of millions of individual decisions made every day.

However, transport choices also impact on the environment, through the role that transport plays in creating greenhouse gas emissions. The role of Government is to facilitate these individual choices, but to balance that by providing leadership in measures to reduce greenhouse gas emissions generated by transport.

Our role, as set out in the forthcoming Climate Change Plan on how we are meeting our climate change targets, will be to promote strategies to:

- reduce demand for transport
- facilitate modal shift to more sustainable forms
- decarbonise vehicles
- make the transport network as efficient as possible

Transport emissions have fallen by 1.9 mega-tonnes since the peak of 2007 and are now at 1990 levels with falls over all of the last seven years.

## Transport Infrastructure

To continue to take a strategic vision for infrastructure investment, the Strategic Transport Projects Review (STPR) will be reviewed, in alignment with the National Planning Framework to enable a comprehensive review of national infrastructure priorities. Progress on key road improvements, including improvements to the A77 south of Girvan, linking to the Cairnryan Ferry hub and the A75 and improvements to connect Dumfries and the M74, will be considered as part of this review. This is in the context of:

- a new National Transport Strategy
- our new Climate Change Plan
- our Land Use Strategy 2016-2021
- the community empowerment agenda
- public sector reform
- spending priorities

The Borders railway, the UK's longest newly-constructed railway for more than 100 years, has shown how investment in rail infrastructure can yield benefit for travellers, the environment, the economy and communities. We will examine the case for an extension of the railway along with improvements to the A1, A7, and A68 with a study to identify Borders transport requirements reporting by the end of 2017.





## Rail

We will deliver our planned investment in the Scottish rail network and continue to provide capital funding in support of Strathclyde Partnership for Transport's subway modernisation programme. We will also work jointly with Network Rail and the Department for Transport to identify options to improve journey times, capacity, resilience and reliability on routes between Scotland and England, including a three hour journey time between the central belt and London.

In 2016-17 we will continue to deliver a range of network improvement works through key rail projects, including the Edinburgh-Glasgow Improvement Programme, the Aberdeen to Inverness line, the Highland Main Line, Stirling-Dunblane-Alloa Electrification and the redevelopment of Dundee Station. Milestones in the coming year include:

- Edinburgh Gateway Rail/Tram interchange open to passengers from December 2016
- Electrification of Edinburgh-Glasgow via Falkirk High line to be completed by July 2017, enabling services to be operated by a new fleet of faster, longer trains

## Road

The substantial programme of investment in road improvements and maintenance will continue in the coming year. £1.4 billion of investment in the road network will include work to dual the A9 and A96. The programme also includes the new Forth Bridge, the Queensferry Crossing, which is expected to be fully open to traffic by May 2017 and is the biggest transport infrastructure project in Scotland for a generation. The project is under budget and has returned £245 million worth of savings to the public purse since construction started in June 2011 as well as providing thousands of jobs.

The M8 M73 M74 motorway improvements project will be complete by spring 2017 and the Aberdeen Western Peripheral Route/Balmedie-Tipperty project will be open to traffic in winter 2017.

As part of our preparation for a Transport Bill later in the Parliament, during 2016-17 we will work with roads authorities, utilities, road users and others to develop legislative and other options for enhancing and improving the role of the Scottish Road Works Commissioner and the wider regulation of road works. We will also work with stakeholders to develop legislative options for improving bus services and securing nationwide multi modal smart ticketing.

We will also undertake a full review and stakeholder consultation later this year to develop the necessary legislation to promote responsible parking for all, taking account of the complexities of implementation and enforcement. The Scottish Government will support the Member's Bill proposal to ensure that seatbelts become a legal requirement on all dedicated school transport in Scotland.

## Freight

The Scottish Government encourages the transfer of freight from road to more environmentally friendly modes. In 2016-17, we will support eight rail freight services in Scotland, moving around 3.5 million tonnes of freight by rail rather than road. In addition, through freight facilities grant funded operations, we are helping companies to deliver around £3 million in environmental benefits.

## Bus

Free travel through the National Entitlement Card will continue on local or Scottish long distance buses for Scotland's older people and disabled people. The current terms for reimbursing bus

**IN 2016-17 WE  
WILL CONTINUE TO  
DELIVER A RANGE  
OF NETWORK  
IMPROVEMENT  
WORKS THROUGH  
KEY RAIL PROJECTS**





# FREE TRAVEL

## THROUGH THE NATIONAL ENTITLEMENT CARD WILL CONTINUE ON LOCAL OR SCOTTISH LONG DISTANCE BUSES FOR SCOTLAND'S OLDER PEOPLE AND DISABLED PEOPLE

operators expire in March 2017. An announcement on revised terms will be made this winter. We will also examine with stakeholders options to safeguard the longer term sustainability of the concessionary travel scheme.

In the coming year we will also start work to deliver three months' free bus travel to those receiving the new Jobs Grant as well as free bus travel for Modern Apprentices aged under 21.

We will also invest £2 million in low carbon buses through our Green Bus Fund.

### Smart Ticketing

Throughout this year saltirecard smart ticketing will be promoted to passengers to exploit investment already delivered across the whole ScotRail network and the Glasgow Subway, and will be rolled out on an increasing number of bus services in Scottish cities and rural areas. Work to deploy saltirecards on Clyde and Hebrides Ferry routes will continue.

### Ferry

Later this year we will publish a new study considering potential arrangements to reduce fares on ferry services to the Northern Isles. Tendering for the new town centre to town centre Gourock-Dunoon ferry service commenced in the summer. We will continue to invest in new ferries and in redeveloping and improving ferry facilities, including those at Brodick due for completion in summer 2017. Later this year the hybrid ferry MV Catriona will be brought into operation.

### Air

We will bring forward a Bill in the first year of this Parliament to legislate for a devolved tax to replace Air Passenger Duty (APD) in Scotland allowing us to design a tax that better fits the needs of Scotland's economy and best supports our strategic objective to boost Scotland's international connectivity. The replacement tax is planned to come into effect in April 2018.

To ensure air services remain more affordable for remote communities in the Highlands and Islands, facilitating accessibility, social inclusion and economic development, we will maintain the existing air discount scheme in 2016-17 at 50%.

**A BILL TO LEGISLATE FOR A DEVOLVED TAX TO REPLACE AIR PASSENGER DUTY (APD)**

### Accessible Transport

We will publish Scotland's first Accessible Travel Framework in September 2017 to enable disabled people to enjoy the same travel rights as everyone else.

### Low carbon transport

Our investment in low carbon transport is underpinned by our leadership role. To increase the use of low carbon transport in Scotland, and in line with the new Climate Change Plan, we will:

- by spring 2017 refresh our 'Switched on Scotland' Electric Vehicle Roadmap setting out our vision to free Scotland's towns, cities and communities from the damaging emissions of fossil-fuelled vehicles by 2050. We will also continue to roll out a network of electric vehicle charging points across Scotland
- maintain record levels of investment in cycling and walking for the duration of this Parliamentary term and publish a third iteration of the Cycling Action Plan for Scotland by the end of the year, setting out actions to meet the vision of 10% of everyday journeys being by bike by 2020. We will continue to support the creation of walking and cycling infrastructure, developing a people-centred approach to place. As well as providing physical infrastructure, we will support a range of behaviour change initiatives, such as our Smarter Choices, Smarter Places Programme, in partnership with local authorities, the third sector and other stakeholders. And we will work with all seven cities to encourage Bike Life reports for our most populous places, taking into account the lessons learned from Edinburgh's experience in producing its report
- launch the Low Carbon Travel and Transport programme, supported by £12 million from the European Regional Development Fund (ERDF), which will include the development of active travel and low carbon vehicle 'hubs', with funding made available through a challenge fund process and aiming to shift our behaviour in how we choose to travel and how this impacts on the environment



## REFRESHED CYCLING ACTION PLAN FOR SCOTLAND MEETING THE VISION OF 10% OF EVERYDAY JOURNEYS BEING BY BIKE BY 2020

### Developing a low carbon economy

2015 was the warmest year on record for the planet. The global average temperature was one degree Celsius warmer than at the start of the twentieth century. Scotland has already made huge progress in tackling climate change, meeting and exceeding – six years ahead of schedule – our 2020 target of a 42% reduction in emissions. By driving the pace of decarbonisation more quickly than our competitors, we can develop the low carbon products and services that will be needed throughout the world in the future.

In 2016-17 we will publish a Climate Change Plan. It will set out infrastructure priorities for the coming decades in each of the key sectors, providing clear signals to commercial investors at a time of investment uncertainty following the EU referendum.

It will be accompanied by a new Energy Strategy, providing a visionary statement of the Scottish Government's plans for low carbon energy production and energy use over that period.

Together, the Climate Change and Energy plans will steer decisions on a host of issues: how we heat and power our homes and businesses, how people and goods will move around our country in the future, how our land is used and how the standard of the buildings in which we live and work can be improved to reduce the cost of energy.



## Energy

Low carbon energy provision is fundamental to the sustainable growth of the Scottish economy and the development of a host of modern sectors and services in Scotland. In the coming year, the Scottish Government will publish a new Energy Strategy for Scotland, fully integrated with the new Climate Change Plan, presenting a bold vision for the future of energy in Scotland. Clear signals of Scotland's long-term energy priorities will provide clarity to prospective investors, at times of investor uncertainty following the EU referendum.

The new Energy Strategy will reaffirm the Government's overarching commitment to reducing energy demand and supplying clean energy, driving a host of economic, social and environmental improvements and promoting sustainable, inclusive growth.

The new Scotland's Energy Efficiency Programme (SEEP) will commence in 2018 with substantial annual public funding coupled with new powers for the Scottish Parliament over the regulated energy suppliers. SEEP will be a coordinated programme to improve the energy efficiency of homes and buildings in the commercial, public and industrial sectors.

Alongside the consultation on the new Energy Strategy, to drive demand for building owners to improve their properties, we will consult on the regulation of private rented sector housing to increase efficiency standards and heat regulations commensurate with the scale of the heat market. As part of the programme we will also consult on phased regulation of other existing buildings to bring them up to higher energy efficiency standards as well as look at financial incentives.

To help inform SEEP we are working with stakeholders to test different approaches to improving the energy efficiency of Scotland's buildings and we are supporting this work with £9.5 million of funding to 11 local authorities to carry out SEEP pilots in 2016-17 with further funding being made available next year.

SEEP delivers our commitment to make energy efficiency a national infrastructure priority, boosting energy efficiency investment in Scotland and decarbonising heat provision over the long term. The programme has multiple benefits, including:

- measures to make our homes and places of work warmer, promoting more affordable energy for consumers, helping to tackle poverty and improve the competitiveness of the Scottish economy
- the opportunity to create a substantial Scottish market and supply chain for energy efficiency services and technologies, with an estimated 4,000 jobs per annum across Scotland, including in remote areas, based on the estimated overall investment of up to £10 billion
- measurable health and early years improvements through people living in warmer homes
- regeneration of communities through upgraded building stock
- substantially reduced greenhouse gas emissions contributing to meeting our ambitious climate change targets

**MEASURES TO MAKE OUR HOMES AND PLACES OF WORK WARMER, PROMOTING MORE AFFORDABLE ENERGY FOR CONSUMERS**



**MORE THAN HALF A BILLION POUNDS FOR ENERGY EFFICIENCY AND COMBATING FUEL POVERTY THROUGH SEEP OVER THE NEXT FOUR YEARS**





## Renewable energy

We have a continuing commitment to the target for the equivalent of 100% of electricity demand to be supplied by renewables by 2020 and will consider the role for new renewable energy targets under the CCP and ES. We will continue to call upon the UK Government to offer a route to market for new renewable generation, especially onshore wind, where there are clear benefits to the Scottish economy and consumers throughout the UK.

 **£10 MILLION OF FUNDING WILL BE MADE AVAILABLE FOR COMMUNITY ENERGY THROUGH COMMUNITY AND RENEWABLE ENERGY SCHEME (CARES)**

£10 million of funding will be made available for community energy through the Community and Renewable Energy Scheme (CARES) which has helped so many communities invest in renewable energy already. The Government will also consult during 2017 on plans to deliver a Scottish Green Energy Bond and a possible government-owned energy company, as part of new models of support for the growth of local, community-led energy.

Despite legal challenges to offshore wind development, offshore wind continues to be an essential part of Scotland's future energy requirements. The build-out of the £2.6 billion Beatrice offshore wind farm will be completed in 2017, bringing economic and community benefits to Caithness and Scotland as a whole. The new European Offshore Wind Deployment Centre in Aberdeen bay will also be developed, following an unsuccessful legal challenge.

 **THIS YEAR THE CLIMATE CHALLENGE FUND WILL MAKE £10 MILLION AVAILABLE TO FUND PROJECTS**

A strong example of our commitment to Scotland's emerging tidal energy sector is the £23 million investment we have made in the MeyGen project, the world's first and largest planned tidal stream array. The first turbine will be installed at Nigg Energy Park this month.

## Action to reduce emissions further

Last year in Paris global agreement was reached on action to reduce emissions. Scotland will play its part in delivering on this commitment. We will work with our independent advisers, the Committee on Climate Change (CCC), to prepare a new Climate Change Bill, including an ambitious new target of reducing actual Scottish emissions by more than 50% by 2020. We will be consulting on the Bill, based on CCC advice, early in 2017.

The Scottish Government is focused on the multiple benefits of reducing emissions. These include improving the lives of vulnerable people, building resilience in homes, businesses and communities, providing employment opportunities, encouraging entrepreneurship and innovation.

This year the Climate Challenge Fund will make £10 million available to fund projects which deliver the greatest reduction in carbon emissions and support Scotland's most deprived communities.

## Oil and Gas

The Scottish Government's approach to energy continues to support a strong oil and gas sector, recognising its contribution to the Scottish economy and the essential role it will play in the future diversification of Scotland's energy supplies.

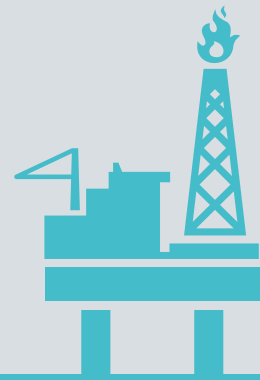
Scotland's Energy Jobs Taskforce is a strong partnership of industry, public sector and trade union representatives established to help tackle the immediate challenges facing the energy sector. Chaired by Scottish Enterprise, the Taskforce meets quarterly and reports to the Scottish Energy Advisory Board.

The Taskforce aims to:

- retain and grow the talent and skills in the industry
- identify and implement support to people who are facing redundancy
- enhance partnership and collaboration

# OVER THIS YEAR £12.5 MILLION WILL BE MADE AVAILABLE FOR OIL AND GAS INNOVATION AND FURTHER BUSINESS SUPPORT

## INCLUDING £10 MILLION OF SCOTTISH ENTERPRISE FUNDING



Over this year £12.5 million will be made available for oil and gas innovation and business support, including £10 million of Scottish Enterprise funding to help firms reduce risks associated with carrying out research and development and improve access to specialist experts to help kick-start innovation.

We will spend a further £4 million this year through the Transition Training Fund (TTF) to help oil workers retrain in other sectors, including the renewables sector, and continue to ensure it is providing effective support to those affected by the downturn in the sector.

We will also support the development of the Oil and Gas Technology Centre, to be the 'go to' global centre for solving offshore mature basin technology challenges, driving the sort of transformative change the industry needs to modernise and tackle the challenges of sustained low oil prices and a maturing basin and build supply chain expertise and an even stronger export base.

We have called on the UK Government to bring forward further fiscal support for exploration, and to demonstrate progress on enabling oil and gas companies to secure loan guarantees. We will continue to work with the Oil and Gas Authority (OGA) to consider if there are any practical ways that we could support exploration and appraisal activity in the North Sea.

The Scottish Government is committed to working with industry, regulator and stakeholders to enable production to continue in the North Sea for as long as possible while ensuring that decommissioning is executed in a safe, environmentally sound and cost effective manner in order for the supply chain to gain competitive advantage.

The decommissioning sector offers significant economic opportunities, including job creation and technological development within the Scottish supply chain. Scotland is in a strong position to develop this opportunity as Scottish companies have key strengths in areas such as preparatory work for cessation of production, cleaning and removal of hydrocarbons from infrastructure, and disconnection and disposal. There is significant potential to anchor expertise in Scotland with a view to exporting to overseas markets, in what is an emerging global sector.

To ensure that Scotland is well equipped to capture these opportunities, a Decommissioning Action Plan is being developed by Scottish Enterprise – this will be complementary to OGAS's decommissioning strategy. Alongside our Enterprise Agencies, we are working to improve information on current and planned decommissioning activity, and we have commissioned further work to identify potential sites for investment with a view to increasing capacity for Heavy Lift Vessel access to Scottish ports, increasing the economic return to Scotland.

The Government will maintain a moratorium on unconventional oil and gas to provide time to take forward a comprehensive programme of research and to hold a public consultation. The consultation will be published this winter and research findings will be publicly available before the consultation.

## Innovation

A strong innovation performance is key to boosting long-term productivity growth and higher living standards. In 2016-17, the Government will invest over £1 billion in our universities to enable excellent teaching, world-class research and cutting edge innovation.

Spending on research and development in Scotland increased between 2006 and 2014, from 1.32% of Gross Domestic Product (GDP) in 2006 to 1.56% of GDP in 2014 but Scotland's business research and development expenditure as a share of GDP is low by international standards.

To achieve a more innovative economy we need to develop a more innovative and entrepreneurial culture and drive increased business demand for innovation. Improving how the public sector, through its public procurement, acts as a catalyst for business innovation and providing streamlined and simplified innovation support, and improving collaboration between business and academia, are also key.

As a key sector, the Scottish Government will continue to support the work of Life Sciences Scotland as they work to refresh the strategy for the sector. Scotland has a thriving life sciences community which is recognised for the distinctive capabilities of our business base and research institutions, international reputation and potential for significant growth and creation of high value jobs.

Scotland's industry-led life sciences strategy, the introduction of Enterprise Areas for Life Sciences, initiatives such as the Health Innovation Partnerships, and the Innovation Centre programme, have enhanced support for the sector and sought to link it more effectively to the NHS. We will work with the Council of Economic Advisers and the Scotland CAN DO Innovation Forum to develop an action plan to address these needs. New innovation and entrepreneurship approaches will also be piloted in key sectors across Scotland.

In 2016-17 we will implement new support for business innovation by:

- developing an innovation prize to reward, and invest in, world class innovation in Scottish companies
- continuing participation in the pan-Europe Vanguard Initiative, working closely with our European partner regions to co-create, co-fund and collaborate on projects around key areas of innovation specialisation
- improving the coordination and impact of public sector budgets by establishing an innovation reference group in the Scottish Government Procurement Directorate
- driving up digital innovation through pilot support for CIVTECH, the world's first cross public sector technology accelerator
- showcasing the best in Scottish innovation, in partnership with business and the creative industries

**PROVIDING CONTINUING  
SUPPORT FOR THE SCOTTISH  
EDGE FUND TO INVEST IN  
OUR HIGHEST POTENTIAL  
COMPANIES**



**SUPPORT THE PRIVATE SECTOR  
TO DRIVE FORWARD SCOTLAND**



**CAN DO APPROACH TO INNOVATION  
AND ENTREPRENEURSHIP**

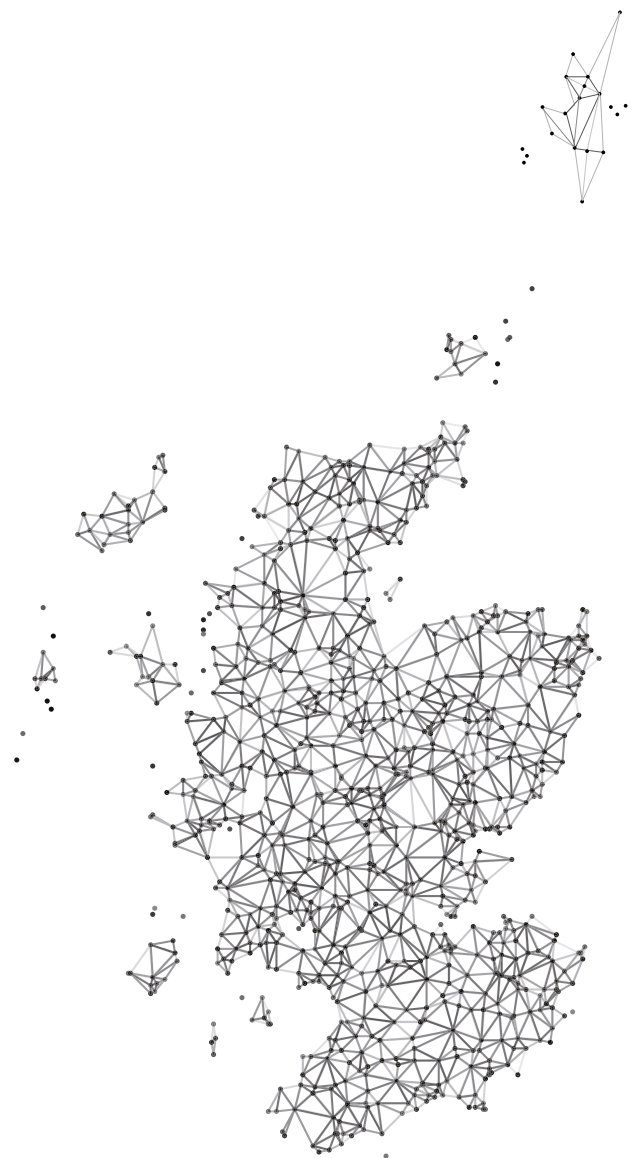
**WWW.CANDO.SCOT**

- identifying and nurturing innovative firms with high growth potential by working with our enterprise agencies to create an expanded and collaborative 'Scale Up' programme
- providing continuing support for the Scottish EDGE Fund to support home-grown entrepreneurial talent and our highest-potential companies and drive forward the Scotland CAN DO approach to innovation and entrepreneurship
- tackling the gender-gap in enterprise by investing £200,000 into actions delivered through the Women In Enterprise Action Framework, the only one of its kind in Europe

### Review of enterprise and skills support

This summer the Scottish Government published its call for evidence to inform the review of enterprise and skills services. Scottish Enterprise, Highlands and Islands Enterprise, Skills Development Scotland (SDS), and the Scottish Funding Council (SFC) play an important role in delivering our economic strategy and responding to the uncertainty caused by the outcome of the EU referendum. The review will help deliver the joined-up support that our young people, universities, colleges and businesses need. Drawing on responses to the call for evidence and extensive engagement with service users, partners and delivery bodies the review will make recommendations on the change required to improve our economic growth, productivity and social inclusion so that Scotland moves from the third quartile of Organisation for Economic Co-operation and Development (OECD) nations to the top quartile. The EU referendum result has heightened the uncertainty facing enterprise and made the conditions under which they are operating more fast-moving and potentially challenging. The review will ensure a responsive system of economic and skills support for our economic resilience and growth.

Tourism is a key sector for Scotland's economy and we will work with Skills Development Scotland to develop the leadership capacity and skills required to support future growth. Together with the Scottish Tourism Alliance and tourism industry leaders, we will build better tourism businesses through a revised Tourism Scotland 2020 Strategy delivering on the key priorities of leadership, digital, visitor experience and investment.



**WILL HELP DELIVER THE  
JOINED-UP SUPPORT THAT  
OUR YOUNG PEOPLE,  
UNIVERSITIES, COLLEGES  
AND BUSINESSES NEED**





## IN APRIL 2017 THE SCOTTISH PARLIAMENT'S NEW POWERS OVER INCOME TAX RATES AND THRESHOLDS WILL COME INTO FULL EFFECT



### Taxation

The Scotland Acts of 2012 and 2016 together give the Scottish Parliament powers to design and control three fully devolved taxes – Land and Buildings Transaction Tax, Scottish Landfill Tax (both in place since 2015) and, soon, a replacement for Air Passenger Duty. The Acts combined also give the Parliament power to set rates and thresholds for income tax on non-savings, non-dividend income. These powers are in addition to the power over local taxes that the Scottish Parliament has had since devolution in 1999 (the existing local taxes being Council Tax and business rates).

We are already using these powers to help grow Scotland's economy, promote fairness and provide additional investment in high quality public services, and they will become increasingly important to the work of the Scottish Parliament. But even once these powers are fully implemented, the Scottish Parliament will be responsible for raising less than 40% of devolved expenditure so we will continue to press for greater tax powers.

### Income tax

In April 2017 the Scottish Parliament's new powers over income tax rates and thresholds will come into full effect. We have already indicated that we will use the powers in a manner that protects lower income taxpayers by freezing the basic rate and guaranteeing increases in the personal allowance. Increases to the threshold for higher rate taxpayers will be restricted to a maximum of inflation.

We will announce specific proposals for using our tax powers as part of the 2017-18 Scottish Budget.

A working group has been set up between the Scottish Government and the Scottish Parliament to set out a revised process for scrutinising and approving the Scottish budget in order to accommodate newly-devolved fiscal powers in the Scotland Act 2016. How the setting out of plans for Scottish tax rates each year in our budget works most effectively will be a key consideration of this group.

### Land and Buildings Transaction Tax

We have already demonstrated with Land and Buildings Transaction Tax (LBTT) and Scottish Landfill Tax that we can effectively and competently design taxes on a sound base of consultation and evidence. By prioritising support for first time buyers and those buying homes at the lower end of the market, we took almost 9,700 extra house purchases out of tax in the first year of LBTT ensuring more than 41,600 buyers paid less tax than they would have under UK stamp duty.

### Council Tax

We will make Council Tax fairer by changing how the rate for more expensive properties in bands E-H is calculated and asking people in these bands to pay more. The Council Tax Reduction Scheme will be extended to protect up to an additional 54,000 low income households in bands E-H, more than a third of which are pensioners. By increasing the child allowance within the Council Tax Reduction Scheme by 25%, up to 77,000 households will benefit by an average of £173 per year and 140,000 children across Scotland will be helped.

These changes will generate an additional £100 million a year for schools and will be in place from April 2017. We will also lift the Council Tax freeze from April 2017 and allow Councils to increase Council Tax across all bands by a maximum of 3%, generating up to £70 million. We will introduce legislation to allow councils to end the Council Tax discount for second homes from April 2017.

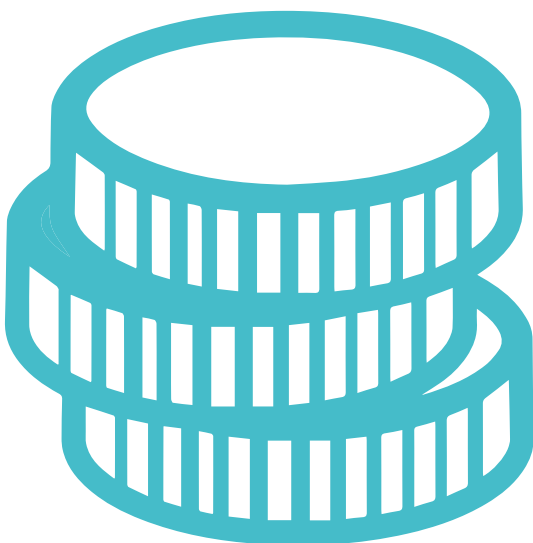


**WE WILL BRING FORWARD  
A BILL TO LEGISLATE FOR A  
DEVOLVED TAX TO REPLACE  
AIR PASSENGER DUTY (APD)**

### Air Passenger Duty

We will bring forward a Bill to legislate for a devolved tax to replace Air Passenger Duty (APD) in Scotland so that we can design a tax that better fits the needs of Scotland's economy and best supports our strategic objective to boost Scotland's international connectivity. The replacement tax is planned to come into effect in April 2018.

# WE WILL FREEZE THE BASIC RATE OF INCOME TAX



**BY INCREASING CHILD ALLOWANCE  
WITHIN THE COUNCIL TAX  
REDUCTION SCHEME BY 25%,  
77,000 HOUSEHOLDS WILL BENEFIT  
BY AN AVERAGE OF £173 PER YEAR  
AND 140,000 CHILDREN ACROSS  
SCOTLAND WILL BE HELPED**



### Supporting our rural economy

Rural Scotland accounts for 98% of the land mass of Scotland, nearly one fifth of our population lives there, and it hosts some of the country's most important economic sectors. It is particularly vulnerable to the uncertainty caused by the result of the EU referendum vote.

The Scottish Rural Development Programme (SRDP) 2014-2020 will continue to provide funding in 2016-17 to help respond to uncertainty caused by the result of the EU referendum. The SRDP will help enhance the rural economy, support rural communities, address the impact of climate change, protect the natural environment, and stimulate sustainable economic activity.

**98% OF THE  
LAND MASS OF  
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ONE FIFTH OF  
OUR POPULATION  
LIVES THERE**



**AS PART OF BUILDING THE  
RURAL ECONOMY, WE WILL  
HOLD A SERIES OF SUMMITS  
FROM AUTUMN 2016 THROUGH  
TO SPRING 2017**

As part of building the rural economy, we will hold a series of summits from autumn 2016 through to spring 2017 with key sectors and interests to explore how best to deliver investment, sustainable growth, jobs and opportunities in rural and island communities. We will also develop a Scottish Rural Infrastructure Plan in 2017 to better coordinate existing and planned expenditure and resources through improved collaboration.

We will continue to seek clarity from the UK Government on the provision of funding for rural development in the event that Scotland is removed from the EU as part of the UK, which would allow us to continue the SRDP through its programme period.

Extension of the UK Government EU funding guarantee will allow the SRDP to continue to support community-led local development in rural and coastal areas through the LEADER approach, a grass-roots way of promoting rural development, and through targeted initiatives on rural enterprise needs. We will enable Scottish Rural Action to support delivery of the outcomes from the 2nd Scottish Rural Parliament, being held at Brechin in October.



**WE WILL FURTHER EXPAND  
THE SMALL BUSINESS BONUS  
SCHEME FROM 2017, REMOVING  
THE BURDEN OF BUSINESS  
RATES FROM 100,000 PREMISES**

#### Business Rates

Scotland already offers a competitive business rates regime and we will further expand the Small Business Bonus Scheme from 2017, removing the burden of business rates entirely from 100,000 premises and giving Scottish business a competitive edge even as a separate external review of the whole business rates system reports by summer next year. That review is already under way and has called for initial evidence from Scottish business by the autumn. The Government looks forward to receiving the review group's recommendations and acting quickly to address them.

## INVEST £3.5 MILLION TO SET UP NEW INNOVATION AND INVESTMENT HUBS IN LONDON, DUBLIN AND BRUSSELS

### Improving international trade

Scotland's vote in the EU referendum reflected Scotland's international outlook and the importance of the single market to Scotland's economy. In order to help stabilise and stimulate the Scottish economy we will step up delivery of our 2016-21 Trade and Investment Strategy, taking further action to boost exports, maintain and attract investment and actively demonstrate that Scotland is open for business.

We are investing £3.5 million to set up new innovation and investment hubs in London, Dublin and Brussels. These hubs will play a critical role in attracting investment to Scotland, helping businesses to trade internationally, raising Scotland's international profile and, crucially, protecting Scotland's relationship with the EU.

The Dublin Hub is already operational. The London Hub, which will open early next year, will bring together the Scottish Government, our enterprise agencies and VisitScotland under one roof and provide a 'touch down' and meeting space for Scotland's businesses and other organisations. Plans for the Brussels Hub are being taken forward as part of wider post referendum planning.

Other key actions include:

- delivering a comprehensive programme of Scottish Development International led trade missions and events and work with others to enhance and complement that programme
- providing an additional £200k to help businesses help each other through pilot Local Export Partnerships in four to six areas across Scotland
- delivering the Scotland Food and Drink Export Plan to expand key markets
- growing Scotland's water economy through Scottish Water International and the Hydro Nation programme

Starting with London, we will raise Scotland's profile and connect businesses to opportunities and influencers through Scottish business networks in key global cities. New Trade Envoys and Global Scots will play a key role in supporting

and championing all of the actions and delivery of the Trade and Investment Strategy.

We will also widen and deepen our business engagement to shape our response to the EU Referendum and wider trade and investment activity. This will ensure that the Scottish Government effectively represents the distinct needs and priorities of Scotland's businesses and investors. In particular, we will listen to and engage with businesses through existing engagement structures, sector specific international trade summits and a dedicated Investor Forum for our critical inward investment community.

A Ministerial Trade Board will provide advice to Ministers on the most effective ways to boost Scotland's exports in the context of the outcome of the EU Referendum.

### Inclusive growth

International evidence increasingly shows that higher levels of inequality can have a negative effect on economic performance and on economic, social and environmental resilience.

More equal societies also tend to be healthier, safer, more productive and more innovative. Making growth more inclusive is therefore important for improving Scotland's economic competitiveness and wellbeing, reducing wider inequalities, and improving opportunities for all.

Encouraging more inclusive growth means helping to create fairer work, a more inclusive jobs market, and greater regional cohesion across Scotland. It involves improving working environments and conditions, sharing economic benefits more widely, and tackling barriers to participation in the economy, including in areas such as access to education and training, quality childcare, and transport. Inclusive growth is premised on a diverse working age population in good physical and mental health.

Scotland already performs well on a number of dimensions of inclusion – for instance, Scotland has lower levels of income inequality than the UK as a whole and the second highest female employment rate in the EU. However, there is further work to be done to address the remaining challenges, such as health inequality, the gender pay gap and in-work poverty.





### **Inclusive growth and fair work**

Our inclusive economic approach is the hallmark of the Scottish Government's Economic Strategy. By tackling directly issues of poverty, inequality and social exclusion, we can build a broader base for sustainable economic growth in the future.

In 2017 the Scottish Government will host an international conference on Inclusive Growth driving global leadership in this field of economic theory.

Building on the work of the independent Fair Work Convention which supports Government objectives of sustainable economic growth and reduced inequality, we will implement a package of measures in the coming year to support a resilient and fair labour market.

We will establish a stakeholders' forum to help frame how we can best use our new powers around Employment Tribunals. This will ensure

that any new system in Scotland, introducing the abolition of fees, will meet the needs of employees and employers and ensure those who have been subjected to illegal working practices or who have been unable to resolve issues of poor treatment or discrimination in the workplace can more easily access justice.

Our Labour Market Strategy sets out our vision, and a range of actions, to support a strong labour market that drives inclusive, sustainable, economic growth, increases productivity and improves the lives of people through work.

We will continue to work closely in partnership with trade unions to develop a constructive and productive partnership, in contrast to the approach being taken in Westminster through the Trade Union Act. We will invest £250,000 in the trade union movement to support modernisation that will allow them to engage in a positive way, helping to mitigate the impact of the UK legislation.

**WE WILL INVEST £250,000 IN THE  
TRADE UNION MOVEMENT TO SUPPORT  
MODERNISATION THAT WILL ALLOW THEM  
TO ENGAGE IN A POSITIVE WAY, HELPING  
TO MITIGATE THE IMPACT  
OF THE UK LEGISLATION**



We will also contribute £2.2 million in 2016-17 to support workforce development through the Scottish Union Learning Fund.

**WE WILL CONTRIBUTE £2.2M  
IN 2016-17 TO SUPPORT  
WORKFORCE DEVELOPMENT  
THROUGH THE SCOTTISH UNION  
LEARNING FUND**

We will also support the continuing work of the Fair Work Convention agreeing a remit with them for the next phase of their work to promote their Framework to employers, to engage specific sectors and in particular to promote the benefits of paying the Living Wage as part of a wider approach to fair work.

We will continue our work to extend payment of the Living Wage and we will double the number of accredited Living Wage employers from 500 in March 2016 to 1,000 by autumn 2017.

The Scottish Business Pledge was launched in May 2015. It is a voluntary commitment made by Scottish businesses to celebrate, promote and encourage business success based on the practical application of the principles of fairness, equality, and opportunity. It acts as a partnership between government and companies to boost productivity and competitiveness by investing in a culture of innovation, internationalisation, and productive, responsible business practices.

Almost 300 businesses – from Virgin Money, Michelin, the Scottish Chambers of Commerce, and Rabbie’s Small Group Tours to KCP Ltd and Centrica – have made their individual commitment to the Business Pledge and inclusive growth. In the year ahead we will continue to raise awareness of the Pledge, and encourage more

and more businesses to choose this route to higher productivity and business growth. And we will build on the strengths of the growing Pledge network, providing more opportunities for companies to come together to learn from each other: adding more events in 2017 to those already scheduled in October and November on the business benefits of family-friendly workplace policies and gender-balanced boards.

We are working with the Equality and Human Rights Commission to tackle pregnancy and maternity discrimination – our Ministerial working group will create guidelines for employers to ensure best practice on monitoring and reporting on pregnancy and maternity.

We will establish a ‘Returners’ project so that women can get help updating skills and knowledge and employers can retain skilled staff after a career break.

In addition to this we will develop a Workplace Equality Fund which recognises that the Labour Market does not provide good outcomes for many equality groups. This fund will draw on the recommendations made in the Race Equality Framework for Scotland 2016-2030 and the findings of the Equal Opportunities Committee inquiry into Removing Barriers: Race, Ethnicity and Employment, published in January 2016.

Following the current consultation with employers and other interested parties we will set out in our spending plans how we will respond to the introduction of the UK Government’s Apprenticeship Levy in April 2017. Our aim is to develop a distinctly Scottish approach on the levy, supporting apprenticeships and wider skills development and driving closer engagement with industry in our efforts to enhance productivity and economic growth.



**WE WILL DOUBLE THE  
NUMBER OF ACCREDITED  
LIVING WAGE EMPLOYERS  
FROM 500 IN MARCH 2016  
TO 1,000 BY AUTUMN 2017**



**WE WILL CONFIRM  
THE SCOTTISH  
VETERANS FUND OF  
£120,000  
TO SUPPORT  
THE INTEGRATION  
OF FORMER  
SERVICEMEN  
AND WOMEN  
INTO WIDER  
SOCIETY**



**WE WILL PROVIDE 26,000 MODERN APPRENTICESHIP  
STARTS IN THE CURRENT FINANCIAL YEAR AS A STEP  
TOWARDS PROVIDING 30,000 MA STARTS BY 2020**

We will continue with our successful 'Opportunities for All' commitment to support 16-19 year olds not already in education, training or employment, to take up an offer of an appropriate place in learning or training, to develop the skills they need to gain employment. In the coming year we will provide £4.8 million to support local authority delivery of the Opportunities commitment through post-16 transition planning towards further learning, training and employment, and Activity Agreements.

We will also make a £6.1 million investment in Community Jobs Scotland (CJS) to create 700 more training opportunities with support for up to 12 months for 16-29 year olds facing the greatest barriers to employment and continuation of support for CJS employers to pay the Living Wage.

**WE WILL CONTINUE TO INVEST  
£4 MILLION IN 2016-17 IN THE  
INSPIRING SCOTLAND 14-19 FUND**

We will continue to invest £4 million in the coming year in the Inspiring Scotland 14-19 Fund which supports disadvantaged young people into positive destinations for employment, education or learning.

We will continue to support employers to recruit young people who face the biggest barriers to employment, through Scotland's Employer Recruitment Incentive (SERI). We will support companies participating in SERI to become Living Wage employers.

For young people who have been in care, we will work with the third sector to develop a new fund,

based on the example of CJS, to specifically support them into appropriate work, training or educational opportunities.

We will consider a system of penalties for local authorities that have not settled outstanding equal pay claims or are still not paying equal pay by spring 2017.

We are committed to ensuring that no member of the Armed Forces, Service family member or veteran in Scotland faces disadvantage when accessing services and support. We will continue to support the role of the Scottish Veterans Commissioner and will confirm the Scottish Veterans Fund of £120,000 to support the integration of former servicemen and women into wider society.

**Employment support for those out of work**  
Following devolution under the Scotland Act 2016, powers on employment support will be available to the Scottish Parliament from spring next year. This will enable us to develop and implement new services to help people find work – and stay in work. We will also take the opportunity to better align employability support in Scotland, to encourage sustainable and fair work, and to focus support on those who need most help to reduce inequality.

When we deliver Scottish employment support from spring 2017, we will initially do so through transitional arrangements, supporting some of the most vulnerable in society ahead of full services in 2018. We will ensure that the principles of fairness, dignity and respect are at the heart of our new services.



We will provide continuity of support for those who face sometimes significant challenges in finding work, including disabled people. But we will also work to better align employability support in Scotland across Scottish Government, public, third sector and other delivery partners.

We will commit an additional £20 million to delivering employment support in 2017-18, almost trebling the funding allocated by the Department for Work and Pensions (DWP). Beyond 2017-18 we will also invest an additional £20 million each year – over and above the funding transferred from Westminster.

We will continue to provide skills development and employability support to individuals facing redundancy through our initiative, Partnership Action for Continuing Employment (PACE), which aims to minimise the time those facing the threat of redundancy are out of work.

For Modern Apprentices facing redundancy we will help them find an alternative employer through Adopt an Apprentice to allow them to complete their apprenticeship.

**Employability and skills**

To ensure that our workforce, including our young people, is equipped with the skills they need to find meaningful employment in today’s economy, we will:

- provide 26,000 Modern Apprenticeship starts in the current financial year as a step towards providing 30,000 MA starts by 2020
- as part of our consultation on the use of new social security powers, we will develop proposals on the implementation of a new Jobs Grant for 16-24 year olds returning to work after six months unemployment

- continue work with Skills Development Scotland and other partners to implement the Equality Action Plan for Modern Apprentices in Scotland, to ensure the programme addresses gender imbalances and is open to all by increasing the number of trainees who are disabled or have been in care or are from a minority ethnic background
- continue to fund local authorities to deliver the ‘Opportunities for All’ commitment, which offers an appropriate place in learning or training to all 16-19 year olds. This includes investment of £14.9 million in 2016-17 in supporting post-16 transitions towards employment including Activity Agreements, Inspiring Scotland 14-19 Fund and Community Jobs Scotland
- continue to support the Employability Fund supporting 11,650 places in 2016-17

Developing the Young Workforce (DYW), our strategy to improve the work readiness of our young people, will enter its third academic year this coming year. Working towards a reduction in youth unemployment of 40% by 2021, in the coming year we will continue to implement the Wood Commission’s recommendations including:

- extending the reach of careers advice to younger school pupils
- embedding a new work experience standard
- expanding the number of foundation apprenticeships
- continuing to develop graduate level apprenticeships
- funding and supporting the development of employer-led DYW regional groups across the country to encourage and support more employers to engage with education and to recruit more young people





## Consumers

We will use our new consumer and competition powers to improve outcomes for consumers and businesses in Scotland. We will work with experts on consumer protection and competition issues, with a focus on fairness and doing the right thing for Scotland's consumers and businesses.

In November we will publish consumer and competition principles and a policy statement to highlight how we are already making an impact with our new powers, including:

- working with key delivery bodies to ensure a high quality system of consumer advice which will play a vital role in empowering consumers and tackling inequality
- creating a Scottish Consumer Taskforce which will identify and propose action on the key issues faced by consumers in Scotland
- establishing a Scottish Competition Advisory Forum, which will bring together markets and business experts to inform delivery of fair and effective competition policy
- examining ways of better coordinating information and intelligence to identify issues of consumer detriment at an earlier stage

We will continue to make the case for full devolution of consumer policy and increased accountability of the competition regime for Scotland. Whilst we will ensure our existing powers deliver change, we believe that more powers are needed to create a consumer protection regime that is adequately focused on, and responsive to, the needs of Scottish consumers and businesses.

Having the right advice available is essential to support the most vulnerable, and plays a vital role in tackling inequality and supporting inclusive growth. At present, the advice landscape is fragmented with many providers and does not reflect that consumers often have interlinked issues, such as debt as a result of struggling to pay household bills. We are, therefore, undertaking work to better understand the advice landscape. We will use this to support our goal of bringing Scottish Government advice services together to make it easier for people to receive advice that can help to find long-term solutions.

Following on from the successful Nuisance Calls Summit in June, which brought together regulators, industry and consumer groups together to find practical solutions to the problem of unwanted calls we will establish a Nuisance Calls Commission to deliver an action plan focused on empowering consumers to protect themselves, tackling persistently offending companies, supporting companies that want to do the right thing, and seeking to improve the regulatory environment.

## Reducing waste

Our 2016 Circular Economy Strategy, 'Making Things Last', focuses on business opportunities in the food, construction, energy and re-manufacturing sectors and establishes Europe's first food waste prevention target – to reduce food waste by one third by 2025.

We will introduce a Circular Economy and Zero Waste Bill in the second half of the Parliamentary session and continue to work with local authorities to improve recycling rates and consider the role of deposit return schemes.

## Farming and crofting

Agriculture plays a highly significant role in the rural economy and the Scottish Government is committed to supporting farmers and crofters.

The direct subsidy payments farmers receive are vital to many and to the wider rural economy. From 2014-2020 Scotland will receive around €4.6 billion (£3.5 billion) from Europe to implement the Common Agricultural Policy. This is one of the reasons why we are considering all possible options to ensure Scotland's continuing relationship with Europe and why we have called on the UK Government to make clear what their future plans are for these subsidy payments.



**FROM 2014-2020 SCOTLAND WILL RECEIVE AROUND €4.6 BILLION (£3.5 BILLION) FROM EUROPE TO IMPLEMENT THE COMMON AGRICULTURAL POLICY**

We will continue to listen to the voices and views of the farming sector as we move forward and will do everything in our power to ensure the best possible solution for the agricultural industry in Scotland.

We know that our performance in making the 2015 payments was not good enough. We have said that we are sorry and that we are fixing it. The Scottish Government made available loans to all farmers and crofters who had not, by the end of March, received a Pillar 1 payment. The vast majority of payments under the Basic Payments Scheme (BPS) were concluded in June and we have now made over £350 million of Pillar 1 payments. We are now putting the 2016 payments onto a proper footing. We will provide further details to Parliament shortly.

The importance of integrating a low carbon approach in our agricultural industry is recognised and we will come forward with a broad package of new policies to reduce greenhouse gas emissions from agriculture through better managing our soils, improving livestock health, and improving management of energy resources.

Building growth across all areas of rural Scotland is a priority for the Scottish Government. We will hold a debate around the future of farming, forestry, fishing, and the rural economy with a particular focus on the impact of the result of the EU referendum. This will include a range of work to explore how best to support fragile farming businesses in remote and constrained rural areas.

This year we will also engage with crofting stakeholders to begin the process of drafting a National Development Plan for crofting as part of a sustainable rural economy. This will include measures to support new entrants, explore the scope to promote the creation of woodland crofts, consider support for croft housing, and ensure community-owned estates are not disadvantaged by the croft registration process. This engagement will inform a new Crofting Bill planned for later in the Parliament.

In 2016-17 we will also begin implementing the agricultural holding provisions in the Land Reform (Scotland) Act 2016 to create a thriving tenanted sector and commence preparations to introduce the New Entrants Opportunity Programme and provide more opportunities for young people to access agriculture.

### Forestry

Forestry contributes almost £1 billion per year to the Scottish economy and supports more than 25,000 full time equivalent jobs. Scottish Ministers are committed to fully devolving forestry. We will introduce a Forestry Bill, to ensure the Scottish Government has control of all aspects of forestry and introduce new arrangements for its governance, development, support and regulation. These will help support Ministers' objectives of further enhancing the forestry sector's economic, environmental and social contributions.



**A FORESTRY BILL, TO BE INTRODUCED IN THE FIRST YEAR, WILL ENSURE THE SCOTTISH GOVERNMENT HAS CONTROL OF ALL ASPECTS OF FORESTRY AND WILL BRING NEW ARRANGEMENTS FOR ITS GOVERNANCE, DEVELOPMENT, SUPPORT AND REGULATION**

Continuing investment and economic growth from the sector depends on confidence in the availability of the timber supply. Forestry is a key contributor to climate change mitigation with annual planting targets of 10,000 hectares. We are already discussing options to stimulate increased planting and intend to announce actions later this year to speed up and streamline approval processes for sustainable planting schemes. We are also bringing together our ambition to plant more trees and the continued need to restore vacant and derelict land, especially from the legacy of opencast coal mining.

## Fisheries

Fishing and aquaculture industries make a vital economic contribution, providing jobs and sustaining services, in many rural and coastal communities around Scotland.

Membership of the EU provides free trade access to a common market of over 500 million people. With exports of £438 million worth of fish and seafood to the European Community, which is the second largest food and drink export after whisky and the largest food export, we risk losing a significant market for our high quality products. The European Maritime and Fisheries Fund (EMFF) will provide up to £15.2 million funding in 2016-17 supporting research, development and structural reform of the fisheries, aquaculture and fish processing sectors. It is vital we protect this important investment in the Scottish economy and jobs and we will continue to seek clarity from the UK Government on the provision of EMFF funding in the event that Scotland is removed from the EU as part of the UK, which would allow us to continue the EMFF through its programme period to 2020.

The previous European Fisheries Fund supported in excess of 8,000 jobs, often in vulnerable rural communities. Despite the uncertainty and lack of clarity over policy and funding from the UK

Government, our priority remains supporting a fisheries sector that is sustainable in economic and environmental impact.

In order to do this we will build on the current Scottish Inshore Fisheries Strategy, which aims to modernise management of our inshore fisheries and we will consult with all sectors and interests in fishing to develop an Inshore Fisheries Bill.

To ensure that Scotland's fish resources and fisheries are managed sustainably to the benefit of fishing communities and businesses, we will:

- seek to agree a new UK Fisheries Concordat to ensure that the Scottish quota is retained in the hands of active Scottish fishermen
- following on from the Concordat, publish the outcome of our quota consultation, including action on new entrants
- advise the owners of Scottish licensed vessels of the Government's determination to increase the percentage of direct landings that are made into Scotland
- step up efforts to repatriate the Seafish Levy – the UK Government has refused to devolve levy raising powers and a new model for operations in Scotland has been developed

## TO ENSURE THAT SCOTLAND'S FISH RESOURCES AND FISHERIES ARE MANAGED SUSTAINABLY TO THE BENEFIT OF FISHING COMMUNITIES AND BUSINESSES, WE WILL:

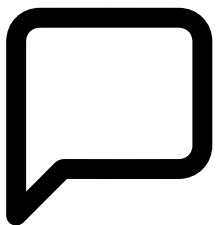
**SEEK TO AGREE A NEW UK FISHERIES CONCORDAT TO ENSURE THAT THE SCOTTISH QUOTA IS RETAINED IN THE HANDS OF ACTIVE SCOTTISH FISHERMEN**



### **Building a Good Food Nation**

We want Scotland to be a Good Food Nation. There have already been significant achievements in food policy since the publication in 2008 of the first national strategy, with significant increases in economic performance and the emergence of the local food agenda. Scotland's food and drink industry has experienced impressive growth in recent years, much of it based on trade with the EU. Following the EU referendum result we will work with the sector and with the UK Government to develop the international trading conditions that will enable the sector to build on its success. To make further progress we will:

- take forward, in partnership with industry and public sector, the recommendations of the Overton Report on deepening collaboration across the food and drink sector and report on progress by the end of 2016. This will include working with the food and drink sector to develop a national food and drink campus during 2017
- work with key stakeholders to explore by December 2016 how public procurement can be used to increase the level of Scottish sourcing, including organic products
- work with the Scotland Food and Drink partnership to develop and publish, in spring 2017, a refreshed food and drink industry strategy for Scotland
- by spring 2017, set out how our £5 million investment will support island/regional food and drink
- begin work in 2017 on a consultation on a Good Food Nation Bill to provide the potential for a statutory framework to join up the Government's approach on food, consider what steps can be taken to improve the effectiveness of the food and drink supply chain, working in partnership with all relevant players



**WE WILL WORK WITH  
THE SCOTLAND FOOD  
AND DRINK PARTNERSHIP  
TO DEVELOP AND PUBLISH,  
IN SPRING 2017, A  
REFRESHED FOOD  
AND DRINK INDUSTRY  
STRATEGY FOR SCOTLAND**

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## WE MUST WORK TO MAXIMISE THE POTENTIAL OF SCOTLAND'S NATURAL ENVIRONMENT IF WE ARE TO BUILD A STRONG AND SUSTAINABLE LOW CARBON ECONOMY

### **A cleaner, greener Scotland**

We must maximise the potential of Scotland's natural environment if we are to build a strong and sustainable low carbon economy.

We will take forward the actions set out in 'Cleaner Air for Scotland' – Scotland's first distinct air quality strategy – to reduce air pollution further. With the help of local authorities, we will identify and put in place the first low emission zone by 2018, creating a legacy on which other areas can build.

A well-managed environment helps to reduce flood risk. We will continue to work with councils, the Scottish Environment Protection Agency and other organisations to deliver Scotland's first ever flood risk strategies and river basin management plans.

Scotland provides the major part of the UK's contribution to Natura 2000, Europe's network of protected areas, with over 15% of our land designated for a wealth of habitats and species. We are committed to continuing action on biodiversity protection and habitat restoration. We have led the way in the EU in creating a statutory framework to prevent the introduction and spread of non-native species. Scottish Natural Heritage will report in October 2016 on its review of deer management arrangements and we will consider whether any changes are needed.

We will continue our support for the Central Scotland Green Network (CSGN) – Europe's largest green space initiative stretching from Ayrshire in the west to Fife in the east – with a budget of £1 million for the CSGN Trust in 2016-17. The network aims to provide opportunities to maximise the health, education and biodiversity benefits of greenspace to communities, particularly in disadvantaged areas.

We must protect the environment from those who seek to damage it for personal gain. We will increase the penalties for wildlife crime and consider the creation of new sentencing guidelines in line with recommendations from the Wildlife Crimes Penalties Review Group. Police Scotland

## POLICE SCOTLAND WILL CREATE A NEW WILDLIFE CRIME INVESTIGATION UNIT TO SUPPORT THE EXISTING NETWORK OF WILDLIFE CRIME OFFICERS IN COMPLEX INVESTIGATIONS

will create a new Wildlife Crime Investigation Unit to support the existing network of wildlife crime officers in complex investigations.

In order to safeguard vulnerable species from illegal persecution, we will carry out a review of prevention measures including the operation of the Partnership Against Wildlife Crime and supporting Police Scotland in their work to target wildlife crime hotspots. We are prepared to introduce legislation where necessary.

We will consider the outcome of Lord Bonomy's review into whether existing legal controls on hunting with dogs provide the intended level of protection for foxes and other wild mammals, while allowing for the effective and humane control of these animals where required.

We will also protect animals by introducing a Bill in the first year to ban the use of wild animals in circuses in Scotland. We will continue our review of pet welfare, including consideration of the results of recent consultations on electronic training collars and tail docking of working dogs.

Scotland's marine environment supports a range of marine industries, such as oil and gas, fishing and marine renewables and it is crucial to balance the interests of those industries with the protection of the marine environment. Scotland's first National Marine Plan, published in 2015, provides a framework to manage those interests.

We have already delegated powers to our first Marine Planning Partnership in Shetland. This work will continue and we will designate up to 18 new protected areas, and deliver management measures for existing protected areas by the end of 2017.



## WE WILL ALSO PROTECT ANIMALS BY INTRODUCING A BILL IN THE FIRST YEAR TO BAN THE USE OF WILD ANIMALS IN CIRCUSES IN SCOTLAND

Wild fisheries are an essential part of the Scottish environment and economy. We will introduce a Bill during this Parliamentary session to underpin new management structures and establish the foundations for a more secure and sustainable future for wild fisheries.

We will bring forward salmon conservation regulations for the 2017 season. We will enable a more localised approach by moving current designation of fishery districts towards individual river level assessments. We will continue discussions about the designation of the haaf net fishery on the River Annan.



## WE WILL INTRODUCE A BILL DURING THIS PARLIAMENTARY SESSION TO UNDERPIN NEW MANAGEMENT STRUCTURES AND ESTABLISH THE FOUNDATIONS FOR A MORE SECURE AND SUSTAINABLE FUTURE FOR WILD FISHERIES



# 3 TRANSFORMING PUBLIC SERVICES – NURTURING OUR NHS, WORKING FOR A HEALTHIER SCOTLAND, AND MAKING SCOTLAND SAFER



Shona Robison MSP, Cabinet Secretary for Health and Sport

**High quality public services play a vital role in making Scotland stronger and fairer and delivering inclusive economic growth.**

The integration of health and social care, police and fire reform, and the consolidation of further education provision have all been designed to increase efficiency, expand collaboration and place the needs and aspirations of the people at the centre of the work of our public services.

The scale of current financial challenges and increasing levels of demand remain with us. We value our public services and we want everyone to have a say in how they are run and to benefit equally from the services provided. The digital revolution is transformational, creating opportunities for services to be more user-friendly and cost-effective.

We have also supported an increased role for our social enterprise sector in delivering the services that people want and care about. We champion social enterprises as living examples of what an inclusive economy looks like.

We believe our NHS is a precious service to our nation and must remain true to its founding principles – free at the point of need, and publicly owned and operated.

Increased investment must be coupled with health and care services that continually evolve to take full advantage of the latest advances and meet the welcome challenge of being a nation whose people are living longer. We need to tackle poor public health and prioritise prevention and early intervention. This will enable us to drive down demand for more expensive acute services and consequently improve productivity and growth.

The balance is shifting from acute care to community health services as we explore different ways of working and bring more services out of hospitals and into communities re-prioritising spend on these universal services.

We have four underpinning priorities for our actions in the coming year that will help bring about long-term improvements to our population's health:

- empowering a truly community health service – working with integrated authorities, social care, community care, primary care, and general practice to deliver the reforms needed for successful community health services
- enhancing mental health – improving mental health services through investments in more effective and accessible treatment
- improving population health – working across government to help raise attainment, promote inclusive growth, and progressive human rights. These can all contribute towards improving the health of the people of Scotland



## **HIGH QUALITY PUBLIC SERVICES PLAY A VITAL ROLE IN MAKING SCOTLAND STRONGER AND FAIRER AND DELIVERING INCLUSIVE ECONOMIC GROWTH**



- supporting clinical leadership of transformation – acting on the principles of the National Clinical Strategy and Chief Medical Officer’s aims of ‘Realistic Medicine’

Just as we will always support our precious NHS so we will continue to invest in other public services, including in justice. Scotland is a safe place to live. Recorded crime has reduced significantly. We will continue to invest to respond to the changing nature of crime and to create safer, stronger communities. We will work with our partners to refresh our Justice Strategy during 2016-17, focusing on prevention and working collaboratively to build community resilience and cohesion.

By spring 2017, we will establish Community Justice Scotland as a new national strategic body to work with local community planning and community justice partners to reduce re-offending and make our communities safer places to live.

We will invest in a modernised custodial estate for our women offenders and we will take action to reduce the number of short-term prison sentences for both men and women.

We will introduce a Bill that makes domestic abuse a specific offence, allowing law enforcement agencies to bring to justice those who commit abuse, including coercive and controlling behaviour.

## **OUR NHS – FREE AT THE POINT OF NEED, AND PUBLICLY OWNED AND OPERATED**

### **WE WILL INTRODUCE A BILL THAT MAKES DOMESTIC ABUSE A SPECIFIC OFFENCE**

Police Scotland will get the necessary resources to protect the people of Scotland through real-terms protection of the police revenue budget which will deliver an additional £100 million of investment by the end of this Parliament to support frontline services.

The Fire and Rescue Service will keep homes and communities safe when emergencies such as flooding or fire occur and work in collaboration with other public service partners to prevent these and other emergencies arising in the first place.

Our Emergency Services are well prepared to ensure that Scotland plays its part in securing the UK against the threat of terrorism. We will work closely with Police Scotland and other agencies to keep emerging threats under review and ensure we have the capability to respond accordingly.





# Programme detail

## Health and Care Investment

By the end of this Parliamentary term the health resource budget will rise by at least £500 million more than inflation, which means that it will increase by nearly £2 billion in total. This will give the NHS the funding it needs to invest in modern ways of working, adapt to the needs of an ageing population and shift resources into the community where they can be used more effectively.

We will continue to provide new infrastructure to support better integrated care and enhanced community care. We have broken down administrative barriers by creating 31 new local integration bodies to deliver adult health and social care services directly in the communities where people live.

We will continue to invest significantly in primary care transformation, investing £85 million over the next three years, and working across Scotland to deliver new patient-centred models of care.

Our £100 million Cancer Strategy is under way and over the next five years will enhance cancer services, including initiatives to improve outcomes and reduce inequalities as well as addressing inequities in access to treatment across the country. This year's actions include investment of £2 million for two further prostate cancer surgery robots in Glasgow and Edinburgh, £8 million for new radiotherapy equipment, £2 million to improve cancer diagnostics, £1 million to increase capacity across Scotland, and £1 million to improve waiting times performance.

Over the next five years we will invest £200 million in expanding the Golden Jubilee Hospital and in creating a new network of five elective

and diagnostic centres in Aberdeen, Dundee, Edinburgh, Inverness and Livingston to handle routine procedures like hip and knee replacements.



**OVER THE NEXT FIVE YEARS WE WILL INVEST £200 MILLION IN EXPANDING THE GOLDEN JUBILEE HOSPITAL AND CREATING FIVE ELECTIVE CARE CENTRES IN ABERDEEN, DUNDEE, EDINBURGH, INVERNESS AND LIVINGSTON**

The £274 million new Dumfries and Galloway Royal Infirmary is nearing completion and will become operational in March 2018 while construction continues on the £230 million project to deliver the new Sick Children's Hospital and Department of Clinical Neurosciences in Edinburgh.

The new National Trauma Network Implementation Group will, by the end of this year, complete preparatory work for the creation of a new trauma network based around four major trauma centres in Aberdeen, Dundee, Edinburgh and Glasgow.

In line with our overall intention to realise Scotland's full potential as a leader in digitally-enabled public services, targeted investments in digital technologies and data analytics will be central to our continuing evolution of health and care services and shifting the balance from acute care to our community health services.

In the coming months we will publish our new 10 year Mental Health Strategy, based on the principles of 'ask once, get help fast' and parity of esteem with physical health services. We will also start the roll out of new performance indicators that will better measure what mental health services do for people and how well they do it.



**£150 MILLION**  
IN MENTAL HEALTH INNOVATION

THE HEALTH RESOURCE BUDGET WILL BE AT LEAST

**£500 MILLION MORE THAN INFLATION**

WHICH MEANS THAT IT WILL INCREASE BY NEARLY £2 BILLION IN TOTAL



# INVESTING £100M OVER FIVE YEARS TO IMPROVE THE PREVENTION, EARLY DIAGNOSIS AND TREATMENT OF CANCER



## INVESTING £3 MILLION OVER FIVE YEARS TO TRAIN AN ADDITIONAL 500 ADVANCED NURSE PRACTITIONERS

Our ambition to improve mental health care will be supported by mental health receiving an increasing share of the NHS budget in each year of this parliament. We are committed to targeting £150 million of expenditure on innovation and improvement. In the coming year, for example, this will include funding over 30 pilot projects to improve mental health support in primary care, and five pilots developing innovative approaches to distress.

### Planning for the Future

To ensure we have the right staff for our health and care services now and in the future we will shortly publish a new draft National Workforce Plan. This will outline a range of workforce planning improvements required to deliver enhanced primary and secondary care in Scotland, including work on bringing together a range of professionals into GP surgeries.

We are mindful as we develop our workforce plans of the uncertainty caused by the result of the recent referendum on the UK’s membership of the European Union, not least for EU citizens living and working in Scotland.

Scotland’s health and care sector benefits from the contribution of staff from across the EU. For example, in our NHS nearly one in 10 of our doctors are from the EU. Our message to those EU citizens and those staff is simple – we greatly value your work and your wider contribution to our society, and we will be working to see that your rights and place in our nation are protected.

## INCREASE IN GP TRAINING PLACES FROM 300 TO AT LEAST 400 IN COMING YEARS



We have for many years maintained a policy of no compulsory redundancies in Scotland’s NHS, and we are committed to continue it throughout this Parliament.

We are expanding training opportunities for health professionals, including investing £3 million over five years to train an additional 500 advanced nurse practitioners, with the first intake beginning their training in the coming year.

We are increasing medical trainee numbers, with a particular focus on GPs, through 50 more medical undergraduate places for the 2016 intake and sustaining the increase in GP training places from 300 to at least 400 in coming years.

## DELIVERY PLAN TO CREATE AN ADDITIONAL 1,000 TRAINING PLACES FOR NURSES AND MIDWIVES

We will train 1,000 new paramedics over the next five years, beginning with 200 this year, including 50 specialist paramedics with enhanced skills to work in the community, helping to reduce pressure on accident and emergency services.

Before the end of this year we will set out a delivery plan to create an additional 1,000 training places for nurses and midwives in this Parliament, building on the 5.6% increase in the 2016-17 student nursing and midwifery intake.



In contrast to Westminster, we will keep tuition for nursing and midwifery students free and we will retain the nursing and midwifery student bursary at least at its current level. This year we will be launching a discretionary fund of at least £1 million to provide a ‘safety net’ for those in most need, and will conclude a review on what additional support nursing and midwifery students might need to enable wider participation and increased retention.

Work will also begin this year to engage with stakeholders to shape the consultation on enshrining safe staffing levels in law, starting with the nursing and midwifery workforce planning tools.

To diversify our medical workforce we will be creating Scotland’s first graduate entry programme for medicine. Subject to the approval of the GMC, the programme will be based in Dundee and St Andrews medical schools working in collaboration with the University of Highlands and Islands, with staff recruitment starting in 2017 for a course beginning in 2018.

Planning the right structure and direction for the NHS is vital to deliver the services that the people of Scotland need now and in the future. NHS targets, and the indicators that measure progress towards integration of health and social care, are being reviewed to ensure they lead to improved outcomes for people.

We will also begin work to examine the number, structure and regulation of health boards, as well as their relationship with local authorities, so that we can reduce bureaucracy and remove any barriers to effective patient care.

In recent years we have made significant reforms and investment to improve access to new medicines. As a result Scotland is now one of the top nations in the world for accessing new medicines for cancer.

More can be done to build on this progress and an independent review on access to new medicines will report shortly. The aim of the review is to provide safe and timely access to clinically effective medicines at a fair price.

Alongside implementing the review recommendations, we will also work towards the creation of a single national formulary and the introduction of the option of a pause in the medicines appraisal process to allow for negotiation and potentially avoid the need for reapplication.

As part of our investment in research our Chief Scientist Adviser will, from 2017, fund three new PhDs in Motor Neurone Disease, and three in Multiple Sclerosis.

We will launch a consultation before the end of 2016 on measures to increase organ and tissue donation, including soft opt-out, to enable any potential legislation to be introduced during this Parliamentary session.



**WE WILL LAUNCH A CONSULTATION BEFORE THE END OF 2016 ON MEASURES TO INCREASE ORGAN AND TISSUE DONATION**



**WE WILL INVEST £85M OVER THE NEXT THREE YEAR IN PRIMARY CARE TRANSFORMATION TO DELIVER NEW, PATIENT-CENTRED MODELS OF CARE**



**WE AIM THAT BY 2021 EVERYONE IN SCOTLAND WHO NEEDS PALLIATIVE CARE WILL HAVE ACCESS TO IT**



**Community Health Service**

To support the shift in the balance of care away from acute settings towards primary and community settings we will support more multi-disciplinary teams working with GPs.

In 2017 we will be working with the British Medical Association to bring forward a new GP contract to support our efforts to reshape primary care and improve accessibility to GP services. We will also continue to invest significantly in primary care transformation, investing £85 million over the next three years and working across Scotland to deliver new patient-centred models of care.

During the lifetime of this Parliament we will recruit up to 250 community link workers to work in GP surgeries, with at least 40 being recruited in the coming year.

In the coming year we will continue our three year programme to recruit up to 140 full time equivalent additional pharmacists with advanced clinical skills training to work in general practice settings. By the end of this Parliament all GP practices will have access to a pharmacist with these skills.

£10 million will be invested this year to implement the recommendations of the National Review of Primary Care Out-of-Hours Services.

A consultation on the future of oral health services in Scotland is to be carried out this year with a focus on reducing oral health inequalities, shifting dental services to a more preventative-focused approach for children and younger adults and meeting the challenge of an ageing population.

We will continue to protect free prescriptions. We will also pilot an expanded Minor Ailments Service for all patients through community pharmacies

in Inverclyde to explore its impact on increasing access to appropriate primary care.

Free eye examinations will also be maintained and we will conduct a comprehensive review of Community Eyecare Services.

Our aim is that by 2021 everyone in Scotland who needs palliative care will have access to it, and we will be investing a further £3 million over the next three years to drive improvement across the sector. This includes providing funding to Healthcare Improvement Scotland in this financial year to assist six health and social care partnerships to improve the identification of those needing such support, and the coordination of care to those who are dying and to their carers.

In the coming year we will also appoint a new national coordinator of childhood bereavement services to review and advise on steps to improve support.



**WE WILL RECRUIT UP TO 250 COMMUNITY LINK WORKERS TO WORK IN GP SURGERIES**



### Child and Family Health and Care

Recognising that our children’s health and wellbeing is key to Scotland’s future, we will bring together health, social care and education to build on the good work already underway to produce a Child and Adolescent Health and Wellbeing Strategy that will set the direction for the next 10 years.

We will consider the recommendations from the Review of Maternity and Neonatal Services when they are submitted with a view to taking forward an improved model which puts mothers and babies at the centre and delivers a safe and high quality service for families. This will include a continuing focus on reducing perinatal mortality in Scotland.

**WE WILL INVEST £1.3 BILLION FROM THE NHS TO INTEGRATED PARTNERSHIPS TO BUILD SOCIAL CARE CAPACITY**

Scotland already leads the way on access to in vitro fertilisation (IVF) treatment, and in 2017-18 we will provide an additional £2 million to further expand access. Couples with children in the home, but where one partner does not have a biological child, will be able to access fertility treatment from September 2016, and the number of available cycles on the NHS will be increased from two to three during 2017. We have no plans to change the law on abortion.

Roll-out of the Family Nurse Partnership will continue to provide targeted support to all first-time teenage mothers by the end of 2018. We will also expand the programme to reach vulnerable, first-time mothers aged 20-24 who could also benefit from the programme.

To ensure that every child in Scotland receives quality health development support, we will continue investment to deliver 500 additional Health Visitors, including investing over £800,000 this year to train 180 Health Visitors in addition to those already funded since June 2014. We will also provide continuing professional development to the existing Health Visitor workforce.

### Social Care and Caring

Building on the integration of health and social care over this Parliament, we will invest £1.3 billion over the life of the Parliament from the NHS to integrated partnerships to build up social care capacity.

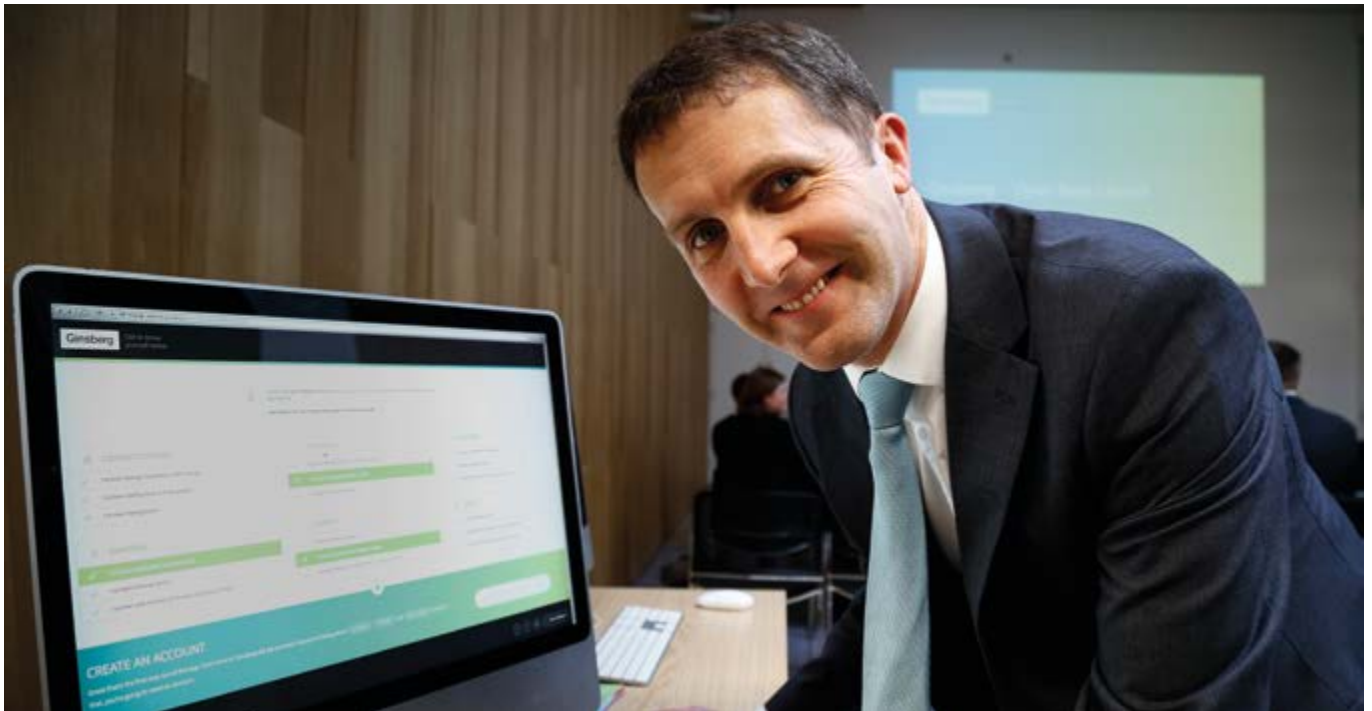
Health and social care integration and primary care transformation is significantly changing community services and providing opportunities to better support people in their localities.

We are working with local authorities, providers and other partners to deliver a major programme of reform to adult social care. This will consider the commissioning of residential care and the role of new models of care and support in home care. This will enable progress towards our aim to end ‘time and task’ based care and shift to care that focuses on outcomes. In the summer of 2017 we will consult on the terms of a future review of long-term care capacity.

The Carers Act will come into force in April 2018. Building on this, we will consider a national or regional approach to supporting carers and cared-for people. We are also working to increase the use of the Carer Positive scheme with the aim that at least 30% of employers in Scotland are signed up over the coming years.

**THROUGH SELF-DIRECTED SUPPORT WE ARE EMBEDDING A NEW APPROACH TO SOCIAL CARE WHICH GIVES ADULTS, CHILDREN AND CARERS MORE CHOICE AND CONTROL OVER HOW THEIR SUPPORT IS DELIVERED**





We will build on the successful establishment of the new Scottish Independent Living Fund (ILF) through which we have safeguarded the rights of disabled people to live independent lives and launch an ILF scheme for new users. On top of the £47.2 million a year for support of the scheme’s 2,700 existing Scottish users, a further £5 million a year of new funding will be made available. We are developing the new scheme in co-production with disabled people, carers, representative organisations and local authorities. The new users’ fund will open within the next year, with the aim of making the right support available to allow people with disabilities to live a fuller, more rewarding life.

Through Self-directed Support we are embedding a new approach to social care which gives adults, children and carers more choice and control over how their support is delivered.

From April 2017 we will exempt from consideration in assessments of care charges War Pensions for veterans and Guaranteed Income Payments under the Armed Forces Compensation Scheme for those injured after April.

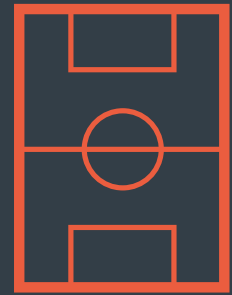
We have invested to ensure that adult social care workers, like NHS staff, are paid at least the Living Wage from October 2016.

Free personal and nursing care for older people has provided important services to some of the most vulnerable in our society and we are committed to protecting it. We will also conduct a feasibility study of expanding free personal and nursing care to people with dementia who are under 65, and examine the potential relationship with social security provision through this study.

**WE HAVE SAFEGUARDED THE RIGHTS OF DISABLED PEOPLE TO LIVE INDEPENDENT LIVES AND LAUNCH AN ILF SCHEME FOR NEW USERS**

A new three-year dementia strategy will be published this year which will explore the relocation of post-diagnostic services into primary care to increase accessibility and so that people can be supported to live well at home for longer and which will determine how palliative care for people with dementia can be improved.

# INCREASING THE NUMBER OF COMMUNITY SPORTS HUBS FROM 150 TO 200 BY 2020 ENSURING EVERYONE HAS THE OPPORTUNITY TO LEAD AN ACTIVE LIFESTYLE



## Public Health and Active Lives

In 2017 we will consult on and bring forward a new strategy on diet and obesity which aligns with other health improvement initiatives. This will include support for those at high risk of, or recently diagnosed with, Type 2 diabetes, and families with young children. We will underpin this with a new national outcome for diabetes to support progress in addressing Type 2 diabetes and we will support people with Type 1 who need an insulin pump through investment of £2 million.

Building on the success of the 2014 Commonwealth Games in Glasgow we will implement the Active Scotland Outcomes Framework which sets out Scotland's ambitions for sport and physical activity and underpins our ambitions to get the nation more active. We will increase the number of Community Sports Hubs from 150 to 200 by 2020, targeting the areas of deprivation to ensure everyone has the opportunity to lead an active lifestyle. We will also complete Scotland's first National Performance Centre for Sport and the first fully inclusive para-sports facility at sportscotland's National Centre at Inverclyde. These national assets will be complemented by a network of regional sports centres around the country with a mixture of facilities for both community and elite use so that more people can fulfil their sporting potential.

To improve overall health by encouraging the removal of barriers to participation in sport, including those for women and the LGBTI community, we will establish an Equality in Sport and Physical Activity Forum and develop a £300,000 Gender Equality in Sport Fund to address the barriers specific to women's participation.

Building on work already in place via the Scottish LGBTI Sports Charter launched in May 2015, sportscotland will ensure that funding for all sports includes conditions on specific actions to

tackle LGBTI discrimination. We have provided £38,800 to Leadership Equality and Active Participation (LEAP) sports in 2016-17 to challenge homophobia, biphobia and transphobia in sports.

The Government is committed to further the development of a culture which promotes equality, values diversity and recognises the human rights of those working within the NHS in Scotland. We have entered into a new national partnership agreement with Stonewall Scotland to support Health Boards in their approaches to supporting LGBTI understanding, initiatives and service provision.

We will implement the Sexual Health and Blood Borne Virus Framework, including work to deliver on our commitment to eliminate Hepatitis C as a public health concern. Our work to reduce transmission of HIV will continue, including funding for Waverley Care and their work to raise awareness of HIV and reduce stigma in healthcare settings, and funding for HIV Scotland. We will appoint a new research manager to support research on reducing HIV transmission, including Pre-Exposure Prophylaxis (PrEP).

Separately, a multi-organisational PrEP short life working group, chaired by an HIV clinician, is currently examining the clinical utility of PrEP in Scotland. We will ensure that the NHS in Scotland gives early consideration to that group's recommendations.

In addition, we will invest an extra £20 million over the next three years to increase the financial support provided to people affected by infected NHS blood and blood products. We are working hard to ensure that the existing UK support schemes can start making increased payments in 2016. A new Scottish scheme will then be up and running in 2017 to support those who are infected with Hepatitis C and/or HIV and their families.

We are working with a number of organisations that provide services for adult survivors of child abuse across Scotland to deliver the In Care Survivor Support Fund. The fund will become fully operational in the autumn.

The £13.5 million fund will work over the next five years with survivors and the services that support them to expand and enhance existing survivor support. It will offer survivors personalised care and treatment based on their individual needs, aspirations and personal goals.

### National Improvement

Improvement methodologies have been used successfully in Scotland to improve safety in the NHS through the Scottish Patient Safety Programme which has seen 20,000 fewer than predicted deaths in our hospitals.

The Early Years Collaborative<sup>1</sup> has contributed to an 18% reduction in the stillbirth rate. It is likely that the methods used in these programmes can bring about transformational change in other areas of public life.

We are now examining the feasibility that improvement methods might be used more widely to support the delivery of the Government's aim of achieving sustainable, inclusive growth in Scotland. Recommendations will be developed by the end of November 2016.

### Justice

#### Female offending

In June 2015, we committed to the development of a new model for the female custodial estate, including a smaller national women's prison and local community-based custody units with access to intensive support to help overcome issues such as alcohol, drugs, mental health and domestic abuse trauma which evidence shows can often be a root cause of offending behaviour.

Milestones during 2016-17 are:

- by this autumn a proportion of women in custody will be transferred from HMP Cornton Vale to HM Young Offenders Institution Polmont to allow for the construction of a new smaller national women's prison at the Cornton Vale site, due to open in 2020
- from summer 2016, the Scottish Prison Service is engaging with stakeholders to confirm the locations and designs for community-based custody units for women



## BY SPRING 2017 WE WILL PUBLISH THE FIRST NATIONAL COMMUNITY JUSTICE STRATEGY

- we will review the progress of and lessons from the pilot problem-solving court in Aberdeen

### Reducing re-offending and electronic monitoring

Evidence such as the 'What Works to Reduce Re-offending' analysis (2015), confirms that short-term prison sentences are less effective at reducing reoffending than community sentences.

During the previous session of Parliament, the Community Justice (Scotland) Act 2016 established the statutory basis for a new model for community justice at national and local levels. This forms part of our wider approach to provide robust community-based alternatives to address disproportionate use of ineffective short-term prison sentences.

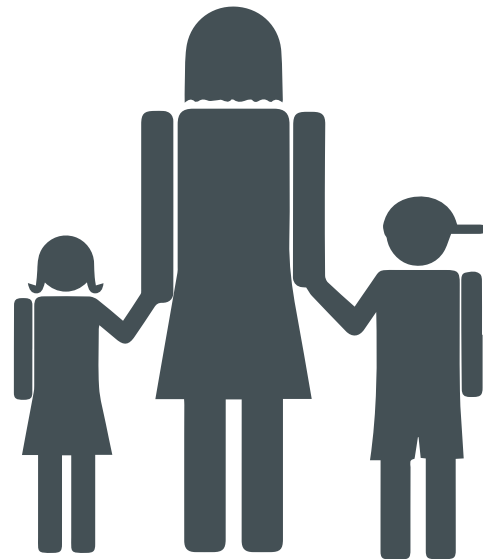
During 2016-17 we will:

- continue to drive forward our vision for penal reform reflecting the values of a modern and progressive Scotland, including taking action to further strengthen the use of robust community sentences, where appropriate, as alternatives to short-term prison sentences, helping to tackle the revolving door of short-term imprisonment
- invest an additional £4 million in community-based alternatives to short-term sentences
- take forward the recommendations of the National Working Group on Electronic Monitoring to expand the use of electronic monitoring and associated technology as an alternative to remand and as one of a suite of options within a Community Payback Order (CPO)
- explore the potential use of GPS technology to protect public safety
- publish by spring 2017 the first National Community Justice Strategy and a national outcomes and improvement framework to ensure all community justice partners are working towards shared outcomes, focused on public safety and reducing re-offending
- establish Community Justice Scotland as the new national body to oversee implementation of the Strategy and delivery of the outcomes, initially in a shadow capacity during 2016 and then taking on its full powers from spring 2017

<sup>1</sup> The Early Years Collaborative and Raising Attainment for All Programme have aligned to become the Children and Young People Improvement Collaborative



# WE WILL INTRODUCE A DOMESTIC ABUSE BILL TO HELP PREVENT AND ERADICATE VIOLENCE AGAINST WOMEN AND GIRLS



## Domestic abuse and violence against women and girls

Around 60,000 incidents of domestic abuse are reported to the Police each year, of which 79% involved a female victim and male perpetrator. However, we know that this is not the whole picture as there is a significant under-reporting of the true levels of abuse experienced by victims, including both physical and psychological abuse.

During 2016-17 we will:

- introduce a Domestic Abuse Bill to Parliament
- publish delivery plans to drive the implementation of Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls
- put in place by April 2017 sustainable arrangements to protect the interests of individuals whose sensitive records and documents are requested in criminal court proceedings, building on the interim arrangements we have already put in place
- continue to provide funding to expand the Mentors in Violence Prevention Scotland programme and train a further 1,860 young mentors in an additional 93 secondary schools across Scotland by 2018, including tackling the issue of abuse within relationships
- continue to provide funding to expand the current Medics Against Violence Ask, Support, Care programme to train more healthcare students, NHS staff and non-health care professions (e.g. hairdressing, beauticians and vets) to spot, document and respond to the signs of potential abuse. This programme has the potential to reach out and support thousands of people who may be affected by domestic abuse

## Child and vulnerable witnesses

Positive progress is being made across a wide range of measures to better support and provide access to relevant information for the victims of crime. However, it is too often the case that victims' and witnesses' experience of the justice system, in particular child and vulnerable witnesses, does not give them the best chance to provide their evidence or protect them from further harm from the trial process itself.

During 2016-17 we will:

- review with key partners the need to update guidance for joint investigative interviews, minimising distress for child witnesses and ensuring that they are supported to provide the best possible evidence
- take urgent action to review the communication support provided to help child and vulnerable witnesses and accused persons within the criminal justice system, including consideration of the current role of appropriate adults and the potential benefits of introducing intermediaries
- work with the senior judiciary, courts and other key partners to progress the recommendations of the Scottish Courts and Tribunals Service's Evidence and Procedure Review, including the necessary steps to enable child witnesses to provide pre-recorded evidence

## Civil litigation

We will introduce a Bill to implement recommendations from the Review of the Expenses and Funding of Civil Litigation in Scotland to make Scotland's civil justice system more accessible, affordable and equitable.

We will introduce a Bill to lift the Time Bar on the right of survivors of child abuse experienced after 1964 to bring forward civil claims.

We will introduce a Bill to replace the common law on third party rights in contract with a modern updated statute. This will represent further reforms in relation to contract law in Scotland as part of the wider general review of contract law being undertaken by the Scottish Law Commission.

**Human trafficking**

We are committed to continuing the implementation of the Human Trafficking and Exploitation (Scotland) Act 2015, and we will work with key stakeholders to develop Scotland’s first Human Trafficking and Exploitation Strategy by the end of 2016-17. The Strategy will raise awareness of the new offences, improve measures to bring offenders to justice and better identify and support both child and adult victims of trafficking and exploitation.

**Justice reform**

We will continue to improve the administration of justice. We will create a modern, user-focused justice system through the greater use of digital technology to deliver simple, fast and effective justice. We will also consider the proposals emerging from the Evidence and Procedure Review to reform the summary justice system. We will work with key justice stakeholders to develop, by April 2017, proposals for an information sharing capability that will transform how evidence is shared across the justice system to enable the right people to have access to the right information at the right time. This will facilitate the faster sharing of evidence, processing and resolution of cases.

We will commission by spring 2017 independent jury research to consider the dynamics of decision-making by juries, including the current jury majority and three verdict system, helping to inform future proposals for the reform of the criminal justice system.

We will engage with the legal profession and others to identify during this year specific measures to reform Scotland’s system of legal aid, maintaining access to public funding for legal advice and representation in both civil and criminal cases alongside measures to expand access to alternative methods of resolving disputes.



**WE WILL INTRODUCE A BILL WHICH WILL MAKE SCOTLAND’S CIVIL JUSTICE SYSTEM MORE ACCESSIBLE, AFFORDABLE AND EQUITABLE**

**MENTORS IN VIOLENCE PREVENTION SCOTLAND PROGRAMME:**

**WE WILL TRAIN A FURTHER 1,860 YOUNG MENTORS IN AN ADDITIONAL 93 SECONDARY SCHOOLS ACROSS SCOTLAND BY 2018**



## WE WILL CONTINUE TO SUPPORT POLICE SCOTLAND DELIVERING AN ADDITIONAL £100 MILLION OF INVESTMENT OVER THE NEXT FIVE YEARS

# £100 MILLION



### Police reform

We will continue to support Police Scotland and ensure that they have the necessary resources to protect the people of Scotland. We will do this by protecting the police revenue budget in real terms for the entirety of this parliament – delivering an additional £100 million of investment by the end of this Parliament to support frontline delivery of services which is vital in preventing and detecting crime and disorder.

We will set the future strategic direction for policing through the publication of refreshed Strategic Police Priorities. Building on this, we will work with the Scottish Police Authority (SPA) and Police Scotland to ensure these priorities are reflected in delivery plans at both local and national level, making the necessary links to national outcomes and strengthening the community focus of policing.

We will support Police Scotland and the SPA in transforming the service, reflecting the changing nature of crime and society. Through the Policing 2026 project, the SPA and Police Scotland will develop a long term vision for policing. This will be supported by a new target operating model and implementation plans which will develop and strengthen the way that progress is measured and reported. It will also ensure that Police Scotland has the right mix and numbers of officers and staff, including more specialists in cyber-crime and counter fraud to respond to the changing nature of crime.

We are pressing the UK Government to strengthen the Proceeds of Crime legislation to make it more difficult for criminals to avoid paying up. We will argue for changes in the law at Westminster to enable the police to seize items of monetary value from criminals, such as high value betting slips and casino chips.

### Fire and Rescue reform

This autumn we will formalise a new Fire Framework with, and for, the Scottish Fire and Rescue Service (SFRS). This sets 10 priorities which span the need to respond effectively to fire and other emergency incidents and encourage people and businesses to take action to prevent fires and other emergencies occurring, through to working in partnership with others to build communities' own resilience and safety.

We will work with SFRS so the service can continue to keep the people of Scotland safe. This means supporting their plans to modernise and redesign services to achieve a transformational shift to prevention and collaboration, as well as continued effective response to emergency incidents.

### Emergency services

We remain deeply concerned about the glaring disparity of treatment between the Police and Fire Services in Scotland and those in other parts of the UK where none of the other forces in the UK have to pay VAT. This unfair treatment from the UK Treasury has cost the public purse more than £76 million in three years. We will continue to press the UK Government to bring their VAT status into line.







# 4 PUTTING PEOPLE IN CHARGE AND CREATING OPPORTUNITIES



Roseanna Cunningham MSP, Cabinet Secretary for Environment, Climate Change and Land Reform

**Strong, resilient and supportive communities are important to the idea of ‘One Scotland’ where we all live together in peace and people from all backgrounds have the opportunity to flourish. Cohesive communities are anchored in equality of opportunity, respect for human rights, social justice, and an inclusive national identity.**

Scotland is a diverse country and cultural attitudes have created a climate where diversity is increasingly recognised, accepted, and celebrated. Individuals and communities are becoming more comfortable in demonstrating their multifaceted identities.

Not everything is perfect. A significant minority of the Scottish population continue to feel it is acceptable to hold prejudicial views. Minority communities continue to experience hate crime, abuse and discrimination in their daily lives. Persistent inequalities continue to be rooted within society. There is much more to do to ensure that we truly are ‘One Scotland’.

We are pushing the boundaries of community empowerment and community-led innovation. We are determined to see a Scotland where community-led action is celebrated and community ownership is both desirable and viable. The Community Empowerment Act is a first step on this journey, making it easier for local people to develop their own economies and environments by taking control of their lives.

Over the next five years we will go further. Parents, teachers and communities will lead school governance. People will influence local authority budget decisions. Communities will be at the forefront of managing their land and marine resources through opportunities arising from devolution of the Crown Estate and implementation of the Land Reform Act. Where once the people had little say in how their local environment was used, they will now have the power to decide their future. All this will be reinforced by new laws designed to devolve real power and decision-making.

Through instilling confidence and capacity, ensuring communities have a voice, we have supported organisations working towards race and religious equality, published a new framework to advance race equality and tackle racism and continued to implement the ‘New Scots’ strategy for integrating refugees into Scotland’s communities.

**WE TAKE ROBUST ACTION TO CHALLENGE INTOLERANCE, PREJUDICE AND DISCRIMINATION**

We recognise, too, the danger of people seeking to spread hate and threaten our way of life so we take robust action to challenge intolerance, prejudice and discrimination. An Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion has been considering how we continue to tackle these issues.

Everyone has a right to feel and be safe wherever they are, and where individuals or groups try to use violence and abuse to advance their aims, we will firmly counter them.

EU nationals who have chosen to live and work here in Scotland are welcomed and valued but now face an uncertain future in the wake of the EU referendum. We will do all that we can to protect them as part of a progressive and inclusive approach that recognises a social and economic duty to advance equality, recognise human rights, and tackle poverty.

These duties will be reflected in the founding principles of a new social security system designed around the dignity of the individual.

**SCOTLAND  
CHOSE  
TO BE AN  
OPEN...**

**WHERE  
OTHER EU  
CITIZENS  
ARE  
WELCOME**

**INCLUSIVE  
AND OUTWARD  
LOOKING  
SOCIETY**

**TO LIVE,  
WORK AND  
CONTRIBUTE**

[onescotland.org](http://onescotland.org)

## Programme detail

### Social security

Equality, dignity, and fairness will be at the heart of everything we do in relation to social security. A Social Security Bill will be introduced in the first year of this Parliament. This will take forward the Government's priorities for the social security powers that are to be devolved, ahead of the establishment of a new Social Security Agency. We are currently holding an extensive consultation to inform the contents of the Bill and will publish our response in early 2017.



**A SOCIAL SECURITY BILL WILL BE INTRODUCED IN THE FIRST YEAR OF THIS PARLIAMENT**

As part of our focus on reducing inequalities in early years, and subject to consultation, we will create a new Best Start Grant to bring together the system for Healthy Start food vouchers and the UK Sure Start Maternity Grant when powers transfer to Scottish Ministers. This will simplify and improve the service for parents by streamlining the application process, providing more joined up support, and making it clearer what they are entitled to from pregnancy through to children starting school to ensure we minimise the impact of UK welfare reform on children's health and wellbeing. The Best Start Grant will make additional payments when children start nursery and school, providing greater support for families through early years, and Healthy Start food vouchers will help families access affordable nutritious food. We will promote this scheme for parents and carers to improve the current take up of the grants, meaning that more families receive the support they are entitled to and children are given the best start in life.



**WE WILL CONTINUE TO FULLY MITIGATE THE NEGATIVE IMPACT OF THE BEDROOM TAX, BEFORE ABOLISHING IT AT THE EARLIEST OPPORTUNITY, AND REMAIN COMMITTED TO HELPING THOSE MOST IN NEED BY INVESTING ANOTHER £38 MILLION IN THE SCOTTISH WELFARE FUND DURING 2016-17**

We will continue to fully mitigate the negative impact of the bedroom tax, before abolishing it at the earliest opportunity, and remain committed to helping those most in need by investing another £38 million in the Scottish Welfare Fund during 2016-17.

We will establish a Disability Benefits Commission that will provide recommendations and guidance on reforms such as how often assessments should be, what conditions should be given an automatic or lifetime award, and eligibility criteria.



**WE WILL INTRODUCE A CHILD POVERTY BILL IN THE FIRST YEAR**

### Poverty

The First Minister recently announced that the Government has an over-arching aim of eradicating child poverty and will introduce a Child Poverty Bill in the first year. A consultation on the Bill, establishing a framework for measuring, reporting and tackling child poverty, was published in August.

An independent Poverty Adviser has been appointed and asked to consider how we improve the life chances of young people, monitor and support implementation of a first set of recommendations and advise on the form and scope of a Poverty and Inequality Commission.



**THE FAIR FOOD FUND IS SUPPORTED BY £1 MILLION PER ANNUM**

The Fair Food Fund, supported by £1 million per annum, will support projects which provide a dignified response to food poverty and help to transition away from emergency food aid as the



primary response. This will be supported by a Food Sustainability Plan which will build on the recommendations of the independent short-life working group on food poverty in its report 'Dignity: Ending Hunger Together in Scotland'.

We will shortly publish a Fairer Scotland Action Plan bringing together the actions we will take across Government to tackle poverty and inequalities. The plan will set out how we can maximise incomes and address the poverty premium so many people on low incomes face. This will include establishing a programme of financial health checks for those on low incomes, increasing benefit take-up for those eligible, and working with energy providers.

**THROUGH OUR EMPOWERING COMMUNITIES FUND WE ARE SUPPORTING OVER 300 COMMUNITY ORGANISATIONS**

We believe strongly in supporting communities to tackle poverty on their own terms. Through our Empowering Communities Fund, we are supporting over 300 community organisations to deliver locally identified priorities to tackle poverty and inequality. The fund impacts on thousands of lives across the

country, supporting community-led approaches that directly tackle inequality as well as promoting inclusive growth.

We are also proud to support, in partnership with the Church of Scotland, the charity WEvolution, who have been chosen as one of this year's 50 New Radicals in the UK by NESTA, the innovation charity, and the Observer. WEvolution supports people to come together to support each other out of poverty by starting their own enterprises. We see it as our job to help nurture this kind of innovative social movement.

**Regeneration**

Over the duration of this Parliament we will continue to invest in regeneration activity to stimulate inclusive economic growth and tackle inequality in disadvantaged communities. This will include delivery of the £25 million Regeneration Capital Grant Fund (RCGF) in partnership with local government. RCGF projects funded to date are anticipated to support or create more than 3,000 jobs, refurbish and bring back in to use 75 buildings, including a number of historic and landmark buildings, create more than 55,000 square metres of business space and support numerous community facilities.





**WE WILL INVEST MORE THAN  
£572 MILLION THIS FINANCIAL  
YEAR IN THE AFFORDABLE HOUSING  
SUPPLY PROGRAMME**



**THIS IS THE START OF OUR  
FIVE-YEAR COMMITMENT  
TO DELIVER 50,000 HOMES  
35,000 OF THEM FOR SOCIAL RENT**



**Housing, planning and social isolation**

Working in partnership with local authorities and housing associations, we will invest more than £572 million this financial year in the affordable housing supply programme. Local authorities have been allocated a share of £406 million grant subsidy to deliver more affordable homes for 2016-17, over £100 million more than the previous year. This is the start of our five-year commitment to deliver 50,000 homes with 35,000 of them for social rent. We will also continue to help people buy an affordable home through our shared equity programmes.

promote housing delivery. Later this year we will work with local authorities to identify suitable locations. We will also build on the successful, streamlined approach to planning in Enterprise Zones and we will work with local authorities to speed up decisions on major projects to deliver investment and economic growth more quickly.

We will also support interim measures to modernise compulsory purchase orders in advance of legislation to ensure vacant and derelict land can be brought back into use in our communities.

We will work with local government to develop an approach to temporary accommodation in the face of the UK Government's changes to the benefit structure which will lead to a shortfall in the funding arrangements.

We will make available more than £0.5 billion over the next four years for energy efficiency and combating fuel poverty through the new Scotland's Energy Efficiency Programme (SEEP). It will make homes and buildings warmer, improving health and helping tackle fuel poverty, reduce emissions, minimise energy bills and create and support a supply chain across all of Scotland supporting around 4,000 jobs a year once the programme is fully operational.

In spring 2017 we will refresh Age, Home and Community, our national strategy for housing for Scotland's older people. We will do this by building on the successful actions already taken to support the strategy and setting out new actions to address issues of social isolation that older people can face.

We will also develop a National Social Isolation Strategy to ensure a holistic approach across government to problems of loneliness and isolation.



**WE WILL BRING FORWARD A  
PLANNING BILL EARLY IN THE  
PARLIAMENTARY SESSION  
WHICH WILL MAINTAIN OUR  
COMMITMENT TO A STRONG,  
HIGH-PERFORMING SYSTEM  
THAT ENABLES HOUSING AND  
INFRASTRUCTURE DELIVERY**

The planning system has a critical role to play in supporting continued growth and investment and creating great places. Following the recommendations of the recent independent planning review, we have outlined immediate actions and will bring forward a Planning Bill early in the Parliamentary session which will maintain our commitment to a strong, high-performing system that enables housing and infrastructure delivery and supports quality of life of all our communities by promoting quality of place and the public interest.

Ahead of our proposals for legislative change we will implement the recommendation for Simplified Planning Zones to help attract investment and

The Scottish Government is committed to Registered Social Landlords (RSLs) being classified as private bodies in the national accounts. The Housing (Amendment) (Scotland) Bill will ensure that remains the case in the event of the Office of National Statistics (ONS), in its current review of the classification of RSLs, deciding that RSLs should be classified to the public sector as public corporations.

We will work with the funeral sector and stakeholders to address the costs of funerals and other recommendations made in the report of the Scottish Working Group on Funeral Poverty. To inform this, we will be hosting stakeholder round-tables and a national conference and we will publish a funeral costs plan. In the longer term we will consider plans for a funeral bond.

### Equality and human rights

We will establish an Advisory Council on Women and Girls to advise on action to tackle workplace and occupational segregation and other issues relating to gender equality, bringing a new strong and challenging voice that will raise awareness of what needs to be done, and advances that have been made, to achieve positive progress on women's representation in public life.

We will introduce a Gender Balance on Public Boards Bill in the coming year and promote the voluntary '5050 by 2020' partnership in public and private sectors.

We are determined to reduce barriers and provide support for minority ethnic people who are new to the labour market, and we will work with partner organisations to explore what more we can do on the recognition of overseas qualifications. We will appoint a Race Equality Framework Adviser to help implement the actions in the Race Equality Framework.

Our plans are also to:

- set out a path for a five-year rights agenda building on Scotland's National Action Plan for Human Rights with a strong emphasis on embedding human rights across public services, in legislation and policy
- consult on reforming the Gender Recognition Act by summer 2017 to ensure our gender recognition law is in line with international best practice
- take forward a wide-ranging set of actions over this Parliamentary term to reduce the inequality experienced by disabled people. These will be detailed in a cross-government Disability Action Plan including measures relating to families with disabled children and young people with disabilities to be published by the end of the year
- provide practical and financial support for disabled people who wish to stand for selection or election in the 2017 local government elections through the £200,000 Access to Elected Office Fund. The Fund will run until summer 2017 and builds on the experience of the Access to Politics for Disabled People Project which provided support for the 2016 elections
- provide a clear statement to sportscotland through our strategic guidance letter to see the commitment to end LGBTI discrimination in sport translated into future conditions from sportscotland in their investment relationships with all sports governing bodies
- explore how to better reflect international human rights obligations in domestic law, including by inviting a cross section of people from all over Scotland to examine how human rights protections might be enshrined in law
- continue our Scottish approach of safeguarding Scotland's people and communities and by working collaboratively with communities, police and agencies, by building community cohesion and tackling hate crime



**WE WILL INTRODUCE A GENDER  
BALANCE ON PUBLIC BOARDS  
BILL IN 2017 AND  
PROMOTE THE VOLUNTARY  
'5050 BY 2020' PARTNERSHIP  
IN PUBLIC AND PRIVATE SECTORS**

[onescotland.org](http://onescotland.org)



### Scotland's land and seas

We will bring more land into community ownership with the goal of reaching one million acres by 2020. We will support community land purchases through the £10 million Scottish Land Fund, increasing the level of support that communities receive to develop proposals for land ownership and purchases.

We have begun implementation of the Land Reform Act. Recruitment for Scottish Land Commissioners is underway, and we aim to have the Commission operational by April 2017. Provisions on non-domestic rates, common good land and deer management have already come into force, and we will consult on a Land Rights and Responsibilities Statement this autumn, before laying the statement in Parliament in 2017. To improve transparency in the ownership of Scotland's land, we will consult on proposals for a register of controlling interests in those who own land, and will lay regulations in Parliament in 2017 to establish the register and set out how it will operate in practice.

We will work with the UK Government to ensure the best possible deal for Scotland during the devolution process of the Crown Estate. Running and managing the Crown Estate in Scotland will offer greater benefits for communities and we will be consulting this year on the future of the Crown Estate, including community control of revenues. We will ensure a smooth transition for tenants of the Crown Estates' four rural estates at Glenlivet, Applegirth, Whitehill and Fochabers.

Through the Community Empowerment Act, we will seek to make it easier for people to grow their own food and we will increase access to land as part of our commitment to develop allotments and community gardens.

### Local democracy

The Scotland Act 2016 gives the Scottish Parliament additional powers over the conduct of Scottish Parliamentary elections and electoral registration. Scottish Ministers already have responsibility for local government elections. Control over both sets of elections opens up new possibilities for democratic renewal and putting the voter first. In 2016-17 we will take forward a consultation exercise to find out what electoral reforms Scottish citizens would like to see taken forward in future legislation.

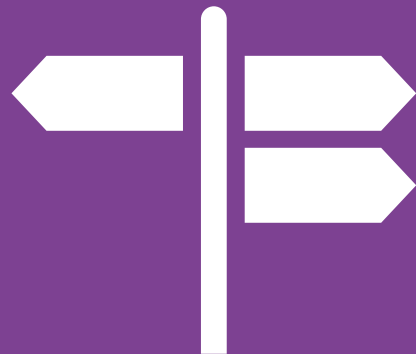
We believe that high quality public services play a crucial role in shaping both our economy and society and that engagement with local government provides the basis for collaborative working in the context of public service reform and other Government priorities. Local government is a key partner for the Scottish Government in delivering improved outcomes. We have committed to work with local authorities to review their roles and responsibilities. We will discuss with key stakeholders the scope and timing of the review before the end of the year.

The Government is clear in its support for more decentralisation of power from city and council chambers. Every community in Scotland has

**WE WILL SUPPORT  
COMMUNITY LAND PURCHASES  
THROUGH THE £10 MILLION  
SCOTTISH LAND FUND**



**EVERY COMMUNITY IN SCOTLAND  
HAS DIFFERENT NEEDS AND  
CHALLENGES AND WE WANT TO  
SEE MORE DECISION-MAKING  
HANDLED TO LOCAL PEOPLE**







different needs and challenges and we want to see more decision-making handed to local people, especially in choosing local spending priorities.

During the last Parliament we passed legislation giving communities across Scotland a stronger voice in the decisions that matter to them. In the next year the Community Empowerment Act will provide new rights for communities, place new duties on public sector bodies and reform community planning. This will allow communities to develop their own economies, wellbeing and environments.



**WE WILL INTRODUCE AN ISLANDS BILL IN THE FIRST YEAR OF THE PARLIAMENTARY SESSION**

To help the islands build a more prosperous and fairer future for their communities, we will introduce an Islands Bill and the new Islands Strategic Group will meet for the first time in the autumn to begin its work on the creation of a National Islands Plan.

In this Parliament we will also introduce a Bill that will decentralise local authority functions, budgets and democratise oversight to local communities.

By the end of this year we will have listened to the views of a wide range of people, including local government and communities themselves, and this dialogue will shape the detail of how we will bring control over budgets and services closer to local communities.

**WE WILL CONTINUE TO WORK WITH LOCAL GOVERNMENT AND COMMUNITIES ON DELIVERY OF THE £2 MILLION COMMUNITY CHOICES FUND**

We will continue to work with local government and communities on delivery of the target of councils having at least 1% of their budget subject to Community Choices budgeting, backed by the £2 million Community Choices Fund which opened for applications in June 2016 to support public authorities and community groups build on examples of best practice.

This means that tens of thousands of people will have a direct say in how tens of millions of pounds are spent by their councils and will be involved in innovative community action. We are determined to give people a real voice in the decisions that matter to them and be a world leader in promoting community choices in budget decisions.



## Social Enterprise

We will maintain Scotland's world leadership in social enterprise through:

- publication before the end of 2016 of a national, ten year, Social Enterprise Strategy, developed in partnership with the sector. This will seek to retain Scotland's world leadership in social enterprise, capitalise and build on the strong base evident in the Social Enterprise Census of 2015
- publication of an International Social Enterprise Strategy which will support an increase in the international reach, impact and trading activity of Scottish social enterprises
- publication of the first three-year Social Enterprise Action Plan before the end of 2016-17, followed by two others over a 10-year period, to consider the range of mechanisms for delivery, including review of the current business support contract, support for social enterprise intermediary bodies, support for individual social entrepreneurs, and appropriate funding for individual social enterprises via grant funds or social investment

## National Performance

In Scotland we care about the wellbeing, in the most rounded sense, of those who live and work here. We are working to improve wellbeing and, crucially, we can measure progress towards that goal through our world-leading National Performance Framework (NPF).

Scotland's approach to wellbeing begins from a broad positive vision of the future, a shared vision where different organisations work together towards agreed outcomes and shared goals defined in terms of life-improving benefits available to everyone.

Our approach is not only about measuring economic performance as it relates to the success of our society, it is also about a wide and complex range of social, health, and environmental factors. The mixed equation covers things like fair work, income distribution, mental wellbeing and quality of local environments. The data is used to make





sustainable improvements in public services that, in their turn, contribute to improved quality of life for the population as a whole.

**You can check for yourself how we are doing at [www.scotlandperforms.com](http://www.scotlandperforms.com)**

The next step will be implement the Community Empowerment (Scotland) Act 2015, which provides that Scottish Ministers must develop, consult on, and publish a set of national outcomes, report on progress towards achieving them, and review them at least every five years.

Scotland was one of the first nations to state strong political support for the United Nations' Sustainable Development Goals which will be implemented here through the NPF and Scotland's National Action Plan for Human Rights which embeds human rights at the heart of our assessment of our progress as a society.

The link between the NPF and this Programme for Government is integral to the progress achieved so far. It is delivering real change in people's lives and driving us towards fulfilment of our vision for Scotland as a fairer society and a more prosperous country with opportunities for all to flourish.

**SCOTLAND WAS ONE OF THE FIRST NATIONS TO STATE STRONG POLITICAL SUPPORT FOR THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS**

## Human rights

In a democratic society we expect to be able to express our opinions freely and to see our privacy respected. We also have a right to enjoy our other human rights and be protected against discrimination and injustice.

Core human rights safeguards have been an integral part of the law of Scotland for almost two decades. They are important because public bodies have a duty to ensure that everyone in Scotland is treated with dignity and respect.


But we want to go further. No-one in our society should have to live in fear of violence or abuse. We recognise that no-one should be left to live in poverty, or see their children go hungry, or fail to achieve their true educational potential.

Our vision is for a Scotland in which every member of our society has the chance to lead a meaningful, fulfilled life – benefiting in full from important public services such as education and healthcare and contributing in turn to make Scotland a better place for future generations.

The Scottish Government will seek to safeguard existing human rights guarantees in a Scotland where international human rights obligations are protected, respected and given full effect for everyone in society.

We will deliver on that commitment over the course of the current Parliamentary session by:

- resolutely protecting existing human rights legislation – opposing any attempt by the UK Government to repeal or replace the Human Rights Act
- engaging directly with people and communities across the whole of Scotland to set in motion a process through which we can explore how to give further and better effect to the economic, social and cultural rights set out in United Nations and other international treaties
- integrating human rights and the UN Sustainable Development Goals within our NPF, to help locate human rights at the centre of policy-making and delivery for the Government and the public sector

 **WE OPPOSE ANY ATTEMPT TO REPEAL OR REPLACE THE HUMAN RIGHTS ACT**

 **WE ARE OPPOSED TO THE WEAKENING OF THE EQUALITY ACT 2010**







## Equality

The central ambition at the heart of our programme is to make real and lasting progress towards equality and greater opportunity for all.

We prosper as a nation and succeed as a society when we encourage every person's potential; treat every person with respect and dignity; embrace and value diversity; and enable everyone to live and work free from prejudice, discrimination, inequality and disadvantage. Equality is everyone's business.

That is why:

- the Scottish Government has been determined to maintain a strong legal framework to provide protection from discrimination and secure our right to equality. We are opposed to the weakening of the Equality Act 2010
- we have strengthened the duties on Scotland's public bodies and we expect them to be active in promoting equality and to embed equality in all that they do
- we are bringing forward measures that support and empower communities
- we are investing £20.3 million specifically to support action to advance equality, increase participation and improve the lives of people in Scotland

We need to do more. We are determined to increase the pace of change and for people to begin to see a real positive difference in their lives. We want to see communities actively engaged in finding solutions and we will continue to work together with equality communities and partners around shared objectives.

We must stand firm against xenophobia, intolerance and hatred, maintain our commitment to equality and build on the strong foundations that have been laid across Scotland.

Over the next year there will be a strong focus on equality in our work on employability, in pursuing inclusive growth, in improving access to public office, and in educational attainment, in revision of our national performance framework.

There will be specific actions to improve provision on gender recognition, to legislate for gender balance on public boards, to strengthen legislation.



# 5 SCOTLAND ON THE WORLD STAGE



Fiona Hyslop MSP, Cabinet Secretary for Culture, Tourism and External Affairs

**Scotland believes in internationalism, the need to work with other nations, institutions and organisations to contribute to the success of the global community. As Scotland's ambitions grow, so does the importance of our country's international reputation. We will engage with a range of countries and regions, strengthening relationships and promoting Scotland on the international stage to boost our trade and investment, influence and networks.**

In the recent referendum Scotland voted to stay in the European Union and connected to our European partners. Scotland voted to retain free movement of people and to stay part of the single market. Of 32 council areas in Scotland every single one judged we would be better off in the EU.

**WE WILL ENGAGE WITH A RANGE OF COUNTRIES AND REGIONS, STRENGTHENING RELATIONSHIPS AND PROMOTING SCOTLAND ON THE INTERNATIONAL STAGE TO BOOST OUR TRADE AND INVESTMENT, INFLUENCE AND NETWORKS**

Nevertheless, the divergent result in the UK means the very real prospect of Scotland now being taken out of the EU against our will. The First Minister has described it as 'democratically unacceptable' and pledged to do all she can to secure Scotland's relationship with, and place in, Europe.

We continue to strengthen and enhance Scotland's reputation on the world stage, striving to be a leader in specific areas such as climate change, procurement and equality. We have distinct views on issues of importance to the international community. We have a proven ability to host high-profile, international events and policy summits built on Scotland's innate appeal as a place to visit and do business.

We work constructively with countries and institutions across the world, including with the US, Canada, China, Japan, India and Pakistan and focus our activities to ensure they contribute to our over-arching objective of sustainable economic growth. Crucially, we have embedded a 'One Scotland' approach to our international engagement – working in partnership with the wider public sector, institutions, business and communities, as well as overseas partners – to fully realise our international potential and secure our international objectives. Our Innovation and Investment Hubs in London, Dublin and Brussels will encapsulate this approach and enhance Scotland's profile and reputation.

## SCOTLAND VOTED TO STAY IN THE EUROPEAN UNION AND CONNECTED TO OUR EUROPEAN PARTNERS

To highlight the Government's commitment to reform on the international stage, we are working with the Open Government Partnership (OGP) to develop a Scottish national action plan to be published this winter. It will set out concrete commitments on openness, transparency and the involvement of people and communities in the decisions that affect their lives. Scotland has been granted pioneer status because of its leadership role in OGP reform and innovation.

We also increasingly shape our view of international development through the lens of the 'Beyond Aid' agenda to help make a difference. This means going beyond aid to include trade, migration, investment, environmental issues, security and technology, to shape the development prospects for many countries.

We have committed to the UN's Sustainable Development Goals (SDGs) and will play our part in working to achieve them by 2030.

The Scottish Government seeks to influence issues that matter most in helping Scotland flourish through a dual commitment to tackling poverty and inequality at home while helping overseas countries grow in a fair and sustainable manner.

Domestic and global challenges are interlinked. Scotland cannot act with credibility overseas if we are blind to inequality at home. Our ambitions for a fairer Scotland are undermined without global action to tackle poverty, promote prosperity and address climate change.

Scotland's global reputation is enhanced by our support for arts and culture. The Edinburgh International Festival, celebrating its 70th anniversary in 2017, and the Edinburgh Fringe which are world-renowned flagship events that generate tremendous cultural energy and activity, not just in summer but throughout the year, captivating people in Edinburgh, Scotland and the world over.

Our support for the arts is rooted in the understanding that culture is fundamental to wellbeing and quality of life. Our national museums and galleries attract 25 million visitors annually, every one of them benefiting from free entrance. Through Creative Scotland, local authorities and our national performing companies, public support for the arts brings benefits to cultural organisations, projects and festivals across the country. The social, cultural and economic value this provides for individuals, families and communities should not be underestimated.

We are closely involved in the BBC Charter renewal process and have set out a compelling case for transformation of the BBC that we believe will deliver better outcomes for audiences and Scotland's creative sector.



Standard Life Opening Event: Deep Time  
Edinburgh International Festival 2016  
Photo: Mihaela Bodlovic

**AN INCREASED £10 MILLION PER ANNUM INTERNATIONAL DEVELOPMENT FUND (IDF) FROM SPRING 2017**

**A NEW £1 MILLION PER ANNUM HUMANITARIAN AID FUND FROM SPRING 2017**



## RENEWAL OF OUR HISTORIC PARTNERSHIP AGREEMENT WITH THE GOVERNMENT OF MALAWI

WHICH IS BASED ON 150 YEARS OF SHARED HISTORY AND FRIENDSHIP, AND PROMOTES THE ENDURING VALUES OF TOLERANCE, FAIRNESS AND EQUALITY AND THE SHARING OF EXPERIENCES AND SKILLS FOR MUTUAL BENEFIT

## Programme detail

### International

Scotland's commitment to global citizenship and delivering the First Minister's support of the UN Global Goals will be pursued through:

- an increased £10 million per annum International Development Fund (IDF) from spring 2017, to continue to take action to help tackle poverty and inequalities in relation to the world's poorest and most vulnerable. This includes funding the Small Grants Programme designed to support smaller Non-Governmental Organisations (NGOs) deliver assistance to some of the world's most vulnerable communities. This will strengthen the third sector in Scotland and create more opportunities for people to get involved in quality development work overseas
- a new £1 million per annum humanitarian aid fund from spring 2017, enabling us to continue to respond to the increasing number of rapidly emerging international humanitarian crises. Scotland already makes a significant contribution through our NGOs and individuals but Scottish Ministers have also made contributions on a number of occasions since 2009 including most recently the refugee situation in Europe and the Nepal earthquake, to reflect Scotland's role as a good global citizen and caring nation
- renewal of our historic partnership agreement with the Government of Malawi which is based on 150 years of shared history and friendship and promotes the enduring values of tolerance and

promotes the enduring values of tolerance, fairness and equality and the sharing of experiences and skills for mutual benefit

- funding of training for at least 50 women every year from International Conflict Zones to give them the skills and confidence to maximise their contribution to building a safer world by involvement in UN peace processes. We have already committed £365,000 in the current financial year so that a total of 50 women will have been trained by spring next year
- increasing the Climate Justice Fund to at least £3 million a year for the next five years for international projects where the worst impact of climate change is falling on poor and vulnerable communities

In support of our international objectives and our over-arching purpose of sustainable economic growth we will:

- publish new US and Canada country plans in 2016 which will reflect our revised priorities in North America
- strengthen and deepen our engagement with Japan, China, India and Pakistan, with a focus on education, business and culture
- fund the Nordic Horizons group and participate in the Arctic Circle Assembly in October 2016
- promote Scotland and our international engagement through Ministerial visits



## Culture

We will commence work on a National Culture Strategy which will be based on the principles of access, equality and excellence. Engagement with partners has started in the last month and the Strategy will be developed collaboratively over the coming year. It will build on the existing strengths of the cultural and creative sector to:

- improve meaningful access to culture and the arts for all of Scotland's people so that more people enjoy more forms of culture more regularly than at present
- enhance the vital role of arts and culture in empowering communities, organisations and individuals helping to tackle discrimination and promote equality
- help artists and cultural organisations across the country to maintain and further improve the quality of their work
- encourage sustainable and inclusive growth

We will maintain free access to National Galleries and Museums so that enjoying the nation's treasures does not depend on personal wealth. We will continue to deliver the International Touring Fund and we will work to enhance the Edinburgh Festival Expo Fund ahead of the International Festival's 70th anniversary.

We will invest £450,000 in the Public Library Improvement Fund to support innovative ways for people to use public libraries. A pilot area will be selected by the Scottish Library and Information Council in the next year to try out a new single library card that is a passport to great reading.

We will ensure young people have greater access to cultural opportunities – for example by refreshing the Youth Music Initiative and supporting

## WE WILL INVEST £450,000 IN THE PUBLIC LIBRARY IMPROVEMENT FUND

Sistema Scotland's orchestra projects in places such as Govanhill, Raploch and Torry. During the next year we will begin preparatory work with partners for establishing a Youth Experience Fund, so that all primary schools have the opportunity to visit Scotland's theatres, museums, galleries and historic estates.

We will continue to support our cultural infrastructure – for example in the coming year we will invest to deliver improved public facilities, including further new investment at the Scottish National Gallery, and enhanced digital access to collection. We will also continue with our investment in the V&A Museum of Design in Dundee, the National Library of Scotland Causewayside refurbishment in Edinburgh and a further contribution to Kelvin Hall in Glasgow. Working with Historic Environment Scotland and partners, we will begin work on developing a long-term Infrastructure Investment Plan for restoring, enhancing and conserving our built heritage to support our tourism industry and to continue to provide a world class experience for visitors.

To better support our flourishing creative industries, we will establish a Creative Industries Advisory Board by the end of this year to advise Ministers and act as a strategic forum.



EVERY YEAR WE WILL  
FUND TRAINING AND  
CAPACITY BUILDING  
FOR AT LEAST

# FIFTY WOMEN FROM INTERNATIONAL CONFLICT ZONES

ENSURING THEY HAVE THE SKILLS AND CONFIDENCE  
TO MAXIMISE THEIR CONTRIBUTION TO BUILDING  
A SAFER WORLD



WE WILL PUBLISH NEW  
U.S. AND CANADA  
COUNTRY PLANS IN 2016

WHICH WILL REFLECT OUR  
REVISED PRIORITIES IN NORTH AMERICA





### Refugee integration

The recent arrival of 1,000 Syrian refugees enriches our society and fosters the kind of community cohesion that binds this country together. We will continue to work with our partners to implement the 'New Scots' refugee integration strategy to make sure refugees have access to support services that will help them integrate and contribute to Scottish society, and to deliver the Syrian Resettlement Programme.



We will work with the Convention of Scottish Local Authorities (COSLA) to represent the interests of refugees being resettled in Scotland and the local authorities which are receiving them. As part of this work, we will deliver a number of projects to support their integration, including a pilot of a new assets based approach to English language learning. We will also ensure a simplified crisis grant fund for refugee families who settle here under Family Reunion rules.



### Media and broadcasting

The priority for Scotland's screen and creative industries sector is to deliver growth in production activity, generating more and higher quality job opportunities and enhancing sustainable economic impact.

To enhance its support for the screen sector, a dedicated screen unit will be set up within Creative Scotland in the next year. It will combine expertise from our creative and enterprise partners and oversee support, increasing inward investment and helping development, production and distribution.

We will continue to support the Production Growth Fund, currently standing at £1.75 million, which has to date helped fund four major productions in Scotland, guaranteeing an economic impact of at least £4 for every £1 paid out. We will continue to work with our private sector partners to support the delivery of permanent additional studio space.

We continue to make a strong case for the decentralisation of the BBC. We want to see editorial and commissioning control shifted to Scotland, we want to see a fair share of the licence fee raised in Scotland, spent in Scotland and increased content made in Scotland for both local and network consumption.



### **Tourism and major events**

We will continue to work to make all of Scotland a destination of first choice for visitors from around the world. As part of this, working with VisitScotland and other partners, we will develop the further promotion of the south of Scotland as a visitor destination.

Our vision, as set out in the revised National Events Strategy published last year, is for Scotland's reputation as the perfect stage for events to be recognised nationally and internationally. We are committed to building on the legacy of the Commonwealth Games and Ryder Cup in 2014 and we will continue to work to bring major events to Scotland and to support the development of a flourishing events industry. Major events bring significant economic and cultural benefit to the communities in which they are staged, but can also boost tourism across Scotland as a whole. During the term of this Parliament we will invest:

- up to £63 million on the 2018 European Championships
- up to £19 million on the 2019 Solheim Cup
- up to £3.5 million on the UEFA Euro 2020 Championships
- £1.7 million each year on the Scottish Open and Ladies Scottish Open



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