

# Equality Impact Assessment – National Outcomes

Title of Policy	Review of National Outcomes
Summary of aims and desired outcomes of Policy	The National Outcomes set out the kind of Scotland we all want to see. The National Outcomes guide policy, promote collaboration and support scrutiny.
Directorate: Division: team	Strategy, Performance, Delivery and Resilience: Performance and Outcomes: National Performance Framework Unit

## 1. Executive summary

This Equality Impact Assessment (EQIA) has been carried out as part of the statutory review process of the National Outcomes. It considers each of the National Outcomes that are included in the National Performance Framework (NPF). Using evidence gathered from the review consultation, the potential impacts of the wording of the revised National Outcomes on people with protected characteristics have been considered.

This assessment has identified a range of potential positive impacts of the revised National Outcomes, in particular through the inclusion of a new Care Outcome, the revised Equality and Human Rights Outcome, and the mainstreaming of gender and disability throughout many of the extended definitions.

It can be concluded that the revised National Outcomes contribute towards the three public sector equality duties and overall have the potential to have a positive impact.

## 2. Background

### What are the National Outcomes?

The National Outcomes set out the kind of Scotland we want to see. The Community Empowerment (Scotland) Act 2015 places a duty on Scottish Ministers to set, report on, and review National Outcomes.

The National Outcomes set out a vision for national wellbeing in Scotland. The National Performance Framework – made up of the National Outcomes and the indicators that measure progress on them - supports decision-making by bringing together data and reporting systematically and objectively across a range of economic, social, and environmental indicators.

The NPF is Scotland's framework to localise the United Nations Sustainable Development Goals (SDGs).

## **Who are the National Outcomes for?**

The National Outcomes and the NPF belong to and are for the whole of Scotland and the people living in Scotland. It provides a framework for collaboration and planning of policy and services across the whole spectrum of Scotland's civic society, including public and private sectors, voluntary organisations, businesses, and communities. It is based on achieving outcomes that improve quality of life for the people of Scotland.

National and local government play a key role in the delivery of the Outcomes. Scotland's Community Planning Partnerships (CPPs), which encourage public bodies to work with local communities to design and deliver better services, support the NPF through their Local Outcomes Improvement Plans (LOIPs). The NPF promotes partnership and collaboration, providing an overarching framework towards which all public services are working. The Community Empowerment Act puts a duty on those carrying out specified public functions to pay regard to the National Outcomes.

As a framework that is for the whole of Scotland, the National Outcomes and their extended definitions use everyday language that is accessible to all.

## **Review of National Outcomes**

Ministers are required by the Community Empowerment Act to review the National Outcomes within five years of their previous publication. The Act stipulates the minimal consultation requirements, including period, consultees, and requirement to consult with and lay a final report in Parliament.

The last Review was completed was in 2018. The current Review of National Outcomes began in 2022. Evidence gathering has included an online consultation, call for evidence, desk-based research, and series of stakeholder engagement sessions.

### **3. Scope of the EQIA**

After the completion of Stage 1, the Scottish Government is of the view that an EQIA is required because the NPF provides a framework for collaboration and planning of policy and services across the whole spectrum of Scotland's civic society, including public and private sectors, voluntary organisations, businesses, and communities. At Stage 2, the Scottish Government considered evidence about the potential impacts on people in regard to the following characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Sexual orientation
- Race

- Religion or belief
- Pregnancy and Maternity

Evidence was gathered through:

- **Desk-based research** - Reviewing existing citizen engagement exercises (including Citizen’s Assembly of Scotland, Scotland’s Climate Assembly, Social Renewal Recovery Board, etc), community action plans, and undertaking a gender review (as recommended by the First Minister’s National Advisory Council for Women and Girls), and a commissioned Review of work by the Children’s Parliament;
- **Written consultation** (14 March to 12 June 2023) – published through the Scottish Government Consultation Hub, designed to be accessible for members of the public which received 89 responses;
- **Call for evidence** (14 March to 12 June 2023) – for organisations/ experts to submit their responses via the Scottish Government Consultation Hub which received 129 responses;
- **Expert stakeholder meetings** – focusing on specific areas (e.g. homelessness, care, transport, environment, and business) as well as the implementation gap.

Information regarding protected characteristics and how they relate to the National Outcomes were considered, and findings are summarised below. Furthermore, analysis of the wording of each existing (2018) National Outcome was undertaken, to determine whether they have a positive or negative impact on those with protected characteristics. The wording of the National Outcomes and their extended definitions have been considered and improvements were identified. The wording of the proposed revised National Outcomes and their extended definitions were then also analysed.

This EQIA has been undertaken on the revised National Outcomes and their extended definitions. However, it is important to note that Scottish Government policy teams and those who use the NPF to guide policy will carry out their own EQIA on any policy that is implemented in order to achieve the National Outcomes.

## 4. Key Findings

This section is broken down by protected characteristic. It will outline the main themes raised in the consultation evidence. A summary of the positive or negative impacts found in the 2018 National Outcomes and the proposed new National Outcomes are set out in the table, followed by sections on how each public sector equality duty is addressed in the revised National Outcomes.

### 4.1 Disability

The overarching theme from disability rights groups who responded to the call for evidence was for the development of better National Indicators. Specifically, the Mobility and Access Committee for Scotland asked for a national indicator on closing the mobility gap, disability, and transport. They stated that:

“Mobility is a vital enabler for disabled people to contribute to every aspect of Scotland’s social, cultural, and economic life. Our position being that transport is an enabler of human rights and must be ‘Available, Accessible and Affordable.’”

Similarly, groups including the Alliance and the Fair Work Convention called for intersectional data and inclusion of the disability pay gap to improve National Indicators.

More information on the development of indicators can be found at the end of the assessment.

The tables below summarise the positive impacts of the National Outcomes from 2018 and the revised set, with regard to all protected characteristics. All positive impacts from 2018 remain as well as the additional impacts identified in the 2024 review.

	<b>National Outcome</b>	<b>2018- Impacts</b>	<b>2024 – Additional Impacts</b>
Disability	Care		Positive – Disabled people can access the support they need to live independently.
	Children and Young People	Positive - The long text focuses on opportunities for all children. However, disability is not explicitly mentioned.	
	Communities	Positive - Accessible public services.	
	Climate Action		Positive - Our transport networks enable affordable, integrated, accessible, and low carbon travel for all
	Wellbeing Economy and Fair Work	Positive - Repeated references to an inclusive economy and access to jobs.	Positive - Recognises goal to improve workers' rights and conditions, and access to support.
	Environment	Positive - Recognises that all communities should benefit from nature. An unpolluted environment may have greater benefit for people with medical vulnerability.	
	Health	Positive - High quality health and social care services which may be relied upon more by disabled people.	
	Housing		Positive – Access to accessible housing that meets needs.
	Equality and Human Rights	Positive - Commitment to challenge discrimination and unfairness and provide care.	

	Education and Learning	Positive - Text focuses on an education system for all. But no explicit reference to disability or appropriate support in education.	
	Reduce Poverty	Positive - Commits to addressing disability related poverty.	

### **Eliminating discrimination, harassment, and victimisation**

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’ Both the Housing and Communities Outcomes reference accessibility of housing and transport respectively which seeks to reduce discrimination of access to vital services.

### **Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

Where there are barriers to those who share a protected characteristic achieving a particular Outcome, this has been noted in the extended definitions of the National Outcomes. For example, the Reduce Poverty National Outcome states ‘we recognise the links between poverty and gender, ethnicity, disability and health, and act to reduce inequalities.’

The Care Outcome definition includes, “We improve the lives of children, older people, and disabled people by ensuring high quality care. Disabled people can access the support they need to live independently.” This explicitly identifies what is required to ensure disabled people have greater equality of opportunity.

### **Foster good relations between persons who share relevant protected characteristic and those who do not**

The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including disability.

## **4.2 Age**

In response to our call for evidence, Age Scotland stated that, “Scotland has a rapidly ageing population. The number of older people living in Scotland is forecast to rise rapidly over the next 20 years, despite the overall Scottish population being expected to decrease in the same period. By 2045, almost 50% of the Scottish population will be over 50 and the number of people aged 65 and over is projected to

grow by almost one third<sup>1</sup>” and as such, Age Scotland recommended the introduction of a standalone National Outcome for Older People.

The response of Stirling’s Strategic Planning Group for Children to the call for evidence specifically requested the removal of “In our children we see the best and worst of ourselves now and in the future.” They strongly disagreed with the wording and asked for something more positive. The Children’s Parliament also recommended that this line be deleted. The wording of the extended definition has been redrafted to reflect this. They also called for “young people” to be included when discussing this demographic, to be more inclusive. This has been reflected throughout the extended definition of the National Outcome.

	<b>National Outcome</b>	<b>2018- Impacts</b>	<b>2024– Additional Impacts</b>
Age	Care		Positive – Focus on support at any stage of life. Positive – Emphasis on care providers to look after children and young people and on young carers. Positive - Older people are supported through appropriate services to live well and as independently as possible.
	Children and Young People	Positive - Improving life chances for children and young people. Long-term effects of childhood experiences. Refers to protection of child rights and dignity.	
	Communities	Positive - Focus on support for older people.	Positive – Support from childhood to later years, families, and older people with the relevant services to enable everyone to meaningfully participate in community life.
	Wellbeing Economy and Fair Work		Positive - We have a flourishing economy, operating within safe environmental limits which serves and prioritises the collective wellbeing of current and future generations.
	Environment	Positive - Greater impact on future generations, and unpolluted environment has greatest benefit for young and older people.	
	Health	Positive - High quality health and social care may be of more	Positive - Age groups have now been explicitly mentioned.

<sup>1</sup>National Records of Scotland, Mid-2021 population estimates Scotland (2022)  
<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/mid-year-population-estimates/mid-2021>

		benefit to older people. But no specific reference to age groups	Positive – Better provisions for mental health for all ages
	Housing		Positive – Access to safe affordable housing but no mention of specific age group
	Education and Learning	Positive - Excellence in education affects children/young people most of all. GIRFEC aim to ensure every child reaches their full potential	
	Reduce Poverty	Positive - Addressing age related poverty	

### **Eliminating discrimination, harassment, and victimisation**

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’ Both the Housing and Communities Outcomes reference accessibility of housing and transport respectively which seeks to reduce discrimination of access to vital services and is of relevance to older people.

### **Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

Where there are barriers to those who share a protected characteristic achieving a particular Outcome, this has been noted in the extended definitions of the National Outcomes. For example, the Reduce Poverty National Outcome states ‘we recognise the links between poverty and gender, ethnicity, disability and health, and act to reduce inequalities.’

Age has been explicitly mentioned within the extended definitions of the Care, Communities and Health Outcomes. The Care Outcome definition includes, “We recognise that our population is ageing, and provision is made for this. Older people are supported through appropriate services to live well and as independently as possible.” Children and young people are included in the Care Outcome, which states, “Everyone is cared for through their early years, as we support families, the childcare sector and care providers to look after children and young people. Children looked after in the care system feel loved and nurtured throughout their lives and have everything they need to thrive.” Additional mention is made of young carers and their needs, which identifies a group of young people who may need additional support to thrive.

The Wellbeing Economy and Fair Work Outcome's reference to future generations draws attention to the importance of ensuring fair conditions for those who are young or not yet born.

### **Foster good relations between persons who share relevant protected characteristic and those who do not**

The Equality and Human Rights National Outcome states 'we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.' The importance of good relations between persons is noted in the Communities National Outcome, which states 'we recognise the importance of connection with others to wellbeing.' This National Outcome applies to all protected characteristics, including age.

The Communities Outcome acknowledges the differing needs of different age groups and the value of them being part of their community. The extended definition includes, "Communities offer what we need at all stages of life, from childhood to later years, and we support families and older people with the relevant services to enable everyone to meaningfully participate in community life. "

The Children and Young People Outcome aims to foster good, respectful relationships between children and wider society. The extended definition includes, "We uphold the human rights of all children and young people and do all we can to ensure they grow up in an environment of happiness, love and understanding, through which they can flourish. We recognise that children and young people are not simply future adults but human beings in their own right. We treat every child and young person as an individual and acknowledge that some children may face barriers that require special consideration. We involve children and young people in decisions about their lives and world and provide opportunities for them to participate in decision making processes."

## **4.3 Sex**

Several responses to the call for evidence called for a more gendered NPF. For example, Engender, stated that, "The current version of the NPF falls far short in articulating the specific forms of inequality which exist in Scotland and ensuring the outcomes of intersectional gender equality are mainstreamed across government policymaking."

One over-arching consideration in addressing this is whether to have a stand-alone National Outcome for Women. While some respondents did call for this, others proposed mainstreaming gender across all the National Outcomes.

A stand-alone National Outcome would align with the UN Sustainable Development Goals and would increase the prominence of gender in the framework.

However, we have proposed that gender is mainstreamed more effectively throughout the National Outcomes and their extended definitions. This avoids the perception that other National Outcomes do not relate to women. This is also in line with the approach to other protected characteristics taken throughout the framework – which is to ensure all National Outcomes are applicable for everyone living in



Scotland, and not to single out particular groups. A different approach was taken to the Children and Young People Outcome as it applies to one age related group. This was deemed to fit the criteria for a standalone National Outcome as it is a stage of life that we all experience.

The other main themes of feedback from stakeholders were:

- Intersectional data
- Gender based violence
- Care

### Intersectional data

The lack of disaggregated data issues was raised by Scottish Women's Aid, Close the Gap, Scottish Women's Budget Group, Zero Tolerance, The Poverty Alliance, Oxfam, and The Scottish Human Rights Commission who all called for better disaggregation.

Due to how existing National Performance Framework data is collected and presented, it is currently not possible to take an intersectional approach. An intersectional approach is necessary to properly capture the experiences of women and girls, who are members of interconnected social categories which often compound existing structural inequalities. As a result, Scottish Government analysts are working to develop a project with the support of the Office of the Chief Statistician to pursue a route to providing intersectional information on the National Indicators.

### Gender Based Violence

Scottish Women's Aid and the Scottish Human Rights Convention both petitioned that the revised National Outcomes address violence against women and girls. Scottish Women's Aid stated that:

“Domestic abuse compromises the health, safety and wellbeing of thousands of women, children, and young people each year. To outline the picture in brief, the police recorded 64,807 incidents of domestic abuse in 2021-22 (only reflecting the numbers of those accessing help through Police Scotland or reported to Police Scotland from another source).”

This demonstrates an omission in the existing National Outcomes which has been addressed in the proposed extended definition for the revised National Outcomes for Equality and Human Rights, which states “We live free from all forms of violence, including violence against women and girls.”

### Care

Care was one of the most frequently mentioned themes in the evidence received. The gendered nature of care (both paid and unpaid) was raised as one reason why a new National Outcome for care should be introduced. The Poverty Alliance stated

that, “In Scotland, women account for as many as 70% of unpaid carers; 96% of childcare workforce; and 80% of adult social care staff.”

#### a) Unpaid Care

The gender distribution of unpaid care has long been recognised as a source of inequality between men and women. This was raised by several stakeholders, particularly those supporting the ‘A Scotland that Cares’ campaign. The resulting impact on poverty was also raised by stakeholders, such as Alzheimer Scotland, Scottish Women’s Budget Group and Close the Gap. The availability of affordable, reliable childcare was noted as an enabler of women’s economic participation.

As Scottish Women’s Budget group stated in their call for evidence:

“Unpaid care is highly gendered as care is often perceived as a role taken on by women due to entrenched social norms and stereotypes. Women are more likely to be poor and have lower levels of wealth largely due to caring responsibilities, whilst currently experiencing deep personal and financial costs exacerbated by rising costs.”

#### b) Paid Care

Paid care work is predominantly undertaken by women, so while wages in the care economy remain low, women remain disproportionately affected. In their call for evidence, Close the Gap and the Women’s Budget Group both highlighted this issue with the Women’s Budget Group stating:

“This critical state is in part due to the invisibility of care built from a gender bias of a female-dominated sector as at least 80% of the social care workforce were women (Scottish Government 2022). Therefore, investing, and valuing care also translates to investing and valuing women’s jobs. Our recent research output, ‘Towards a Transformative Universal Adult Social Care Support Service for Scotland,’ calls for better pay for care workers and working conditions as well as quality training to reach similar levels of qualifications present in Nordic countries (SWBG 2023).”

	<b>National Outcome</b>	<b>2018- Impacts</b>	<b>2024 – Additional Impacts</b>
	Care		Positive - We reduce inequality through our actions to support caring, which is disproportionately carried out by women.
Sex	Communities		Positive - Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces

	Wellbeing Economy and Fair Work		Positive - Fair work is accessible to all, and we reduce inequalities.
	Health		Positive – Specific reference too health care accessed by women and girls
	Equality and Human Rights	Positive - Commitment to challenge discrimination.	Positive – Refence to promoting gender quality. Positive – living free from gender-based violence
	Reduce Poverty	Positive - Addressing sex related poverty.	

**Eliminating discrimination, harassment, and victimisation**

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination’. The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’ It also specifically references gender: “We promote gender equality and address discrimination against women and girls.”

Violence against women and girls is now represented in the Equality and Human Rights Outcome extended definition, in response to the evidence – “We have a fair, effective, and accessible justice system. We live free from all forms of violence, including violence against women and girls.”

**Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

Where there are barriers to those who share a protected characteristic achieving a particular Outcome, this has been noted in the extended definitions of the National Outcomes. For example, the Reduce Poverty National Outcome states ‘we recognise the links between poverty and gender, ethnicity, disability and health, and act to reduce inequalities.’

The Health Outcome references women in the extended definition: “We recognise the differing health needs and inequalities across our population, and ensure that everyone, including women, children, older people, disabled people and those living in rural or island communities, have access to the most appropriate services and care to meet those needs.”

The new Care Outcome addresses the various aspects of care that affect women’s lives (unpaid care, experience of care, and care workforce): ‘we are cared for throughout our lives as we need, and value all those providing care.’

The inclusion of flexible working and reduction of pay gaps in the Wellbeing Economy and Fair Work Outcome support women’s economic participation, fair work and reducing the inequalities highlighted by the stakeholders ensuring this is fair work that contributes to women’s socio-economic wellbeing.

## Foster good relations between persons who share relevant protected characteristic and those who do not

The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including sex.

### 4.4 Gender reassignment

There was no evidence received through the consultation with specific reference to the characteristic of gender reassignment.

	National Outcome	2018- Impacts	2024 – Additional Impacts
Gender reassignment	Communities		Positive – Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces
	Wellbeing Economy and Fair Work		Positive - Fair work is accessible to all, and we reduce inequalities.
	Health		Positive – We recognise the differing health needs and inequalities across our population, and ensure that everyone, including women, children, older people, disabled people, and those living in rural or island communities, have access to the most appropriate services and care to meet those needs.
	Equality and Human Rights	Positive - Commitment to fairness, dignity, equality, and respect.	Positive - We oppose discrimination and strive to improve outcomes for everyone.

### Eliminating discrimination, harassment, and victimisation

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’

**Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

The Communities Outcome extended definition seeks to recognise the importance of everyone having equal access to public space. It states, “Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces.”

**Foster good relations between persons who share relevant protected characteristic and those who do not**

The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including gender reassignment.

**4.5 Sexual orientation**

Limited evidence was received through the consultation with specific reference to better indicator development on the characteristic of sexual orientation.

	National Outcome	2018- Impacts	2024 – Additional Impacts
Sexual Orientation	Communities		Positive – Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces
	Wellbeing Economy and Fair Work		Positive - Fair work is accessible to all, and we reduce inequalities.
	Health		Positive - We recognise the differing health needs and inequalities across our population, and ensure that everyone, including women, children, older people, disabled people, and those living in rural or island communities, have access to the most appropriate services and care to meet those needs.
	Equality and Human Rights	Positive - Commitment to challenge discrimination.	Positive - Commitment to fairness, dignity, equality, and respect.

## **Eliminating discrimination, harassment, and victimisation**

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’

## **Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

The Communities Outcome extended definition seeks to recognise the importance of everyone having equal access to public space. It states, “Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces.”

## **Foster good relations between persons who share relevant protected characteristic and those who do not**

The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including sexual orientation.

## **4.6 Race**

The Coalition for Racial Equality and Rights (CRER) highlighted gaps in the Outcomes that “BME groups are disproportionately at risk of poverty: data shows that people from BME groups in Scotland are twice as likely to be in poverty as their white counterparts.”

Furthermore, CRER stated that “Discrimination and harassment towards minority ethnic people is a significant problem in Scotland; racial hate crime remains the most reported hate crime in Scotland, with 3,285 charges reported in 2020-2021, which is almost 9 charges being made a day.”

	<b>National Outcome</b>	<b>2018- Impacts</b>	<b>2024– Additional Impacts</b>
Race	Communities		Positive - We value the idea of community in its widest sense, and the benefit that communities of interest can bring to our lives. We recognise the importance of connection with others to wellbeing.

	Equality and Human Rights		Positive - We recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality, and respect.
	Wellbeing Economy and Fair Work		Positive - Fair work is accessible to all, and we reduce inequalities.
	Health		Positive - We recognise the differing health needs and inequalities across our population, and ensure that everyone, including women, children, older people, disabled people, and those living in rural or island communities, have access to the most appropriate services and care to meet those needs.
	Reduce Poverty	Positive - Addressing ethnicity related poverty.	Positive - We recognise the links between poverty and gender, ethnicity, disability and health, and act to reduce inequalities.

### **Eliminating discrimination, harassment, and victimisation**

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’ This is of particular relevance to race, due to the high level of reported hate crime.

### **Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

Where there are barriers to those who share a protected characteristic achieving a particular Outcome, this has been noted in the extended definitions of the National Outcomes. For example, the Reduce Poverty National Outcome states ‘we recognise the links between poverty and gender, ethnicity, disability and health, and act to reduce inequalities.’

The Wellbeing Economy and Fair Work Outcome extended definition includes, “We reduce unfair pay gaps.” This is of particular relevance to race, given the existing ethnicity pay gap.

### **Foster good relations between persons who share relevant protected characteristic and those who do not**

The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity,

equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including race. Also relevant in the Communities Outcome is – “Our communities are safe places that are welcoming to everyone. We have low levels of crime.” This line indirectly addresses hate crime.

#### 4.7 Religion or belief

There was limited evidence received through the consultation with specific reference to the characteristic of religion or belief.

	National Outcome	2018- Impacts	2024 – Additional impacts
Religion/Belief	Communities	Positive - Commitment to vibrant and cohesive communities which value diversity	Positive – Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces
	Culture	Positive - Commitment to protect diverse and traditional cultures	Positive – Religion and belief are respected
	Equality and Human Rights	Positive - Commitment to challenge discrimination (which could be on religious grounds) and uphold rights (which include practicing one's chosen belief).	Positive- We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups including where forms of disadvantage intersect.

#### Eliminating discrimination, harassment, and victimisation

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’

#### Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not

The Communities Outcome extended definition seeks to recognise the importance of everyone having equal access to public space. It states, “Our communities are safe places that are welcoming to everyone. We have low levels of crime. We acknowledge that different approaches may be needed to enable all groups to feel safe in public spaces.”

#### Foster good relations between persons who share relevant protected characteristic and those who do not



The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including religion and belief.

The Culture Outcome specifically notes that, “Culture, religion and beliefs are respected.”

## 4.8 Pregnancy and Maternity

There was no evidence received through the consultation with specific reference to the characteristic of pregnancy and maternity.

	<b>National Outcome</b>	<b>2018- Impacts</b>	<b>2024 – Additional Impacts</b>
Pregnancy/Maternity	Wellbeing Economy and Fair Work	Positive - Workers' rights include parental leave.	
	Health	Positive - High quality health and social care could include maternity services.	Positive - We recognise the differing health needs and inequalities across our population, and ensure that everyone, including women, children, older people, disabled people, and those living in rural or island communities, have access to the most appropriate services and care to meet those needs.

### **Eliminating discrimination, harassment, and victimisation**

The proposed Equality and Human Rights National Outcome reads ‘We respect, protect and fulfil human rights and live free from discrimination.’ The extended definition goes on to say: ‘We oppose discrimination and strive to improve outcomes for everyone. We tackle persistent inequalities together, recognising the disadvantage that is faced by certain groups.’

### **Advancing equality of opportunity between persons who share a relevant protected characteristic and those who do not**

Where there are barriers to those who share a protected characteristic achieving a particular Outcome, this has been noted in the extended definitions of the National Outcomes. For example, the Reduce Poverty National Outcome states ‘we recognise the links between poverty and gender, ethnicity, disability and health, and act to reduce inequalities.’

The Health Outcome extended definition includes: “We recognise the differing health needs and inequalities across our population, and ensure that everyone, including women, children, older people, disabled people and those living in rural or island communities, have access to the most appropriate services and care to meet those needs.” This will include the maternity services required throughout pregnancy.

The Wellbeing Economy and Fair Work Outcome extended definition includes, “Fair work is accessible to all, and we reduce inequalities.” This includes employment rights relevant to pregnancy.

### **Foster good relations between persons who share relevant protected characteristic and those who do not**

The Equality and Human Rights National Outcome states ‘we recognise and protect the intrinsic value of all people and are a society founded on fairness, dignity, equality and respect.’ The importance of good relations between persons is noted in the Communities National Outcome, which states ‘we recognise the importance of connection with others to wellbeing.’ This National Outcome applies to all protected characteristics, including pregnancy and maternity.

## **5. Next steps**

### **Publication of revised National Outcomes**

In line with the Community Empowerment (Scotland) Act 2015, Parliament must be consulted on any proposed revisions to the National Outcomes. Once this consultation is complete, revised National Outcomes will be published.

### **Data improvement work**

In relation to stakeholders who called for better improvement of indicators, we are aware of the limitations in the current approach to measuring progress and we are investigating ways we can improve our reporting offers based on evidenced user needs. We reached out to NPF data users via an online survey in 2021 that sought views on who our users are, what they want to do with data, and the improvements they want to see in reporting. We received over 400 responses from internal Scottish Government and external users of the NPF data. In addition, valuable insights have been extracted from the responses to the public consultation and call for evidence we held in March – June 2023 as we gathered evidence for the review of the National Outcomes. This provided over 300 requests for improvements to NPF data and reporting.

Users told us the key things they wanted to see improved in the way we report progress were:

- o A change to the way we measure progress: clearer, easier to understand progress measures that add value to the NPF and include progress at National Outcome level and Scotland level.

- o Better data disaggregation for subgroups of the population: giving people the data they need, when they need it to ensure no-one is left behind.
- o More accessible, user-friendly reporting formats that are designed with specific audiences in mind.
- o Better functionality on the website for searching progress by outcomes and indicators.
- o Better connectivity to the wider data landscape and policies/strategies that help to move the dial on the National Outcomes with the ability to show how their work contributes to delivering the National Outcomes.

We aim to develop data and reporting improvement plans further in 2024, including prioritising those which are most important, given current constraints on resourcing. Other components will form part of a longer-term implementation plan that we will publish alongside the revised NPF.

Scotland's progress towards the National Outcomes is reported through 81 National Indicators on the NPF website. A new NPF website was launched on 6 February 2024. Significant usability and accessibility improvements have been made to the website. Data chart functionality has also been improved, allowing users to view data by equality characteristics where the data is available.

The ability to disaggregate data across geographies and groups (including gender) and show progress in reducing inequalities is an important criterion in the development of the indicator set that will measure progress towards the reviewed National Outcomes. We will consider how we can better disaggregate current indicators and the development of new measures to track inequalities.

## **Implementation Plan**

In response to a recommendation from the Finance and Public Administration Committee (FPAC), the Scottish Government has committed to publishing an NPF implementation plan, to support effective use of the NPF in policy making.

The plan will primarily be informed by the evidence gathered during the Review of National Outcomes including that coded under the 'Implementation Gap' theme. Other relevant evidence, including that gathered during the development of the Wellbeing and Sustainable Development Bill and the FPAC report, will be considered where appropriate.

Better implementation of the NPF requires a cohesive, coordinated approach and continuous learning and improvement across the Scottish Government, the wider public sector and beyond. The implementation plan will set out a route for change and the support, ideas, and energy of a wide range of stakeholders will be required to ensure its success. A collaborative approach is being taken that will seek stakeholder input throughout the development process. The NPF Expert Advisory Group have provided feedback on an early draft of the plan and will continue to shape its development.