



*Programme for
Government*

SNAPSHOT FOR WOMEN

Equalities

Equality and Human Rights

- Develop an equality and human rights mainstreaming strategy, underpinned by a comprehensive approach to improving data collation and analysis to ensure the voices of those impacted shape approaches and policies.
- Work across different groups to promote equality, recognising intersectional inequality, drawing from the expertise of key stakeholders, and being guided by vital national forums such as the First Minister's National Advisory Council on Women and Girls.
- Continue work on the First Minister's National Taskforce for Human Rights Leadership to deliver a blueprint for human rights legislation covering all areas of devolved responsibility, including how best to take forward incorporation of CEDAW into domestic legislation.
- Actively consider the incorporation of the UN Convention on the Rights of Disabled People and the UN Convention on Racial Discrimination.
- Expect access to free period products to be enshrined in law to anyone who needs them through collaborative work on the Period Products (Free Provision) (Scotland) Bill.

Equally Safe

Continue to implement the Equally Safe strategy with a particular focus on supporting women and children at risk of violence and abuse.

- Introduce legislation on domestic abuse protection orders.
- Progress legislation to improve forensic medical examinations for victims of sexual assault.
- Commit to consulting on challenging men’s demand in relation to prostitution.
- Take forward the implementation of the new Female Genital Mutilation (Protection and Guidance) Act.
- Launch £13 million Delivering Equally Safe Fund to support greater prevention and early intervention for women and children at risk by the end of the year.
- Continue to pursue gender equality ambitions in education and learning via the mechanism of the Deputy First Minister’s Gender Equality Taskforce in Education and Learning.
- The Chief Medical Officer for Scotland’s Taskforce for the improvement of healthcare and forensic medical examination services for people who have experienced rape, sexual assault or child sexual abuse will continue its work to create a Scottish Sexual Assault Response Coordination (SSARC) service in each territorial Health Board supported by Scottish Government funding towards infrastructure and workforce.
- Proceed with the Forensic Medical Services (Victims of Sexual Offences) Bill as a priority.

Improving Outcomes for Minority Ethnic Communities

- Prioritise action to promote equality and human rights for minority ethnic communities, taking a cross-portfolio approach to implementing the recommendations of the Expert Reference Group on COVID-19 and Ethnicity and build this into plans to advance race equality.
- Undertake a review of past and current initiatives to tackle systemic racism.
- Work with local authorities to ensure local housing strategies properly recognise and address challenges faced by minority ethnic communities and support them with the tools they need to do so.

- Build on the £2 million already made available this year to ensure the needs of Gypsy/Travellers are appropriately and collectively resourced going forward.
- Sponsor an independent expert group to make recommendations on how Scotland's existing and future museum collections can better recognise and represent a more accurate portrayal of Scotland's colonial and slavery history and what further steps should be taken to ensure people in Scotland are aware of the role Scotland played and how that manifests itself in our society today.
- Establish a Minority Ethnic Leadership and Development Programme with the John Smith Centre, a 9-month professional and personal development programme for 50 black and minority ethnic people from across Scotland.
- Engage with relevant stakeholders to better enable children and young people to learn about Scotland's colonial and slavery history and the need to challenge racism, eliminate racial discrimination and advance equality.
- Ensure that diversity is recognised and represented in the education workforce at all levels in line with the ambitions of the Race Equality Framework, including exploring alternative pathways into teaching for Minority Ethnic and other underrepresented groups.