FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS WORKPLAN PRIORITIES 2018-20

In considering our approach as a Council for 2018-20, and in line with our Terms of Reference and remit, the following has been taken into account:

1. The need for the NACWG to <u>add value</u> and focus on <u>strategic transformation</u>
2. To ensure the work we do is focussed and <u>can result in specific recommendations for positive change</u> to the First Minister
3. The need for our thinking to <u>reflect diversity and intersectionality and for our proposals to reflect better outcomes for all women including BME, LGBTI, Disabled and women from poorer backgrounds.</u>
4. That the Council will only meet three times in the year – so <u>a structured and disciplined approach will help to maximise time and talent</u>.
5. To understand the landscape, with regard to gender policy development (Scottish Government and wider).

At the December inaugural meeting of the Council, we considered the discussion notes from the Circle session (previously circulated). Some specific <u>issues</u> came up several times – such as consumer power; financial independence; education; equality in the workplace; masculinity and poverty. However, in our consideration of the way forward we wrestled with how to focus our attention at a strategic level – with a "system theory" approach – which will result in more wide scale change, breaking silos. After debate, we proposed that the work for each year can be categorised into three strands:

1. A Core Topic for the Circle
2. Monthly Spotlight Programme Online
3. Recommendations Report for FM

CORE TOPICS

The proposed topics are:
- 2018: Attitudes and Culture Change – in public life; in work; in learning systems…
- 2019: Policy Coherence – how is policy made and do policies work against each other…
- 2020: Creating an Intersectional Gender Architecture – the status of women in Scotland, structures and intersectionality.

Within each of these, as well as key questions, we will always explore, with a call for evidence from our Circle issued by the Scottish Government secretariat and via online platforms, the following dimensions:

- Data – what data do we have; and what else do we need?
- Measurement – what is currently measured and what does it tell us? What else should be measured? (link to National Performance Framework)
- Who is accountable? Who has leadership responsibilities? Where are they held to account? What more could/should they do? What learning on this issue is needed by those making decisions/policy here? Any overseas learning to consider? What levers/strategies/positions of government exist that need to incorporate this thinking better?

For each Core Topic there will be a "lifecycle" applied:

- Topic announced – with key questions we want to ask
- Invite Circle members to submit views and evidence
- Ask SG team for summary of submissions plus any available research and evidence for consideration ahead of meeting – via Basecamp
- Circle meeting – facilitated discussion – in person
- Followed by Council meeting – in person - to consider what we have heard and start to identify key recommendations. There is also the opportunity here to discuss whether there is any immediate feedback we wish to give to the FM, based on what we have heard at the Circle and the evidence we have assessed. If FM is attending the meeting we can verbally update her – a formal update will follow the meeting via secretariat in the form of a submission. Secretariat will advise of action and give updates on an annual report plan template, that will be kept in Basecamp.
- Write up draft recommendations and agree – via Basecamp
- In parallel - next topic announced…cycle repeats

In addition, we can use our WhatsApp group to share articles and items of interest "as we go".

MONTHLY SPOTLIGHT PROGRAMME ONLINE

In our work so far we have all recognised the diversity and complexity of the issues being discussed, but also that there is work to be done to shine a brighter spotlight to generate discussion and ideas; and challenge myths and negative views.

On the digital platform, to be launched June 2018, we will host monthly topic-based spotlights, from a diverse range of authors and reflecting difference life stages and experiences. These will include:

- A video interview/vlog
- A provocation/opinion piece (commissioned)
- A project spotlight – examples of interesting work in Scotland and beyond.
- Links to useful evidence and research
- Activity/Discussion Guides
- Storytelling – role models etc

For 2018 it is proposed that we will run with the following Spotlight topics:

- June – Sexual Harassment
- July – Poverty/Finance
- August –Enterprise
- September - Masculinity
- October – Sport
- November – STEM
- December – Participation
- January '19 - Education
- February - Justice
- March - Health

Each month will be promoted on social media platforms – where there will be a communications plan in place - and we will encourage as many groups, organisations and people as possible to use the Activity/Discussion Guides – submitting their feedback to us. The communications strategy will ensure that different channels ensure a wide mix of involvement. We will receive summaries of the activity on the site for each topic for us to consider as part of our final recommendations report.

RECOMMENDATIONS REPORT FOR FM

At the end of each year, we will produce a report for the First Minister. This will include:

1. A summary of the work undertaken by the Council that year.
2. A more detailed report of the work undertaken on each theme and our high level RAG (Red/Amber/Green) view of what is working well in Scotland; what needs more attention and what requires urgent action.
3. A set of recommendations – based on the above.
4. Report to be submitted to First Minister in December.

The report – in written form – will be submitted by the Chair to the FM by December each year, and – with her agreement – we will produce a public version on the digital platform.

We will be working on a three year cycle before formally reviewing the Council, which means:

- thirty six monthly spotlights
- nine rounds of Council and Circle meetings
- three reports to First Minister
- three formal follow up meetings with the Chair and First Minister

MILESTONES

- **Year One - 2018:**
    - a fully functioning digital platform;
    - meetings/report targets met;
    - a good digital and social media presence;
    - target for Circle increase in membership and diversity
- **Year Two - 2019:**
    - improvements on digital events built in;
    - meetings/report targets met;
    - feedback from FM built into our workplans;
    - improved digital and social media presence;
    - target for Circle increase in membership and diversity and participation
    - first evidence of impact on cross-sector policy and decision-making
- **Year Three - 2020:**
    - strong digital events, social media and digital presence;
    - meetings/report targets met;
    - FM's feedback built into our workplans;
    - Circle target for participation
    - evidence of policy or national changes implemented as a direct result of the Council recommendations.

RESEARCH

We have the services of Scottish Government analytical team to call on, but any substantial requests will need to be negotiated and built into their own work plan. We therefore need to bear in mind that such requests might have a long lead in time. We may also have the option – if the SG analytical team don't have capacity to take forward substantive pieces of work - to request services of a PhD student for x amount of months, to do x amount of work (budget dependent). We may also be able to take advantage of some of the current and planned research being undertaken out in the field.

2018 MEETING DATES

5th March – Council Working Dinner
6th March – Circle and Council
Location: Edinburgh

13th June – Council Working Dinner
14th June – Circle and Council
Location: Glasgow

11th Sept - Council Working Dinner
12th Sept - Circle and Council
Location: TBC

2018 Timeline

March '18	April	May	June	July	August	Sept	Oct	Nov	Dec
NACWG Meeting **Topic Attitudes and Culture Change**			**NACWG Meeting:** **Topic Attitudes and Culture Change**			**NACWG Meeting:** **Topic Attitudes and Culture Change**			**Report to FM**
			Spotlight 1: Sexual Harassment Live	**Spotlight 1**: Sexual Harassment Analysis	**Spotlight 1:** Sexual Harassment Results				
				Spotlight 2: Poverty/Finance Live	**Spotlight 2:** Poverty/Finance Analysis	**Spotlight 2:** Poverty/Finance Results			
					Spotlight 3: Enterprise Live	**Spotlight 3:** Enterprise Analysis	**Spotlight 3:** Enterprise Results		
						Spotlight 4: Masculinity Live	**Spotlight 4:** Masculinity Analysis	**Spotlight 4:** Masculinity Results	
							Spotlight 5: Sport Live	**Spotlight 5:** Sport Analysis	**Spotlight 5:** Sport Results
								Spotlight 6: STEM Live	**Spotlight 6:** STEM Analysis
									Spotlight

									7: Participation Live
									Spotlight 8: Education Live
				Report skeleton agreed	*Draft 1 for comment*	*Draft 1 Worked on*	*Draft 2 for comment*	*Draft 2 Worked on*	*Final Draft Agreed*

2019 Timeline

Jan '19	Feb	March	April	May	June	July	August	Sept	Oct	Nov	Dec
NACWG Meeting **Topic:Policy Coherence**	**LM meets with FM**	**Report Online**		**NACWG Meeting** **Topic: Policy Coherence**				**NACWG Meeting** **Topic: Policy Coherence**			**Report to FM**
Spotlight 6: STEM Results											
Spotlight 7: Participation Analysis	**Spotlight 7:** Participation Results										
Spotlight 8: Education Live	**Spotlight 8:** Education Analysis	**Spotlight 8:** Education Results									
	Spotlight 9: Justice Live	**Spotlight 9:** Justice Analysis	**Spotlight 9:** Justice Results								
		Spotlight 10: Health Live	**Spotlight 10:** Health Analysis	**Spotlight 10:** Health Results							
			Spotlight 11: Live	**Spotlight 11:** Analysis	**Spotlight 11:** Results						
				Spotlight 12: Live	**Spotlight 12:** Analysis	**Spotlight 12:** Results					
					Spotlight 13: Live	**Spotlight 13:** Analysis	**Spotlight 13:** Results				
						Spotlight	**Spotlight**	**Spotlight**			

					14: Live	**14:** Analysis	**14:** Results			
						Spotlight 15: Live	**Spotlight 15:** Analysis	**Spotlight 15:** Results		
							Spotlight 16: Live	**Spotlight 16:** Analysis	**Spotlight 16:** Results	
								Spotlight 17: Live	**Spotlight 17:** Analysis	**Spotlight 17:** Results
									Spotlight 18: Live	**Spotlight 18:** Analysis
										Spotlight 19: Live
					Report skeleton agreed	*Draft 1 for comment*	*Draft 1 Worked on*	*Draft 2 for comment*	*Draft 2 Worked on*	*Final Draft Agreed*

2020 Timeline

Jan '20	Feb	March	April	May	June	July	August	Sept	Oct	Nov	Dec
NACWG Meeting **Topic: Gender Architecture**	**LM meets with FM**	**Report online**		**NACWG Meeting** **Topic: Gender Architecture**				**NACWG Meeting** **Topic: Gender Architecture**			**Report to FM**
Spotlight 18: Results											
Spotlight 19: Analysis	Spotlight 19: Results										
Spotlight 20: Live	Spotlight 20: Analysis	Spotlight 20: Results									
	Spotlight 21: Live	Spotlight 21: Analysis	Spotlight 21: Results								
		Spotlight 22: Live	Spotlight 22: Analysis	Spotlight 22: Results							
			Spotlight 23: Live	Spotlight 23: Analysis	Spotlight 23: Results						
				Spotlight 24: Live	Spotlight 24: Analysis	Spotlight 24: Results					
					Spotlight 25: Live	Spotlight 25: Analysis	Spotlight 25: Results				
						Spotlight 26: Live	Spotlight 26: Analysis	Spotlight 26: Results			
							Spotlight	Spotlight	Spotlight		

							27: Live	27: Analysis	27: Results		
								Spotlight 28: Live	Spotlight 28: Analysis	Spotlight 28: Results	
								Spotlight 29: Live	Spotlight 29: Analysis	Spotlight 29: Results
									Spotlight 30: Live	Spotlight 30: Analysis
										Spotlight 31: Live
						Report skeleton agreed	*Draft 1 for comment*	*Draft 1 Worked on*	*Draft 2 for comment*	*Draft 2 Worked on*	*Final Draft Agreed*

2021 Timeline

Jan '21	Feb	March	April	May	June	July	August	Sept	Oct	Nov	Dec
NACWG Meeting Topic ?	LM meets with FM	Report Online		NACWG Meeting Topic ?	Review	Review	Refreshed Strategy	NACWG Meeting Topic ?			Report to FM
Spotlight 30: Results											
Spotlight 31: Analysis	Spotlight 31: Results										
Spotlight 32: Live	Spotlight 32: Analysis	Spotlight 32: Results									
	Spotlight 33: Live	Spotlight 33: Analysis	Spotlight 33: Results								
		Spotlight 34: Live	Spotlight 34: Analysis	Spotlight 34: Results							
			Spotlight 35: Live	Spotlight 35: Analysis	Spotlight 35: Results						
				Spotlight 36: Live	Spotlight 36: Analysis	Spotlight 36: Results					
					Spotlight 37: Live	Spotlight 37: Analysis	Spotlight 37: Results				
						Spotlight 38: Live	Spotlight 38: Analysis	Spotlight 38: Results			
							Spotlight 39: Live	Spotlight 39: Analysis	Spotlight 39: Results		
									Spotlight	Spotlight	Spotlight

								40: Live	40: Analysis	40: Results	
									Spotlight 41: Live	Spotlight 41: Analysis	Spotlight 41: Results
										Spotlight 42: Live	Spotlight 42: Analysis
											Spotlight 43: Live
					Report skeleton agreed	*Draft 1 for comment*	*Draft 1 Worked on*	*Draft 2 for comment*	*Draft 2 Worked on*	*Final Draft Agreed*