

**FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS
CIRCLE MEETING – 27 and 28 March 2019 – Dundee
SUMMARY NOTES**

NACWG MEMBERS

- Amina Ahmed: Scottish Government Fairer Future Codesign Panel - apologies
 - Kara Brown: International Legal Officer, Children and Young People's Commissioner Scotland
 - Tressa Burke: CEO, Glasgow Disability Alliance – 28th only
 - Catherine Calderwood: Chief Medical Officer - apologies
 - Vicky Featherstone: Artistic Director, London's Royal Court Theatre – apologies
 - Jacqui Ferguson: Non-Executive Director, Wood Group - apologies
 - Professor Anne Glover: President, Royal Society of Edinburgh - apologies
 - Dame Katherine Grainger: Chair, UK Women in Sport - apologies
 - Katie Horsburgh: Volunteer Advocate, Girlguiding Scotland
 - Baroness Kennedy of the Shaws: QC - apologies
 - Louise Macdonald OBE: Independent Chair and CEO, Young Scot
 - Satwat Rehman: CEO, One Parent Families Scotland
 - Emma Ritch: Executive Director, Engender
 - Suki Wan: Vice Chair, Scottish Youth Parliament
 - Talat Yaqoob: Director, Equate Scotland and Co-Founder, Women 5050 – 28th only
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- Deborah Fulercik: Scottish Government Support to NACWG
 - Jessica da Costa: Scottish Government Support to NACWG

**FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS
PRE-EVENT WORKING DINNER
27 March 2019 – 18:00–20.30
Glamis Room, Queens Hotel, Dundee**

Members attended a pre-event working dinner ahead of the meeting of the First Minister's Advisory Council on Women and Girls (NACWG) the following day. After the Chair opened proceedings, she noted apologies and advised who would be joining us tomorrow. After introductions, the Chair confirmed that Toni Twigg, First Minister's Mentee, could not join the meeting and will may not be in a position to attend the next meeting either as it was scheduled on her due date.

Updates and the year ahead

The Chair confirmed that a full and considered response to the 2018 Report and Recommendations is expected from the Scottish Government in Spring 2019 and noted the Report and Recommendations Life Cycle paper within the briefing pack was to assist with visualising the timings of expected developments over the next few months/years. The Chair discussed the recent request from the Scottish Government for more information about one of the recommendations and asked secretariat to work out an efficient way to progress such requests – reiterating that the NACWG is not a delivery body and that their remit is to make recommendations and deliver these to the First Minister. She also clarified that if individual members wished to be involved in the developments of the recommendations, then that was their own decision.

The Chair invited Emma Ritch to feedback on the recent gender expert roundtable that she Chaired, to consider the 2019 annual topic of Policy Coherence. Following the feedback Louise thanked Emma and relayed thanks to those on the roundtable itself for their time and valuable views and contributions, and advised that consideration would be made to how this engagement could continue. Helping to increase the gender competency level of Circle members was then discussed and it was agreed to host a marketplace at future Circle events, to encourage sharing and learning at these events.

The Chair worked through the meeting papers, starting with the 2019 planning document and confirmed that the Accountability Day and Young Person Events are yet to be designed and that the NACWG would be involved with that, and that the 2019 Planning document would be a working one.

Other papers discussed included a document on Policy Coherence that had been prepared by the equalities analytical team at the Scottish Government. Members thought the document was a useful basic introduction but wondered if gender could be explored more.

Looking ahead to the Circle Meeting

The Chair noted that tomorrow's Circle event is the first to be held out with the Central Belt – even so, it had proved very popular. The Chair discussed the agenda and noted the speakers and rationale for asking them to open this year's topic. The Chair confirmed that table discussion questions designed to start exploring the theme of Policy Coherence were circulated to the Circle delegation in advance of the meeting, and reminded everyone that the usual visual illustrator (Linda Hunter) would be attending to create a visual note of the Circle event.

Spotlights for the year ahead

The Chair moved on to discuss the digital Spotlights from May onwards and confirmed that health had been extended for a further month. The Chair proposed that, in light of feedback, that the Spotlight perhaps ran over two months rather than the current one month. Members agreed to the proposed change and noted that this may also produce richer feedback. Suggestions for future Spotlight topics were discussed and it was agreed that all suggestions would be collated and circulated for agreement.

Sex and Gender Debate

The Chair discussed recent contacts to the NACWG but outlined with the members agreement that the position of the collective NACWG is that this is not within the NACWG remit, as outlined in the letter responses to the recent contacts. However, individuals would of course feel free to engage – but not under the banner of NACWG.

The Chair then discussed the programme for tomorrow before closing the meeting.

**FIRST MINISTER'S ADVISORY COUNCIL ON WOMEN AND GIRLS
CIRCLE SESSION****28 March 2019 - 10:00–13.30****The Sanctuary, The Steeple, Neathergate, Dundee, DD1 4DG**

The session opened with the airing of a short (one minute) NACWG film <https://youtu.be/zncWBMpijds> created to explain in an accessible way, the model and reasoning behind the NACWG branding. NACWG member, Kara Brown, did the voice over for the film and really helps to bring the brand to life. The Chair of the NACWG then welcomed everyone to Dundee and briefly discussed the history of the venue for today's event, The Steeple, before moving on to provide delegates with a few updates. The Chair then noted that Linda Hunter would be illustrating through the event to create a visual illustration of the session and that the event would be filmed and photography taken. The Chair also advised everyone that the March monthly Spotlight on Health was being extended into April, so still time to provide feedback and invited the Circle members present to generally host their own Wee Circles to feed into these Spotlights, whenever they could. You can watch Louise's opening and welcome [here](#).

The Chair then introduced Sarah Davison, the Scottish Government Director General for Organisational Development and Operations, as the first speaker of the session. Sarah began by stating that she hoped for further engagement over the year, before discussing the mammoth task in ensuring policy coherence, even within an overarching policy area sometimes is challenging and how the policy cycle over simplifies the reality, pointing out that a lot hinges on the capability and attitude of those leading. Sarah ended with a challenge to the NACWG and their Circle, to not overlook the importance of culture and systems and to challenge the government to change. You can watch Sarah's input [here](#).

The second speaker was Jane O'Donnell, Head of Policy at COSLA, who gave another impactful and thoughtful discussion on the Scottish local government perspective on Policy Coherence. Jane opened by stating that she hoped this was the start of a relationship between NACWG and COSLA, before setting out the context of who COSLA is and what they do. She pointed out the importance of local authorities as they are closest to communities and that decisions made without local authority voices are likely to fail. Jane stated that even though all the National Performance Framework outcomes have gender equality underpinning them, if we don't take into consideration "localisms", then we are likely to miss something crucial. Jane discussed the challenges of ensuring gender equality runs through all their policies, Children and Families for example. You can watch Jane's input [here](#).

NACWG members Talat Yaqoob (Director, Equate Scotland and Co-Founder, Women 5050) and Emma Ritch (Executive Director, Engender) spoke about why policy

coherence is important to women intersectionality. Emma spoke first stating that there were two key challenges: how to make sure women and girls are considered; and how to coordinate this focus across all policies. Emma spoke about gender-sensitivity in policy and gave examples of where gender-sensitivity has had different levels of incorporation:

- Violence against women: Equally Safe (Gender analysis fundamental to the policy, shapes the purpose and theory)
- Child Poverty Action Plan (given some consideration: key elements relate substantially to women's lives and equality)
- Employability (little consideration given to gender analysis: mentioned but not substantively)

Emma continued to talk about domestic abuse and coherent policy and that gender-sensitive resourcing is required to remove barriers such as; transport, childcare and long-term care, previous experience of occupational segregation and enterprise specifically business support and investment.

Talat then continued by speaking about intersectional policymaking and how it must become the norm if any real change can be made to institutionalised inequality in Scotland. She explored what intersectionality is and how it was introduced by Kimberle Crenshaw in her 1989 paper (Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics), and how it is a way of understanding how power and institutionalised inequality intersects for people experiencing multiple discriminations. Crenshaw expressed the racism and sexism experienced by black women in America today and intersectionality has evolved to overlap with LGBT women, working class women, disabled women, but the original use to describe the lived reality of women of colour cannot and should not be forgotten. Talat went on to emphasise that women's lived experiences do not exist in silos so policy making cannot happen in silos and that considering these overlaps of intersectionality makes for better policymaking.

Talat closed by concluding that both gender mainstreaming and policy coherence must be built on intersectional thinking. She advised in conversations today (and always!) to consider the ways in which women experiencing multiple discriminations are advantaged or disadvantaged by how we make policy in Scotland. You can watch Emma and Talat's input [here](#).

The Chair then introduced Jaimini Jethwa, an award winning writer and filmmaker who performed a very powerful excerpt from 'Last Queen of Scotland' which was sold out at the Dundee DCA and Edinburgh Festival. [You can watch Jaimini's performance [here](#)].

Following a comfort break the Chair opened the table discussions . The Chair highlighted that this was the first look at the year's theme into Policy Coherence – how is policy made and do they work against each other.

Table Discussion Feedback Summary

The table discussions emphasised the importance of consultation with those who have lived experiences that can contribute to the shaping of policy coherence. There are examples of where policy coherence has had positive change and influence.

Below you can find a summary of outputs.

Question one

The Circle previously told us that policy coherence was an issue with regards to progressing gender equality - that policy isn't developed well at times and policies often work against each other. Tell us your examples of where policy coherence in regard to gender equality hasn't gone so well – include what the issues were and the impacts. And if possible where you think they could have improved on this?

Summary

Examples of where policy coherence hasn't worked so well with gender equality included cases where gender was not the only factor. For example gender and culture and the effects on employment, one example in particular focused on female refugees and how male refugees are more able to find work than women when education also becomes a factor. Other examples included looking at traditional gender roles and their impact on current policy changes; where the pension age has changed. Women have a smaller pension in comparison to men due to women working less than men (encouraged to be caretakers and homemakers). Additional examples looked at the lack of inclusivity in policy leaving people alienated due to a number of factors including location.

Discussion on policy coherence similarly focused on policy implementation and the impacts this has had on capacity, resource and considerations of intersectionality. Specific focus was drawn to where policy is seen in silos both in terms of capacity and budget and how this can limit the effectiveness of the policy. Other issues raised were related to policy's need to have longevity and practicality; specifically around policy creation and the importance of stakeholder involvement during development. More focus on gender and lived experiences need to be taken into consideration, along with

stakeholder involvement at the development stage, discussion around the integration of policy in the workplace and processes around this requiring better enforcement to ensure it is put into practice. Again intersectionality was raised around this; specifically disability, accessibility and gender in the workplace. Finally examples where raised around gender, policy and the home. Focus was around childcare, transport, vulnerability and access issues particularly looking at same sex partners and a gap in policy where policy failed to take these factors into consideration.

Additional points

- Failure to include lived experience
- No funding to support policy
- Community planning around poverty – no gender focus
- Lack of capacity to implement
- Local approach is mostly overlooked – community empowerment
- Cross party partnerships
- Active discrimination within policy making (unconscious bias)
- Visibility of policy actions is important
- Intersectional approaches in policy making vital but lacking mainstreaming this vision throughout all policy areas.
- Considering health (menstrual cycles) and the important they have on ability to work/function
- Often not the policy but the factors around implementing it

Question two

And now tell us your experiences where policy coherence in regard to gender equality has worked well – include what made it work well, what made the difference and what were the impacts?

Summary

Discussion around where gender equality worked well focused on situations where organisations and businesses were more forward thinking and open to making change. Examples included Arnold Clark and SSE changing to flexible working patterns and encouraging women into more tech focused roles. Other examples included seeing women in places of authority and embracing areas where women need more support and delivering on this support. Youth Theatre has had involvement in recognising visual impairments where they provide audio description and user involvement to test out website and Glasgow Life's involvement of people with disabilities as mystery shoppers. Some discussion was also around 'Take a Stand' supporting women and focusing on domestic abuse and the work on sanitary products

and period poverty awareness. These are both examples of policy working well with focus on lived experiences.

Factors that lead to policy working well included those working on the policy itself acting as an advocate with passion, setting the tone (bringing skills, integrity and moral consciousness) in respect to the policy area. With specific focus on lived experiences and consultation, modelling the policy for those who would need it most, using a progressive approach to policy development.

Factors that need more focus include resource transfers when policy shifts and looking at the system that controls this as well as the budget silos that have an impact on what resource is allocated where. Recognition of the importance in admitting adverse unintended consequences and policies that don't work together need to be changed. All those involved in policy implementation need to be on board or there can be adverse tangents and unforeseen ramifications. Consideration and anticipating unforeseen factors can result in a higher success rate and positive impact.

Additional points

- Resource transfer when policy priorities shift
- WASPI women – pension age has increased but the bus pass age has stayed the same
- Lived experience approaches work best
- Social security system – integration of human rights based approach
- Justice units in communities rather than short prison sentence systems in Dundee and Glasgow
- Changes in maternity policy as a direct result of wee circles
- Free sanitary products
- Change stereotypes

Question three

What do you think the Advisory Council can do to help policy coherence with regard to gender equality?

Summary

Discussions about what the NACWG can do to help with policy coherence focused on raising women and girls confidence, awareness, leading by example and tacking stereotypes. The NACWG can influence the creation of policy and create conditions for cultural change. Provide support so that steps can be taken to bring gender equality into all areas and accountability for when it isn't. Bring focus on intersection and take this into consideration. Look to target diverse groups to try and widen representation. Work with other organisations to help build resources and lead policy such as 'Equally

Safe'. Widening the knowledge of those involved and bringing in these groups will better inform policy. Build relationships that can champion change and make structural connections and consider kindness and compassion when approaching people.

Focus on system thinking and take a person centred holistic approach to policy coherence. Challenge the system to have the conversation across all areas. Look at the stumbling blocks and see how they can be avoided. What's important at a local level to feed in from bottom up and take a different approach to policy? Look at things as opportunities rather than criticisms and get people talking about policy coherence and gender equality, increasing the impact. More focus needs to be on how funding can be sustainable to support the development of good policy. The NACWG can additionally review how education around gender equality is implemented particularly with men and boys. How can embedding policy coherence into national frameworks in local authorities and government be improved. Look at why Equality Impact Assessments (EQIAs) are not being carried out at both the start and the end of a policy process. How are skills considered when developing policy, finding the right people who bring experience and knowledge? Bring insight by learning across the generation. Advocate opportunities to cross-fertilise ideas (e.g. give the different generations a chance to hear from each other). Look at examples of good practice to create training opportunities and draw on these pockets of interest. Draw attention to initiatives advocating positive changes

Additional points

- Training provision
- 'Neutral' organisations can help i.e. COSLA vs Women's Aid
- Relationship building
- Communication is Key
- Different scale of events

The Chair brought the table discussion session to a close and gave a quick summary noting her thanks for all those who attended and were involved in the Circle event and reminded everyone that the next Circle session will take place on June 26th in Glasgow. You can watch Louise's closing [here](#).

The Circle session ended with a networking lunch and closed at 13:30.

**FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS
CIRCLE MEETING**

28 March 2019 - 13:30–16:00

Wedderburn Room, The Steeple, Neathergate, Dundee, DD1 4DG

The NACWG convened at 13:30 in the Wedderburn room in The Steeple. The Chair opened the meeting welcoming the members who could not attend the previous evening and those observing officials in attendance. The Chair then welcomed David Doris, Unit Head in the Community Justice interventions Unit, part of the Community Justice Division, Scottish Government - who had been invited to speak about his experiences as a policy official developing policy.

David discussed his background and stated having continuity with stakeholders had proved to be helpful in his experience – although he did state that he could also see the value in policy officials moving, as a fresh pair of eyes and approach is also valuable. David thought that the policy cycle was dependent on particular challenges and each circumstance different. Policy officials do the best within these restraints. He always finds that regular engagement, especially at critical phases, with stakeholders is key. He also pointed out that officials also rely on each other to do their bit in their respective policy areas, so a lot of cohesion is out of their control. David also discussed how ensuring coherence meant a huge chunk of officials time was taken up with partnership work and that managing all these channels, although important, could potentially be a drain on capacity. Following David's outline of his role and experience the Chair directed a short Q&A session and following this the Chair thanked David for his insight and he left the meeting.

The Chair then proceeded with the closed NACWG meeting, discussing the updates from the previous evening's meeting for those not in attendance, and noted that due to the late timings of the day and travel arrangements that a further update would be circulated at a later date.

Louise then moved to direct the conversation to thoughts on Policy Coherence following the Circle session earlier in the day. The following main points were discussed:

- People making the policy may have time restrictions due to the importance of other aspects of their role, so both resource and time management may be an issue? Staff capacity may also be an issue, how is time spent and prioritised?
- Members questioned how the key gender knowledge holders are incorporated into policy development?
- How EQIA is factored in, communicated/encouraged was discussed.

- Is this a work culture issue? Do staff know about/have permission to draw on staff members who have gender knowledge, or if they hold the knowledge do they have permission to bring this into other conversations that may not be within their direct remit? Does this come down to a resourcing restriction issue?
- Members expressed how in their opinion women are 51% of the population and yet they are often a minority within conversations that should consider gender a factor. Gender must be integrated into the policy conversation.
- Evidence based approaches that are missing data are not likely to be prioritised. If there is no data then consideration on whether something should be commissioned and included, in order to be more cohesive – because if it isn't counted then it isn't happening!.

Members expressed they had a limited knowledge on how policy is practically formed and would seek to have a better understanding and of how other countries and administrations handled this. The value of external experts be brought into present or discuss this with the NACWG was discussed. The conversation then moved to the Scottish Governments vs. local governments role in policy making and the local governments role and understanding policy making at various levels including HE/FE, Third Sector and Business. Members expressed interest in budgetary considerations and capacity building as budgets are distributed in silos and this may be a factor restricting policy coherence. Budgeting across the board was considered a fundamental issue and is ultimately the driver in developing and taking things forward.

The Chair then moved on to open the discussion around planning for the June meeting and what members wanted to work on prior to this event in order to be informed, next steps around the topic of Policy Coherence, and what research and reading everyone would like to follow up with. All suggestions to be collated and circulated along with actions.

After a very short AOB, the Chair brought the meeting to an end at 16:45.

NACWG
March 2019