

FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS - MEETING NOTE - 23 JUNE 2020

ATTENDEES

Amina Ahmed: Scottish Government Fairer Future Codesign Panel
Kara Brown: Director, Tiny Changes
Tressa Burke: CEO, Glasgow Disability Alliance – apologies
Dr Catherine Calderwood: NHS Lothian – apologies
Sharon Edwards: STUC – apologies
Vicky Featherstone: Artistic Director, London's Royal Court Theatre – apologies
Jacqui Ferguson: Non-Executive Director, Croda PLC, Engineering UK, Tesco Bank and Wood Plc – apologies
Professor Dame Anne Glover: President, Royal Society of Edinburgh - apologies
Dame Katherine Grainger: Chair, UK Women in Sport
Katie Horsburgh: Volunteer Advocate, Girlguiding Scotland
Dr Ima Jackson: NACWG Co-chair and Senior lecturer at Glasgow Caledonian University
Baroness Kennedy of the Shaws: QC
Louise Macdonald OBE: NACWG Co-chair and CEO, Young Scot
Satwat Rehman: CEO, One Parent Families Scotland
Emma Ritch: Executive Director, Engender
Suki Wan: Former Chair, Scottish Youth Parliament – apologies
Talat Yaqoob: Independent Consultant on Equality and Inclusion, and Co-Founder Women 5050

Deborah Fulerčík: Scottish Government Support to NACWG
Jessica da Costa: Scottish Government Support to NACWG

The NACWG Co-Chair, Dr Ima Jackson chaired this meeting and after welcoming everyone started with a brief summary, recapping key activity over the past few months. She confirmed we are currently still on track to meet our 2020 Report and Recommendations deadline by the end of the year; we are still waiting for the Scottish Government's formal response to our 2019 Report and Recommendations; and also noted an update on progress against implementation of recommendations from our 2018 Report from the Scottish Government.

The Co-Chair opened discussion on any of the points mentioned. Members discussed the progress update on the [2018 Report and Recommendations](#) from Scottish Government. They appreciated the report was comprehensive and some delays were expected as a result of COVID-19's impact. Members raised some concern on two points aligned with recommendations from this report and the impact of COVID-19 on policy:

1. Recommendation - 'Improve access to justice for women and girls experiencing men's violence'
 - As a result of COVID-19 there has been a disruption to jury lead trials which sees delays to justice for women and girls for an extensive period of time after a crime has taken place.
2. Recommendation - 'Provide 50 hours per week of funded, good quality and flexible education and childcare ...'
 - This action has taken a step back during COVID-19. Close the Gap released a brief on the [impact of COVID-19 on women's labour market equality](#). They note that Local Authorities will, temporarily, no longer be legally obliged to deliver 1140 hours of funded childcare from August 2020. This creates additional costs to parents as well as ramifications to the economy.

Following further discussion members agreed they would like to seek further clarification on these points. **Secretariat will draft a response to the 2018 Report and Recommendations update.**

Members also raised that they would still like to see a version of an Accountability Day this year, given the previous year's event and the value that it brings to the progression of the recommendations. Secretariat confirmed that the date for the 2020 Accountability Day is still on hold - 4 November. **It was agreed that a subgroup be formed to assist in shaping this event and its format – learning from the previous year – and Ima and Talat Yaqoob volunteered to be part of this subgroup.**

The Co-Chair then worked through the four pillars of their 2020 work plan.

Pillar 1 – Formal Research Plan

The Co-Chair thanked members for feeding into the Formal Research Plan and invited Secretariat to update members on the current progress. Secretariat noted that this was just about ready to go to tender and that there will be a draft report with the NACWG by the start of September..

Pillar 2 - Circle Engagement in 2020

The Co-Chair reminded members that the Circle survey is live and collecting responses. She thanked members for their feedback that shaped this work. She advised that the webpage [Exploring Intersectional Gender Architecture in 2020](#) went live on 1 June and more content is under development. Responses to the Circle survey had been coming in since the start of formal communications to members. In terms of next steps the second 'four weekly' communication to the Circle is due to be circulated on 29 June. This communication will invite Circle members to also take part in Annual

Topic Circles with their organisations focussing on three set questions. A summary analysis of the responses to the Circle survey and the 2020 Topic Circles would be provided to the meeting in September to allow consideration as part of our report.

Co—Chair Louise Macdonald then provided an update on the additional content being developed for the engagement with the Circle **The Co-Chair confirmed that the wider plan around this development will be shared.**

Katie Horsburgh provided an update on the five week plan for youth engagement, using a creative model of work. The young people will explore the annual topic through discussion groups and the result of the engagement will be visuals, later combined into a newspaper She advised that this is on track for completion by the end of September.

The Co-Chair moved discussion to the NACWG bi-monthly Spotlights and invited Louise to provide members with an update. The plan for the Body Image Spotlight for September/October 2020 was discussed and approved. Future Spotlights were discussed and Louise pointed out how Mental Health was previously suggested for November/December and members confirmed they are happy to proceed with this. Members also suggested Employment and Training could be an additional topic for Jan/Feb, especially in light of COVID-19, but they agreed to wait to see the output of the Fair Work one. **The Co-Chair requested members share any further suggestions for future Spotlight topics with the secretariat team.**

The Co-Chair noted the final engagement item for discussion would be the business roundtables. She advised members that this is nearing the final stages of planning and close to finalisation. The approach this time would be to engage with business influencers and a potential date is 1 September. Louise added that the Circle survey is being adapted for business and shared with IoD and CBI for them to circulate amongst those they support.

Pillar 3 – Long Tables

The Co-Chair advised that the planning is still ongoing and that this would be discussed more at the July NACWG meeting. She did however reflect on the assumptions on timings and how contingencies needed to be built in, as we do not know what the safety position or appetite for face to face communication will be, come the end of the year.

Pillar 4 – Gender Equality and COVID-19

Both Co-Chairs reflected on meetings that have been taking place between the NACWG Co-Chairs and Lisa Bird (Deputy Director for Equality and Human Rights Division at the Scottish Government); Audrey MacDougall (Deputy Director:

Communities Analysis Division and Chief Social Researcher at the Scottish Government) re the SG response to COVID-19 and gender. It was noted we have now received an update on equality data collection from the Scottish Government; and a response to the latest letter from NACWG to Roger Halliday (Scottish Government Chief Statistician). Members noted that the data collection update was useful but did not address their concerns regarding gaps in data collection, as it did not make suggestions for addressing these gaps. There were also questions about resourcing competent disaggregated data given the current situation with COVID-19 and how they might address this in the Scottish Government. Members were eager to see progress in these areas. . The Co-Chair Dr Jackson announced that she had been invited to Co-Chair the new Expert Reference Group on COVID-19 and Ethnicity which is now being established and she would advise further at the next meeting.

The Co-Chair brought the meeting to a close, noting the date of the next meeting would be 28 July and thanked members for their contributions.

23 June
NACWG Secretariat