

Scottish Labour's National Recovery Plan



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FOREWORD BY ANAS SARWAR

This last year has been so hard, for so many.

Yet by staying apart, we have come together like never before.

We can't come through this collective trauma and go back to the old arguments - fighting each other while our NHS loses out on funding, our children miss out on a world class education, and workers live in fear about whether they have a job to go to.

For the sake of the people of Scotland, and with the huge challenges which face us in the next five years, we must work to build a better future for our country - and we need to do that now.

When I had the honour of being elected leader of Scottish Labour earlier this year, I said my priority would be a national recovery plan for Scotland.

This manifesto fulfils that promise.

It is a collection of five distinct recovery plans for our jobs, NHS, education, climate, and communities.

It sets out bold missions that underline Scottish Labour's commitment to creating deep and lasting change in our country.

We do not hide the scale of our ambition, because we recognise the scale of the challenge ahead.

As we come out of this pandemic, we must focus on solutions which ensure Scotland comes back a better, stronger and fairer nation than the one which went into lockdown last year.

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I am proud to present our positive vision for the vital years ahead.

I don't pretend to have all the answers to the challenges we face.
No politician does.

But I will work with people across Scotland on areas of common interest
and take on ideas that can help deliver our vision.

It will require a collective national effort to drive forward the change our
country needs.

I am ready to play my part by focusing on what unites us, not what divides us.

I invite you to join us so that together we can deliver a national recovery which
builds a fairer and stronger Scotland.

Anas Sarwar

Leader of the Scottish Labour Party

A COLLECTIVE NATIONAL EFFORT: SCOTTISH LABOUR'S NATIONAL MISSIONS

We are emerging from the Covid-19 pandemic, but the impact on our people, our society and economy has been significant. It has been tough for us all but it is important to recognise that the impact has not been felt equally across society. Here we set out Scottish Labour's immediate priorities for recovery. It contains our plan to avoid a social and economic crisis, and to take steps to reduce the impact of the physical and mental health crises that Covid-19 has created.

Scottish Labour's **vision** for the country in five years is one that is free of the restrictions placed on us by Covid-19, where the looming social and economic crisis has been dealt with successfully through government and civic action, and where we have strengthened our NHS to prepare it for the future.

To achieve this vision, we believe our country must be focused on recovery for the next five years. That means the energies of our government and our parliament should be on a **collective national effort** to fully recover our country from the Covid-19 pandemic.

Scottish Labour has set out our recovery plans for jobs, the NHS, education, our climate and our communities. In each of these areas, Scottish Labour is establishing **a specific national mission** to focus the energy of our country on the big challenges we need to solve if we are to build a fairer Scotland with increasing equality and prosperity.

While our recovery plans set out immediate actions that the government must take, our national missions set bold and far-reaching ambitions for our country that will keep us focused on long-term recovery, not short-term interests and old arguments. Whether from government or opposition, Scottish Labour will seek to enshrine these national missions in law so that our sights remain firmly on the bold and long-term change our country needs.

This plan sets out the policies we believe need to be introduced in the next 12 months to build the foundations for achieving our national missions. In the detailed manifesto that follows, we set out the long-term policies that will work towards achieving our ambitions.

These national missions are not just targets for the next Scottish Government. They are intended to provide a focus for everyone in Scotland and to unlock creativity and innovation. The government cannot achieve these alone – they require the collective effort of individual Scots, the private sector and the voluntary sector to make them a reality.

NATIONAL MISSION ONE JOBS RECOVERY

Ensure that everyone who can work has the offer of a job.

NATIONAL MISSION TWO NHS AND SOCIAL CARE RECOVERY

Increase the healthy life expectancy of people living in Scotland.

NATIONAL MISSION THREE EDUCATION RECOVERY

Move the Scottish education system to the top of international league tables.

NATIONAL MISSION FOUR CLIMATE RECOVERY

Achieve net zero emissions in Scotland and spark a green jobs revolution.

NATIONAL MISSION FIVE COMMUNITY RECOVERY

Make every community in Scotland a place where people can grow up, settle and work, with access to public services and free from poverty and hunger.

Defeating Covid-19

This lockdown has to be our last. The vaccine has given us hope that Covid-19 can be beaten but the reality is that the virus is likely to be with us for some time to come. The pandemic has caused much devastation to our economy, health, education, and communities but many of the big challenges we face were not caused by Covid-19, they were there before; exposed and exacerbated during the crisis.

There are examples from all around the world of countries that have managed to shield their populations and economies from the worst of Covid-19 and it is these examples that Scotland should be following. We have the tools at our disposal but they need to be deployed properly if we are going to succeed. Our recovery cannot wait, it needs to start now and it cannot be undermined by another failure to keep the virus under control.

To support delivery of Scotland's recovery, Scottish Labour would roll out widescale testing to hunt down the virus in our communities and isolate it before it spreads. We need to deploy our full testing capacity, setting up testing sites across all communities and advertising their locations properly. Everyone should have access to at least twice-weekly testing, regardless of if they have symptoms, and there needs to be robust monitoring of Test and Protect so we know it is identifying every single case.

Identifying the virus is only the first step; we need to support people to self-isolate when they test positive to prevent the spread and keep everyone safe. Too many people are still being denied the Self Isolation Support Grant, so we will expand eligibility, offering everyone access to the payment and ensuring that no one has to choose between isolating and putting food on the table.



Jobs Recovery

National Mission One: Ensure that everyone who can work has the offer of a job.

Months of lockdown have left the Scottish economy fragile and vulnerable to further shocks. Unemployment is already at a five-year high, while hundreds of thousands of Scottish workers are currently on furlough or supported by schemes such as the self-employment income support scheme. Business activity has been significantly reduced and, even with the easing of lockdown, it will take some time for the economy to return to pre-pandemic levels.

When furlough winds down, unemployment is predicted to rise and restarting businesses may take some time, particularly in sectors that will have to continue to work under significant restrictions. This means that there will be a continued need for government support to protect individual incomes, to smooth conditions for businesses as they reopen, and to transition people into new employment where their job may be made redundant.

The approach taken by both the UK and Scottish Governments, while welcome, has focused on the immediate risks and stop-gap solutions, not on the long term health of workers and the economy. Extraordinary measures were taken to support people during the pandemic, but many have still fallen through the gaps. Now we need plans for how to mitigate the continuing social and economic consequences. People across Scotland complied with restrictions with the expectation that government would be there to help them out of this crisis.

That is why Scottish Labour's first national mission is to ensure that no one who can work is without a job. This demands a collective effort from government, the wider public sector, the private sector and trade unions to focus Scotland on action in this area. To achieve this national mission, Scottish Labour backs these immediate policies:

1. JOBS FOR RECOVERY

The pandemic has caused job losses and curtailed industries. Long-term unemployment is damaging for individuals and wider society so Scotland cannot afford to have a recovery that leaves anyone behind. At the same time there is much work to do to restart our public services, restore our communities and tackle the climate emergency.

- Everyone aged under 25 who does not have a job, the long-term unemployed and every disabled person without a job, who are not already benefiting from other job schemes, will be guaranteed a job within the Scottish public sector, working to support Scotland's recovery with a wage paid for an average of six months by the Scottish Government.
- A training guarantee offered to everyone on the Jobs for Recovery scheme with 20% of their time dedicated to developing skills and seeking their next employment.
- Establish a route through which voluntary sector and private sector organisations can also apply to host applicants to the scheme at a reduced cost for the duration of their placement.

2. TRAIN THE WORKFORCE OF THE FUTURE

Covid-19 has changed our ways of working and we will need to respond to the changing nature of our economy. While some jobs will be permanently affected by the pandemic, other sectors need more employees. We need to reskill and upskill our workforce with quality training to meet that demand.

- The new Scottish Skills Benefit will offer everyone who is unemployed, along with those currently on furlough, a £500 grant for retraining while retaining their benefits or furlough payments. Individuals who are unemployed would also be eligible for a further £750 in income support to reflect time spent in training or study.
- Introduce a Scottish Work Experience Guarantee for school age and further education students, with subsidies to remove financial barriers for completion, and CV and careers advice made available through secondary schools and colleges.

- Establish core training funds to subsidise the cost of entering, training or completing continued professional development, in particular targeting key professions where there are shortages such as nursing, health, care and engineering.

3. SUPPORT JOB CREATION

Opportunities for a generation of young people are at risk. In 2020 the number of unemployed young people rose to 45,000 and there are fears it could rise even higher. We cannot afford a youth unemployment crisis and a generation scarred because government did too little or acted too late.

- Supplementary funding to kick-start 'Kickstart' by providing a further six months of subsidy for wages, encouraging businesses to employ young people in receipt of Job Seekers Allowance or Employment Support Allowance. In exchange for the wage subsidy, employers would need to guarantee a permanent job at the end of the scheme.
- Reinvigorate apprenticeships across Scotland targeting 5,000 new places in the next financial year, with subsidised wages to raise pay for all and working with local authorities to establish local 'Share an Apprentice' schemes.
- Offer an Equal Access Careers programme to support individuals disadvantaged in the labour market with specific career support, training and placements. We would also extend the Job Start Grant to all young disabled people and double the grant offered to young disabled people and carer leavers to £500.

4. A PUBLIC SECTOR FOR PUBLIC GOOD

Throughout this crisis, private companies have been awarded government contracts with little or no competition. We need to reorient procurement so that it works for businesses in Scotland and ensures people here get the benefit of government spending.

- Pledge to ensure no publicly procured contract uses zero-hours contracts.
- Establish a Better Business Scotland certification scheme for businesses who want to work with the public sector to ensure they meet our Good Work criteria, which includes not using zero-hours contracts, collective bargaining, paying the Scottish Living Wage, and having a clear carbon reduction plan.

5. INVEST IN THE SCOTLAND OF TOMORROW

The Scottish economy in 10 years' time will look entirely different from what we see today. Many structural changes have already been accelerated by Covid-19 and so any economic plan needs to consider the long-term challenges, planning for the just transition to a greener economy.

- Supporting Scotland's fabrication and decommissioning industries in the North Sea by requiring a proportion of local procurement from oil companies operating in the UK Continental Shelf region and support for Scottish supply chains in the development and manufacture of renewable technologies.
- Host regular roundtables on Scottish industrial policy to ensure that government action on developing the industries of the future is informed by trade unions and business stakeholders.
- Restructure and grow the Scottish National Investment Bank so it can provide seed funding for new ideas, offer investment for 'capital for good' projects and support businesses to transition towards greener and more digital futures, all while creating jobs and supporting our Good Work principles.





NHS and Social Care Recovery **National Mission Two:** Increase the healthy life expectancy of people living in Scotland.

Even before the Covid-19 pandemic, Scotland's NHS and social care systems were struggling. Nurses and doctors repeatedly warned about the under-resourcing of the health service; social care workers were stretched to breaking point and a key sign of a healthy society – how long we live – was stalling and going into reverse for the poorest among us.

Now Scotland faces the twin challenges of recovering from the very immediate crisis created by Covid-19, but also recovering our NHS from a decade of mounting problems.

The past year has reminded us of the crucial value of the NHS and our social care services, keeping us all safe and well when we need them the most. The NHS was not overwhelmed as many feared, but that was only achieved by significantly reducing demand on services. Thousands of people are now 'missing' from NHS outpatient appointments, thousands of operations have been cancelled and there were 7,000 fewer cancer diagnoses in 2020 than in the year before. Cuts to care packages have also left thousands of people taking on greater responsibility for unpaid care.

At the same time that physical health has been put at risk by Covid-19, people's mental health has been impacted by the stress of restrictions and the uncertainty about what the future holds. Waiting lists for child and adolescent mental health

services are full, with many people being turned away and hundreds waiting over a year for support. The pressure on NHS 24's mental health crisis services has been overwhelming, leading to 25,000 crisis calls going unanswered during the pandemic.

None of these challenges are the fault of our NHS and social care staff. They have gone above and beyond during the crisis, but they now require the same level of support from government to get them through the coming years.

Our national mission to increase healthy life expectancy by five years binds together everything the country needs to be focused on to improve our health and wellbeing. The lack of progress in this area over the past decade points towards the lack of focus on tackling deep-seated problems that affect health outcomes; from alleviating poverty to investing heavily in health services. To build the foundations to reach this ambition, we support a number of immediate priorities.

1. GET CANCER TREATMENT BACK ON TRACK

Many people with cancer have not been diagnosed during the pandemic, meaning there are a significant number of people who may not yet know they have cancer, and who will potentially need urgent treatment.

- Find these missing cancer diagnoses with a catch-up initiative across our screening programmes. This can be achieved by increasing staff and processing capacity in screening centres to clear the backlog of appointments by the end of 2021/22.
- Establish Rapid Diagnostic Centres in each health board area where GPs can refer patients who have suspicious but unclear symptoms so that instead of waiting months, patients can have a diagnosis within two weeks.
- Provide a single point of contact for every cancer patient to guide them through their treatment and provide personalised support for their emotional and practical needs.

2. IMPROVE MENTAL HEALTH CARE AND SUPPORT

Restrictions during the pandemic have increased stress for many and made life more challenging for those with pre-existing mental health conditions. Action must be taken to address the decline in mental health across Scotland.

- Improve access to support with a new referral and triage service and ensure that every GP practice in Scotland has access to a dedicated mental health worker.

- Establish dedicated mental health A&Es in every health board area, integrated with suicide prevention and substance misuse services, to support people in crisis.
- To support new mothers and babies born during the pandemic we will establish Baby Clubs to encourage socialisation. We will offer an extra health visitor visit at 18 months, ensure women have adequate help to breastfeed and offer support to every woman experiencing post-natal depression.
- Increase resources available for mental health and increase the mental health budget to 11% of the NHS budget, to match spending in England and Wales.
- Support people back to work and young people back to school by offering a mental health assessment to every school pupil and a back to the workplace support programme for employers.

3. ADDRESS THE BACKLOG

The Covid-19 crisis has created a significant backlog in care and treatment. We must act to address this or it will risk the functioning of the NHS for years to come.

- Urgently invest in capital to upgrade NHS systems and facilities. By investing in digital healthcare, we can embed the gains that have been made in this area during the pandemic.
- Our NHS responded to Covid-19 by establishing the NHS Louisa Jordan Hospital. By establishing designated outpatient and elective centres in each health board area, we can triage waiting lists and clear the backlog.
- Health requires more than hospital treatment. We support rolling out the Hospital to Home service across Scotland and enshrining a Right to Rehab to aid patient recovery and support people with chronic health conditions.

4. VALUE THE WORKFORCE

Workers in our NHS and in the social care sector have gone above and beyond during the pandemic. They need to be rewarded and supported as our services recover.

- We support a fair pay rise for NHS staff and we will work with the trade unions to put in place a long-term pay deal for staff that addresses historic underfunding and low pay, and makes the NHS an attractive place to train and work. To retain skilled staff, we support offering a working time review to every staff member considering retirement.
- Increase investment in occupational health so that healthcare professionals have somewhere to turn when they need mental health support now and in the future.

- ▶ Grow the workforce by increasing the number of Scottish domiciled places in medicine and nursing courses and doubling the number on the widening access to medicine programme.

5. DELIVER A NATIONAL CARE SERVICE

As Scotland's population ages, we need to ensure that the founding principles of the NHS extend to care for people through to the end of their lives. That means providing people who need care with support to lead full and independent lives.

- ▶ Make social care freely available at the point of need by reversing the recent narrowing of eligibility criteria and removing all non-residential charges.
- ▶ Create a National Care Service that prioritises national funding and retains local services to ensure that local expertise, accountability and community input are not lost.
- ▶ Respect the workforce by immediately increasing their pay to £12 an hour, and working together with trade unions towards a further rise to £15 an hour.
- ▶ Support individuals who carry out unpaid caring work so they feel valued, included and supported as equal partners in care provision.





Education Recovery

National Mission Three: Move the Scottish education system to the top of international league tables.

School closures as a result of Covid-19 have resulted in unprecedented disruption to Scotland's education system. Since the advent of universal education provision, there has been no comparable loss in schooling for our young people.

The impact of this on general attainment, the poverty-related attainment gap, social and emotional development and ultimately life chances for impacted young people could be significant. Not only will this generation of pupils have to deal with the impact of this year but are likely to leave school to be faced with an uncertain economic situation. We must support them with all the ideas, energy, but most importantly, resources, that we have.

A year ago, we came together as a country to save lives and to protect our NHS. We now need the same level of leadership for education. Above all else there is a moral imperative to ensure the pandemic does not hamper the life chances of the next generation.

Scottish Labour's plan seeks to deliver hope to our young people. We must ensure that emerging from the relentless negativity, doubt and anxiety of the last year we make a promise for their future – that they deserve the best of opportunities. That will be achieved through hard work, imagination, the love of their community and the investment of a country that believes in them.

That is why our third national mission is to support our students and teaching workforce so that Scotland moves to the top of international education league tables.

1. GIVE EVERY YOUNG PERSON THE DEDICATED SUPPORT THEY NEED TO SUCCEED

The needs of every young person are different, and some may need more support to get back on track than others. Scottish Labour's approach would see the needs of every young person identified and the resources being provided to support them to succeed.

- To understand the needs of every young person, the government should provide each of them with a Personal Comeback Plan (PCP), based on an individual assessment. This would include a mental health assessment to understand the full range of their needs.
- A personal tutoring programme should be provided, accessible for all ages and all pupils. Referrals would come from teachers and those working with young people struggling to engage with school.

2. ENABLE YOUNG PEOPLE TO RESIT

Many young people believe they have missed out because of the cancellation of exams and the botched handling of the Scottish Qualifications Authority (SQA) Alternative Certification Model.

- Any young person who wants to resit will be supported to do that. We support the establishment of a resit guarantee with a free place at college to take National Qualifications.
- Government should engage with colleges and universities to ensure that there is a no detriment policy for accessing further or higher education.

3. SUPPORT THE TEACHING WORKFORCE

Our teaching workforce have had many demands placed on them over the past year: from delivering online lessons to running hub schools and grappling with new digital technology. We need to support the existing workforce and ensure that new teachers have the opportunity to enter the profession.

- To prevent further Covid-19 outbreaks in schools we will prioritise vaccinations for teaching and school staff, keeping the workforce safe and protecting children's education from further disruption.
- Every probationary teacher should be given a guaranteed completion opportunity to ensure that they can gain registration and help to refresh our workforce. Trainee teachers who have been unable to complete training should be given the right to complete, at no cost to themselves.

- ▶ We must close the digital divide for students and staff by providing enhanced digital training for staff and a digital device for every pupil. Alongside this, we should consider targeted support for households which may not have broadband access.

4. SUMMER COMEBACK

Young people need to be the beneficiaries of Scotland opening up again this summer. They should see their friends, make new ones and begin to live a full life again. This is essential to improve the mental and physical health of our children after an incredibly difficult year.

- ▶ We believe every young person should have the opportunity to focus on their own wellbeing over this summer, rather than academic catch up. We would give every young person a Summer Comeback Pass to provide free access to sport, transport, outdoor activities and culture.
- ▶ Ring-fenced resources should be made available for school trips to outdoor activity centres for all young people over the coming two years.
- ▶ These activities will provide much needed additional resources for our national youth, arts and outdoor organisations and enable them to keep their doors open.





Climate Recovery

National Mission Four: Achieve net zero emissions in Scotland and spark a green jobs revolution.

Later this year, Glasgow will host the United Nations Climate Change Conference of the Parties (COP26) summit. This will be a massive moment for Scotland when the eyes of the world will be on us. We want Glasgow to be synonymous with world-leading action on climate change. But the first step we must take is to ensure that we are doing as much as we can, here at home, to make our contribution.

Without significant action, Scotland will not meet its climate targets by 2045. There are more greenhouse gases in our atmosphere than at any point in human history. Air pollution is killing 2,500 Scots every year and pollution is exceeding safety levels in nearly 40 areas within Scottish towns and cities. Further to this, one in nine species are at risk of extinction.

We must tackle the climate and nature emergencies while reducing the inequalities that Covid-19 has exposed and exacerbated. The transition to net zero is an opportunity to create thousands of jobs and address the immediate economic crisis caused by Covid-19. These measures, implemented immediately, would not just contribute to tackling the global climate emergency, they would kick-start Scotland's economy, tackle unemployment, and deal with the rising cost of living.

Our fourth national mission restates our existing target to achieve zero net emissions in Scotland by 2045. However, without more action we will not meet these targets and we will continue to drift towards more irreparable damage to our climate.

1. IMPROVE ENERGY EFFICIENCY ACROSS SCOTLAND

Scotland's buildings are a huge driver of climate emissions, contributing 23% of Scottish emissions. Nearly 75% of these come from residential buildings. Fewer than half of all homes are energy efficiency rating C or higher and a quarter of Scottish households are in fuel poverty. Investing in energy efficiency measures will reduce living costs, create jobs and make a significant contribution to reducing our carbon emissions.

- Scottish Labour has a plan to upgrade all homes to at least an energy efficiency rating of C or higher by 2030 and, where possible, zero carbon by 2045.
- We would establish a national housing agency to work closely with local authorities and coordinate the roll out of measures including insulation, double glazing, boiler replacement, forms of renewable heat, and heat networks.
- Our 2030 target will require a significant step change in current activity: at least 80,000 homes would need to be renovated annually, more than double the current rate. Long-term, we estimate that at least 90% of homes will need to be fitted with a form of renewable heat such as heat pumps or heat networks.
- Low and middle income households would be awarded grant funding while other households would be offered interest free loans to pay for the upgrades, up to the value of £18,000. Fuel poor and rural homes would be targeted first.

2. INVEST IN SCOTLAND'S NATURAL ENVIRONMENT

In order to draw more carbon from the atmosphere, we need to invest in nature restoration.

- Scottish Labour would plant at least 15,000 hectares of trees a year and increase peatland restoration to 20,000 hectares each year, alongside measures to end commercial peat extraction.
- A Scottish Conservation Corps would be established, modelled on the Civilian Conservation Corps of the New Deal, to employ and train a new workforce dedicated to restoring Scotland's natural environment. This could employ up to 10,000 people, forming an important part of Scottish Labour's Jobs for Recovery guarantee and ensuring that roles are available across the country including in rural areas.

3. CREATE REAL CHANGE IN SCOTLAND'S BUSINESSES THROUGH PROCUREMENT AND BUSINESS SUPPORT

The Scottish public sector purchases around £11 billion of goods and services each year. We need to move away from a narrow focus on price and towards a broader view of the role the public sector can play in making Scotland's businesses greener.

- Through our Better Business Scotland certification we will ensure that every business that wants to work with the public sector has a clear carbon reduction plan and a commitment to achieving net zero.
- Scottish Labour would adopt a local first approach to procurement, reducing carbon emissions by ensuring goods and services are procured locally.
- Where local suppliers don't exist, the Scottish National Investment Bank would be used to invest to help existing companies diversify or support the creation of new local supply chains. Support would be tied to our Good Work criteria and would promote cooperative business models.

4. LEAD A JUST TRANSITION TO NET ZERO

Scottish Labour's just transition would mean no person or community is left disadvantaged as we move to a low carbon economy.

- Scottish Labour would deliver a statutory Just Transition Commission to focus on how the transition to net zero would benefit those who are unemployed, underemployed or who are at risk of unemployment as a result of the current economic crisis and the transition.
- Scotland needs a bold industrial strategy to lay out how domestic manufacturing capacity must evolve to ensure that the growth in domestic renewable energy production leads to new jobs in Scotland. Alongside this, we would establish the Scottish Energy Development Agency to coordinate the growth in renewable energy production including in skills and training. It would work closely with the Scottish National Investment Bank to invest in the development of the domestic supply chain.
- Scottish Labour would only approve new developments for offshore wind farms when a plan for supply chain manufacturing was in place and conditions on job creation in Scotland were met.

5. CREATE GREENER COMMUNITIES

Covid-19 has brought into stark relief not only the value of green space but also the inequality of access to green space. Addressing this cannot wait. Progress to decarbonise our transport sector has also been too slow. Accelerating the

decarbonisation of existing transport networks, and investing in the roll out of low carbon alternatives must be a priority.

- ▶ Scottish Labour would adopt a new approach to development that puts public health and the environment first. Our National Housing Agency would be centrally responsible for the acquisition of finance; land and housing; and dealing with derelict and vacant land, and act as a prime mover in driving the delivery of housing. It would ensure the development of well-designed communities with green space as a key consideration.
- ▶ Scottish Labour would reinstate the ability of public authorities to acquire land at existing use value for social homes. As a result the public sector would capture the uplift in the value of land that results when planning permission is granted, unlocking significant funds for infrastructure and development.
- ▶ Existing communities can't be neglected. We would invest in councils to create urban and rural safe active travel routes, green spaces and food growing places.
- ▶ Scottish Labour will invest in interest-free government loans to help more low and middle income households to buy electric cars over the next two years and accelerate the roll-out of electric charging points with an initial focus on areas with the least access.
- ▶ We will increase active travel spending to 10% of the overall transport budget, giving priority to encouraging and enabling people to get out of their cars, onto bikes, and walk more.
- ▶ We will introduce free bus travel to under 25s and invest in the manufacture and widespread introduction of accessible low-emission buses.





Community Recovery

National Mission Five: Make every community in Scotland a place where people can safely grow up, settle and work, with access to public services and free from poverty and hunger.

Over the past year, people have come together to support each other through the Covid-19 crisis. While the pandemic has exposed many weaknesses in our society, it has also revealed the strength of our communities.

When people were asked to stay at home, many rediscovered a love for their local area. However, it also showed the gaps in availability of basic services in many communities – from hospital services to high street shops.

Deep inequalities which have been growing in Scotland over the past decade were also exposed. Covid-19 hit hardest in areas with the highest levels of poverty, and in those communities it was often the people who had the least who were the most affected. Growing levels of unemployment are once again driving people to foodbanks, and the rising cost of living is only set to make that problem worse.

Emerging from the pandemic, many people are asking questions about the kind of society we want to build. We believe that has to start with investing in every community to make them places where people want to grow up, settle and work. To tackle the deep poverty that exists in many communities across Scotland we

have to reinvigorate our towns and villages, use public spending to maximise local employment and ensure there are opportunities for local investment and development.

We also must help people directly by increasing their personal and family incomes. That must start with ensuring people have access to decent work close to where they live. It also means using the Scottish Parliament's social security powers to get more money into people's pockets. Our final national mission imagines a Scotland where people can live free from poverty and hunger in strong communities where they can live fulfilling lives.

1. INCREASE PERSONAL AND FAMILY INCOMES

Real and lasting change to eradicate poverty is only achieved through deep structural changes to our economy. However, an immediate priority is ensuring that people have enough money to live a full life and not struggle to make ends meet. We support measures to alleviate the financial pressures on low and middle income earners.

- We support measures to increase the Scottish Child Payment to £20 a week by the end of 2022 to lift more children out of poverty.
- Scottish Water has built up a £531 million surplus – five times higher than the water regulator promised customers when setting water charges. At a time of pressure on household incomes, some of this should be returned to customers as a £100 rebate for every household.
- We must abolish the council tax and replace it with a fairer alternative based on property values and ability to pay. Any freeze of the council tax imposed by central government must be fully funded so there are no further cuts to essential local services.
- By implementing a Debt Advice Levy we will redirect some of the huge financial benefits which creditors gain from free money advice back into sustainably funding these crucial services. Credit unions can also offer better alternatives to high-cost credit so we will develop the fund for helping their growth and innovation, improving online accessibility and capacity for swift loan decisions.
- To support our older generations we will establish a Staying Connected fund which will offer grants, up to the annual value of the TV licence, currently £159, to all households with an individual aged 75 and over to either cover the costs of their licence or go towards internet and connectivity bills.

2. CREATE DEMAND IN OUR HIGH STREETS, TOWN CENTRES, AND VULNERABLE SECTORS

In recent decades, the drive towards centralising services, retail and jobs in city centres, as well as the move to online shopping, has resulted in our town centres being hollowed out, even before Covid-19 hit. The impact of the pandemic on our cultural, leisure and tourism sectors has also been huge. The scale of the challenge requires action to save these sectors and the jobs they maintain, while investing to support regeneration over the longer term.

- Bring shoppers back to our town centres with a £75 prepaid card to every adult in Scotland to be spent in non-food retail businesses. A similar scheme in Jersey has successfully stimulated the local economy there and encouraged people to shop local.
- Roll out the Great Scottish Staycation 2021, with Scottish Government funded subsidies of holiday accommodation across Scotland whereby any tourist travelling within or to Scotland receives every 3rd night of accommodation free on off-peak dates between September to November 2021.
- Deliver a High Street Bailout plan with reduced business rates on non-grocery bricks and mortar shops. We will set up a taskforce to fully examine how business rates need to change to ensure the digital economy makes a fair contribution to local services.
- Existing shops on our high street need to be supported to continue. That is why we support the establishment of a Business Restart Fund to continue to support businesses facing financial hardship as a result of restrictions. We will also support businesses to transition into new markets or online through the establishment of a Business Transition Fund.

3. PRIORITISE LOCAL OWNERSHIP

Local communities should benefit from economic development in their areas, but too often wealth flows out of our towns and villages into businesses headquartered elsewhere.

- We will prioritise local procurement by having a 'local first' approach to all procurement. We will encourage local authorities to do the same to ensure that local businesses get the best opportunity to bid for local contracts.
- We believe local development organisations should be established to lead local economic development and to identify investment opportunities in communities across Scotland.
- We will work with local authorities to promote alternative business models including cooperatives, social enterprises, and in-house provision.

4. HOUSING

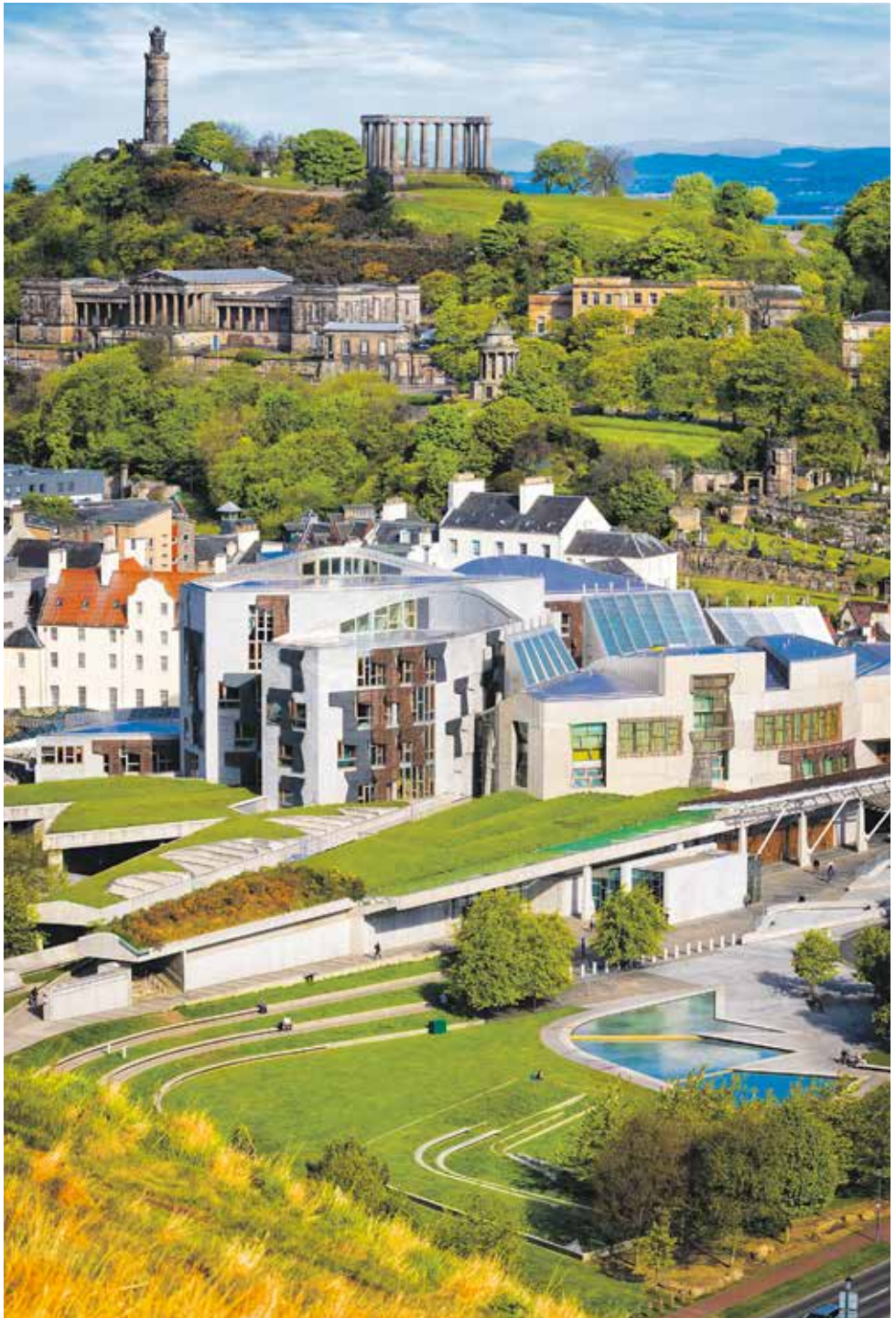
To reinvigorate our communities, we need to have a supply of high quality and affordable housing. Too many people are priced out of their local housing market or forced to move because of a lack of homes.

- We support building 200,000 zero carbon social homes over ten years, with parity of grant funding between councils, cooperatives and housing associations.
- The pandemic has highlighted the importance of revisiting mandatory minimum space, quality standards and energy performance in new and refurbished homes. We believe these should all be reviewed as part of a long-term housing strategy.
- Land prices lie at the centre of the housing crisis. We believe the law should be reformed to allow for the acquisition of land for social housing at existing use value and use development gain to finance essential infrastructure.

5. SAFETY

In order to thrive, our communities need to be safe and people must be able to feel safe and free of the fear of crime. Creating communities where people feel secure means acknowledging the dangers that specific groups face. In particular, the police and justice system must be responsive and sensitive to women's experiences of male violence. The Covid-19 pandemic has increased pressure on the justice system and made the process of accessing justice more time consuming and stressful.

- Restore connections between the police force and local communities, invest in specialist staff to rebalance the workforce and increase the number of officers in local divisions by at least 500 to reverse cuts to local policing.
- Invest in enhanced digitisation within the courts system, mitigating barriers caused by digital inequalities and dealing with the backlog of 34,000 cases.
- Improve access to justice by reforming legal aid, roll out specialist domestic abuse courts and introduce a specialist sexual offences court.



OUR APPROACH TO DEMOCRATIC RENEWAL

A strong recovery will only be achieved with strong national institutions that work in the interests of people across Scotland. The UK's departure from the EU will result in many more powers for the Scottish Parliament in the coming years.

The heightened need for reform to ensure powers are used effectively and at the right level across the UK's four nations demands a response from central government.

For a decade, discussions about power in Scotland have only been concerned with the power that sits in the hands of MSPs and Scottish Government Ministers in Holyrood. We have a broader and more ambitious vision which involves a radical redesign of the UK's democratic institutions, more powers of scrutiny for Holyrood, and a radical transfer of powers from Edinburgh into communities across our country. It also must involve as close a relationship with the EU as possible.

REFORM OF THE UNITED KINGDOM

The last thing Scotland needs is more constitutional turmoil and economic instability; our collective priority must be the national recovery from Covid-19 so we do not believe there should be another independence referendum.

Labour is democratic socialist party. We do not support independence and we believe that we achieve more together than we do alone. At a time when we must pull our country together to recover from Covid-19, it would be irresponsible for the SNP to distract from that with an independence referendum and to unleash vast public spending cuts in an independent Scotland.

The United Kingdom needs to work for all parts of our country and, at present, it does not. We believe a democratically and economically renewed Scotland is stronger within a democratically and economically renewed United Kingdom. While the country is focused on recovery from Covid-19 over the next five years, we will not support a second independence referendum.

A distribution of powers to the Scottish Parliament and Scottish local government is a far better alternative to an even greater accumulation and centralisation of powers in Westminster and Holyrood. This means a new settlement for local government, ending an era of SNP centralisation at the expense of local democracy.

Labour has taken the initiative to establish a Constitutional Commission and we support a renegotiation of the Fiscal Framework. We support further devolution of powers to Holyrood including borrowing and employment rights, with a UK floor that would encourage a race to the top on workers' terms and conditions. Now that we have left the EU, we must explore the need to reform our immigration system so that it works for all nations and regions in the UK. We also support a UK Council of Ministers and a UK Council of Parliaments and Assemblies established on the principle of cooperation and transparency, rather than conflict and secrecy, as a step towards a much more federal approach in the UK.

RE-ESTABLISHING A PEOPLE'S PARLIAMENT AND GOVERNMENT

We want to re-establish the vision of a people's parliament, making full use of the Scottish Parliament's powers to tackle poverty and inequality, to spread democracy, and redistribute power and wealth, to plan the economy for the future wellbeing of the people and the planet, and to do this with the enduring values of cooperation and solidarity. This will only be possible when people believe that the Scottish Parliament works for them.

That is why we are proposing a Clean up Holyrood Commission to consult on the changes needed to strengthen the parliament's ability to hold the government to account and restore faith and trust in Holyrood. This will report in the next year. We want to see an independent ethics commission overseeing the Scottish Government and parliamentary privilege extended to MSPs so they have the same protection as MPs when raising issues. Committees need more autonomy so we believe that conveners should be elected by the whole Scottish Parliament, not appointed by their own party, and committees require stronger powers to compel witnesses to appear and give evidence.

Scottish Labour supports the people's right to know and an end to the secrecy that pervades too much of government. We will reform the Freedom of Information (Scotland) Act to support a robust transparency and accountability

culture, with more proactive publication and to force government departments to be fully transparent over public finances.

STRENGTHENING LOCAL DEMOCRACY

Devolving powers to local government is a key part of Scottish Labour's vision for devolution. Scottish Labour supports the principle of subsidiarity – making sure that decisions are taken as close as possible to the very people they affect. We will develop a framework of universal basic services – and with our community recovery fund, strengthen the social infrastructure that minimises social isolation and builds stronger communities. Scottish Labour will promote reforms which are designed and led by local government, and which offer collective provision of services, to tackle inequalities and keep wealth created by our communities within our communities.

Scottish Labour supports measures to revitalise local democracy and promote greater community empowerment. If Scotland is to truly be seen as a democratic leader, we need to implement innovative ways of working which embrace citizens and decision-makers as equals. We will place importance on capturing the opinions of those who have been marginalised in the past and develop methods of amplifying and embracing these voices in policy and financial planning. Those who have been described as 'hard to reach' are too often 'easy to ignore'. This includes a Right to Space to ensure communities have places to meet and funding to build the capacity to participate as active citizens. We believe giving more power to communities will help create a more preventative approach that tackles problems at source rather than merely managing them once they've happened.





Keeping people in work, helping people to retrain and sustaining businesses which can provide employment in future is essential to building the foundations to recover the Scottish economy.



JOBS RECOVERY

National Mission One: Ensure that everyone who can work has the offer of a job.

Scotland faces the immediate and very real challenge of averting an unemployment crisis this year. Hundreds of thousands of people losing their jobs would not just be an economic crisis, it would lead to a significant social crisis. Our immediate priority is to avoid this by using the additional resources available for Covid-19 support to pay for an immediate stimulus package to support individuals, businesses and public services.

Keeping people in work, helping people to retrain and sustaining businesses which can provide employment in future is essential to building the foundations to recover the Scottish economy. In the longer term, our focus has to turn to addressing the wider problems in Scotland's economy. Since the last recession after the banking crisis, Scotland's growth has lagged behind the rest of the UK. Our long-term focus is investing in the Scottish economy to catch up and exceed the UK's performance.

Our first national mission is ambitious - ensuring that everyone who can work has the offer of a job. By setting this mission, we want to ensure that the economy works for everyone and we will work with trade unions, employers and individuals from a range of backgrounds to make this a reality.

Building a sustainable economy

Scotland's level of growth is low and is now faced with new challenges arising from the pandemic and Brexit. We face the biggest jobs crisis for a generation, and the Scottish and UK Governments' response is simply inadequate. Even before the pandemic, the Scottish economy suffered from low investment and

productivity, limited domestic ownership, coupled with labour market inequalities. The Scottish Government has failed to use its procurement, education and investment powers to support the economy. Both governments were slow to respond to the pandemic's impact on the economy. Scottish Labour will have a laser-focus on job creation and a bold industrial strategy, and will engage positively with businesses and trade unions to create the sustainable economic recovery we need.

Scottish Labour will restructure and grow the Scottish National Investment Bank (SNIB) to invest in the economy, with long-term economic planning and a willingness to intervene when required. Growth has to be sustainable for the long-term and for the planet. Our climate recovery plan will tackle climate change while ensuring a just transition. We will create high-quality jobs with a real focus on research and development that leads to growth opportunities across Scottish industries.

Our jobs recovery will learn from the lessons of the past by rejecting austerity. We will bring employers, unions and government together under the framework of a Social Partnership Act. Support from government provides an opportunity to shape a fairer economy. Recovery deals for each sector should include a range of financial and other support to business. In return, they should sign up to enforceable Good Work obligations, including working towards commitments on pay, conditions, equal opportunities, carbon reduction, skills and collective bargaining.

Sustainable growth also has to share prosperity to create a better society for everyone. We will support the growing number of women who are starting new enterprises. To help tackle the gender pay gap we will improve the gender balance in leadership positions,



The last year has been really tough for Scotland with lots of businesses closed down. We should be concerned that without a plan to protect jobs, more will be lost. I'm voting Scottish Labour because they have a plan that will be totally focused on recovery.

DEENA, ABERDEEN

target training, strengthen childcare, and ensure women get a fair share of government investment.

Scottish Labour recognises that Scotland's economic recovery could not be successful without the support from communities. The public health crisis has seen an amazing response from communities, with energy and imagination that comes from solidarity, empathy and a genuine belief in the power of working together. This power needs to be harnessed. That is why Scottish Labour will support local communities and reinforce their strengths through Community Wealth Building programmes, which are currently being put into practice by Scottish Labour councils. Community wealth building is a people-centred approach to local economic development, which redirects wealth back into the local economy, and places control and benefits into the hands of local people. It provides local investment opportunities for pension funds and means we can capture wealth in a way that benefits our communities.

Even before the Covid-19 pandemic, the number of shops closing their doors on Scotland's high streets was accelerating. Our high streets and town centres are more than places to shop; they are places we go for company, culture and character. We will reform the commercial property market, ensure fair pay for retail workers, and attract people back through better transport, public services, leisure, health and housing policies. We will also put programmes in place to help small businesses upskill, including support for digital capabilities.

The privatisation of public services has failed our economy, with investment only serving private corporations' interests rather than the people of Scotland. Scottish Labour will halt this economic model by promoting common ownership nationally and locally. We will establish a Workers Ownership Fund with the aim of doubling the number of cooperatives and supporting alternative business models, including social enterprises. Studies show that employee ownership boosts workers' commitment and motivation, leading to greater innovation and productivity.

We will establish an Entrepreneur Unit and appoint a Minister for Entrepreneurship to ensure entrepreneurship is promoted in the public, private and voluntary sectors. This will be linked to measures that drive innovation, connecting our colleges and universities to business through expanded innovation hubs, boosting research and development, using big data, and using government procurement to support SMEs. As the pandemic has highlighted, we must

speed up the infrastructure and access to full-fibre broadband to support small and medium-sized enterprises (SMEs) and encourage flexible working options, particularly in rural and disadvantaged areas.

We would support the development of Scottish data hubs and local supply chain manufacturing.

Scotland needs bold and urgent action to build a wellbeing economy. Economic growth must be fuelled by more than high employment and longer working hours. A prosperous wellbeing economy is one that provides financial security for families, builds opportunities for our young people, supports innovation, creates jobs and grows vibrant businesses and social enterprises.

Scottish Labour is committed to retaining a public sector water service and will end the creeping privatisation of water and wastewater services. This public service delivers a quality service more cost-effectively than private companies in England, despite the additional costs of managing water in Scotland. We will end the market systems of regulatory control and replace it with a Scottish Water Plan driven by citizens' views. We will develop a clear strategy to close the disparity gap between public supply and private supplies both in terms of resilience to climate change impacts on the availability of water and in quality of drinking water.

Good Work

An economy that works for everyone requires better wages and more secure employment, and greater redistribution of the wealth generated. Too many jobs are insecure, without guaranteed hours or income. That insecurity then flows through our economy, holding it back – from the stress it puts on working

**SCOTTISH LABOUR
IS PROPOSING
THE MOST
AMBITIOUS JOBS
CREATION PLAN
IN THE HISTORY
OF DEVOLUTION.**

people to the pressure it puts on family finances. The pandemic has exposed and exacerbated Scotland's existing labour market inequalities. We need a recovery that works for everyone including women, disabled people, young people and diverse minority communities.

Striving for equality in the labour market is just one principle out of several that Scottish Labour will prioritise in order to make Scotland a Fair Work Nation. In the recently published 'Fair Work in Scotland' report, the Convention revealed that faster progress is needed if Scotland is to hit its target of being a leading Fair Work Nation by 2025. Fair work plays a crucial role in achieving economic growth, more innovative and productive workplaces and eradicating in-work poverty. While the Scottish Government's Fair Work Action Plan sets out a range of ambitions, it doesn't fully deploy the Scottish Government's existing powers. Scottish Labour will go much further, developing a Good Work Plan, which will not merely encourage good work, but will require compliance. Good Work will promote the quality of work and fairness in line with trade union charters developed by UNISON, Unite and USDAW in their respective sectors. We will use all the levers of government to revitalise collective bargaining, including sectoral bargaining, coupled with a more robust social dialogue and the promotion of trade union membership. A Scottish Monitoring Agency will ensure that procurement conditions are achieved.

Scottish Labour's Better Business Pledge will be a key part of the Good Work Plan, requiring all businesses that benefit from public procurement to commit to using no zero-hours contracts or similar insecure work practices, paying the Scottish Living Wage and producing a clear carbon reduction plan. Companies should also pay the taxes that they are supposed to.

We are facing the worst jobs crisis in a generation, with young people set to be hit particularly hard. There is significant evidence that people below the age of 25 are more likely to be let go by employers and less likely to be hired than older adults during a recession. The evidence is clear that youth unemployment has profoundly damaging effects on both the individual and society. This 'scarring effect' that lowers long-term employment prospects and earning potential has an impact that, for many, is still felt decades later.

Without bold action, Scotland faces an unemployment crisis that will become a national emergency. The scale of the problem that confronts us requires a response equally as ambitious as our initial response to the pandemic. Scottish Labour is proposing the most ambitious jobs creation plan in the history of devolution - a jobs guarantee scheme that is worthy of its name. Under the Jobs

for Recovery scheme, the Scottish public sector will guarantee that those not benefitting from other jobs schemes can apply to join the public sector for an average of six months. The scheme will be open to every person under 25 who does not have a job, everyone over 25 who has been long-term unemployed, and every disabled person who does not have a job. Roles will be additional to the current workforce and 20% of the time would be allocated for developing skills and seeking employment beyond the scheme. It will include a mechanism whereby the voluntary sector and the private sector can apply to host these scheme applicants at a reduced cost to the employer for the duration of their placement.

Further to this, we would deliver funding for the UK-wide Kickstart scheme to include a further six month subsidisation of wages and establish 5,000 new apprenticeship places in the next financial year. Support and subsidisation would be provided to employers hiring an apprentice for the first 12 months of their apprenticeship on the assurance that the employer commits to employing the apprentice for the duration of their training. We would also work with local authorities to establish localised 'share an apprentice schemes' within priority sectors - initially construction and agriculture that will formalise opportunities to 'work share' apprentices either within a week, or on short duration contracts, without impacting their training.

We will support lifelong learning, including union learning, to ensure workers are not left behind in a period of technological change, prioritising the development of skills needed for low-carbon jobs. This includes ending poor quality apprenticeships and replacing them with genuine off-the-job learning and employment opportunities that also tackle occupational gender segregation.

**DURING THE
LAST PARLIAMENT,
SCOTTISH LABOUR
USED MEMBERS'
BILLS TO DELIVER
A STATUTORY
RIGHT TO FREE
PERIOD PRODUCTS,
ENHANCED
PROTECTION
AGAINST VIOLENCE
AND ABUSE FOR
SHOP WORKERS,
AND REFORM OF
TIED PUBS.**

We also need to promote better and earlier access to work-based learning. We are committed to introducing a National Work Experience Scheme for school age and further education age students, with subsidies to be given to remove financial barriers to completion.

Women will be disproportionately impacted by job disruption as a result of Covid-19 and are also more likely to lose their job in the anticipated job recession. Two female-dominated sectors, wholesale/retail and accommodation/food services, have the highest rates of furlough in the latest data release, heightening women's risk of redundancy over the course of the crisis. Women make up the majority (77%) of key workers in care, early years and childcare, nursing and in supermarkets, but are undervalued, underpaid and under protected.

We will equality proof all policy and legislation and would introduce statutory gender pay reviews across the Scottish public sector. We will support the employer accreditation programme Equally Safe at Work through continued funding. We will also transform care work by redistributing the caring and unpaid work responsibilities between women and men and between the family and the state. We will designate childcare as a key growth sector, along with social care, to recognise care as a vital infrastructure and key component of Scotland's economic recovery. Effective utilisation of women's skills and talents is a catalyst for economic growth, worth up to £17bn to Scotland's economy. Scotland's economic recovery must be gender-sensitive and address pre-existing gender inequality to ensure we reach economic wellbeing for all.

The pandemic has highlighted the need to strengthen worker safety in Scotland. Protecting the health and safety of workers also protects public health and the economy. Local authorities will be funded to ensure statutory safety inspections are undertaken. We support establishing a Scottish NHS-based occupational health service, roving safety representatives, a toxic use reduction strategy, and strengthening electrical and building regulations, including protection of title for electricians. We will work with employers to ensure psychologically healthy workplaces that support workers to thrive mentally and physically, and promote pilot schemes to reduce the length of the working week. During the last parliament, Scottish Labour used Members' Bills to deliver a statutory right to free period products, enhanced protection against violence and abuse for shop workers, and reform of tied pubs. We have also proposed a range of Members' Bills to tackle issues like corporate culpable homicide and wheelchair provision.

We will introduce further comprehensive legislation to place duties on employers to reduce risks and strengthen criminal law. We will also introduce stronger measures to tackle modern-day slavery.

We need to transform the worlds of paid and unpaid work by redistributing the caring and unpaid work responsibilities between women and men and between the family and the state. Crucial to this is recognising the important role unpaid work plays in the functioning of the economy. Our Equal Access Careers programme will support individuals from groups more at risk of unemployment. It will offer targeted career support, training and placements, and will extend the Job Start Grant to all young disabled people and double the grant to £500 for the young disabled and care leavers.

We will also designate childcare as a key growth sector and establish core training funds for key, in demand public sector careers, subsidising the cost to enter and train (both initially and as part of continued development) across nursing and health, teaching, care and engineering.

Transport

The Scottish public transport system is a patchwork of services, with many areas left behind with no decent provision. Scottish Labour will rebuild our public transport to support the economy, strengthen our communities and cut emissions.

Scottish Labour has long campaigned to bring all our railways back into public ownership, so we welcome the decision to nationalise ScotRail. Scottish Labour will bring all of Scotland's railways under public ownership including the Caledonian Sleeper and push for the power to end the flawed franchising system

**SCOTTISH LABOUR
WILL REBUILD
OUR PUBLIC
TRANSPORT
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AND CUT
EMISSIONS.**

for good. This will enable us to deliver a public sector operator that protects staff, delivers excellent value for travellers, and ensures our rail system is a fit-for-purpose, truly world-leading service for years to come. Trade unions must have a seat on the board of the new public sector operator. Scottish Labour will carry out a complete review of our branch rail network, seeking to increase rail connectivity between our smaller towns and villages, expanding on the success of the Borders Railway by reopening stations and restoring neglected services. We will also aim to create surface links to transport hubs like our airports. We will decarbonise Scotland's railways within 15 years, focusing on a rolling programme of electrification. We will better promote the use of rail freight. We will ensure our rail service is safe and fully accessible to all who travel by train and we will end the outsourcing of railway services. Our new, public sector rail system will seek to make train journeys between our seven cities faster than going by car.

The SNP Government has had the power to deliver a public bus service since 2019 by enacting the Transport Act but has delayed doing so. Scottish Labour will enact the Transport Act, enabling our bus services to go back into public hands with start-up resources for councils to run them - not to line the pockets of shareholders, but as a public service that we will all benefit from, learning from the successful examples of Lothian Buses and Transport for London. We will extend free bus travel to under 25s, with a long-term goal of working towards universal free bus travel. This will include promoting the manufacture and the widespread introduction of accessible low-emission vehicles, including hydrogen-powered buses. The Scottish bus network will be reinvigorated, ensuring that rural bus routes are expanded to ensure a regular, affordable service for those who rely on it. Through common ownership, we will deliver an affordable, integrated public transport system with a smart ticket system.

We will increase active travel spending to 10% of the overall transport budget, giving priority to encouraging and enabling people to get out of their cars, onto bikes, increasing walking and public transport use for better health and a cleaner environment. This will include assessing and developing safe cycling routes. We will also use the planning system in urban areas to plan for less car use, making all residential areas low traffic neighbourhoods by reducing speeds and volumes of through traffic while maintaining local access for those who need it. We will consult on changing the default speed limit on restricted roads to 20 mph, to ensure safer speeds where people live, work and play. We will create neighbourhoods where people can access all the services they need within a 20-minute walk.

Scottish Labour will develop and deliver an active travel plan with enforceable targets for cycling and walking levels, to include a survey of condition and funding of maintenance of the path network. We will implement a gendered approach to transport infrastructure, ensuring women's safety, convenience and affordability are properly addressed. After the long Scottish Government delays we will reprioritise and expand the implementation of low emission zones in Scotland, and we will explore the implementation of minimum air quality standards around our schools.

While our national focus should be on reducing the need for private car use, Scottish Labour will revolutionise the delivery of electric cars in Scotland, including increasing interest-free government loans to help more low and middle income households to buy electric cars over the next two years. We will explore the possibility of siting a gigafactory in Scotland to build the batteries for electric vehicles and accelerate the creation of charging points, including in less well-served areas and for owners who do not have access to a residential charger. We support the expansion of car clubs across Scotland.

Road maintenance has suffered badly during the years of austerity with costs spiralling for local authorities, who have been forced to slash budgets in line with central government cuts. Along with a fair funding package for local authorities, Scottish Labour will create a fund to finance the repair of our essential road and path network, ensuring that potholes are eliminated, maintenance workers' jobs are protected, and our networks remain safe to use. Key routes, such as the A83, need improvement and enhancement to deliver improved road safety, journey time and reliability. We will also abolish the workplace parking levy.

**SCOTTISH
LABOUR WILL
REVOLUTIONISE
THE DELIVERY OF
ELECTRIC CARS
IN SCOTLAND.**

Working with islanders and remote communities, we will carry out a full review of ferry services in Scotland to ensure that the right vessels are on the right routes at the right time. Scottish Labour believes all lifeline services should be in public hands with proper investment in a new fleet of ships fit for the future, while protecting workers' terms and conditions. We will also develop a new strategy to upgrade our ports and ensure that repair and maintenance of Scotland's ferries happens in Scotland. Scottish Labour will introduce a programme of repairs to ensure our waterways operate safely into the future. Ferry travel should also be free for under 25s.

The legislation governing taxi and private hire services needs to keep pace with technological change and ensure a level playing field between operators. We believe there is a case to legislate for national standards to guarantee safety and accessibility.

Our air industry has suffered through the Covid-19 pandemic. Scottish Labour will take a four nations approach to bringing our aviation industry back, working with the UK Government to ensure that routes are reopened. We will work with the sector to implement a targeted support package for the industry which will be tied to commitments to support jobs, and good terms and conditions within the sector. Key to the recovery plan will be a commitment from the industry that any support will be predicated on reducing CO2 emissions and combating the climate emergency. We will retain air discount schemes for the Highlands and Islands.

Growing businesses and strengthening the public finances

We need our public finances to remain resilient and for our small businesses to grow as we emerge from Covid-19 in order to rebuild our economy. This requires our public finances to be managed in a responsible, fair and competent manner. It's time to maximise our economic levers and provide fiscal stimulus to benefit the whole of Scotland. Scottish Labour would deliver a more resilient and prosperous local government, ensuring a strong financial footing so councils can plan long-term and deliver for our communities. When spending public money, we have to do so credibly and ethically. We have the chance to properly enshrine the resilience and economic growth we want to see in Scotland post-Covid-19 through a reappraisal of our public finances.

SMEs are the lifeblood of Scotland's economy. With as many as 350,000 SMEs operating in Scotland, providing an estimated 1.2 million jobs, they are essential not just to our local economies and high streets but to the Scottish economy as a whole.

Scottish Labour has championed workers and businesses throughout the pandemic, calling for wider and clearer support for SMEs. We truly believe that in order for Scotland to successfully recover from the impact of the pandemic, businesses must be at the heart of any recovery plan. That is why Scottish Labour will repurpose Scottish Enterprise as a business recovery agency, in partnership with other enterprise agencies and Business Gateway to help SMEs recover and grow. We will have a renewed focus on Co-operative Development Scotland.

Through our Business Restart Fund we will ensure extended support for those sectors still facing financial hardships as we ease out of lockdown. It will build upon the existing business support offered during the pandemic and use government support to promote our Good Work principles.

Scottish Labour will also offer a Business Transition Fund which will provide growth opportunities for SMEs to flourish and identify new markets to increase business productivity levels. Scottish Labour accepts that more and more customer engagement will move online, a trend that has been severely accelerated by Covid-19. This is why our business transition fund would provide the framework for our SMEs to keep up with larger companies with more access to online resources. This fund would empower and support business in making the transition to the digital marketplace and ensure they were not left behind by the changes we are seeing in the sector.

We also believe that in order for SMEs to grow, we need programmes to promote and revive fiscal stimulus. Between 2016 to 2019 there were 414 store closures in Scotland, even before the impact of Covid-19 was felt. With the risk of so many businesses going to the wall as a direct cost of the pandemic, our high streets and town centres are likely to suffer



We just need to look at what happened to Bifab to know we need to get serious about protecting jobs. The SNP created lots of green jobs - but in other countries. We need green jobs in Scotland. Labour's focus on a jobs recovery plan is exactly what we need.

DAWN, KIRKCALDY

greatly. Scottish Labour wants to breathe life back into Scotland's struggling high streets by offering a targeted voucher scheme focused on high street retail. This will amount to £75 per adult to be spent in non-food retail and help boost local economies.

Since 2016, the Scottish Government has had a broad range of fiscal powers available to it which could better support our economy, yet the SNP has failed to maximise these. Scottish Labour believes in the powers of progressive taxation. We believe in the devolution of new borrowing powers to enable further investment in recovery. That is why we will aim to use the review of the Fiscal Framework next year to lift the limitations of the framework which the SNP put in place. We would end the use of private finance for public infrastructure, ending the poor value for money Non-Profit Distributing (NPD) deals and reforming infrastructure financing to ensure best value over the life cycle of key public infrastructure projects.

Scottish Labour is aware that a successful economic recovery is one that recognises the importance of local economies and values local government resources. This requires reform of funding for local authorities and a complete review of taxes levied by local government. Revenue and capital funding must be provided on a three year basis to enable planning and predictability. We must abolish the council tax and replace it with a fairer alternative based on property values and ability to pay. Any freeze of the council tax imposed by central government must be fully funded so there are no further cuts to essential local services. We will identify a portfolio of optional additional levies, such as the tourist tax, to reflect local need and requirements. These reforms would give local government fiscal responsibility with local democratic accountability.

As well as maintaining the business rates exemption for non-grocery bricks and mortar retail for the 2021/22 financial year, we propose levelling up the business rates imposed on large warehouses used by majority online retailers versus bricks and mortar stores. In the first instance, from 2022/23, there will be a 20% reduction in non-grocery bricks and mortar business rates, with a 20% increase in the rates paid by retail warehouses.

It is only right that companies that have profited from the necessary measures to contain the pandemic contribute to the cost of the national recovery. However, when the SNP set a narrow scope for their review of business rates they missed a vital opportunity to capture the growth of online retail. Scottish Labour will use the full range of devolved taxation powers to ensure these companies make an

additional contribution to help other businesses recover and generate new jobs in our communities. We will set up a taskforce to fully examine how business rates need to change to ensure the digital economy makes a fair contribution to local services.

Scottish Labour believes that income tax should be fair and progressive. Coming through the Covid-19 pandemic, there are large unallocated budgets resulting from Barnett Consequentials that should provide the basis for supporting the recovery. At this time, when household budgets are under pressure and we are focused on recovery, Scottish Labour will seek to avoid increasing income tax. If there is a need to increase income tax revenues during the next parliamentary term, Scottish Labour would support changes that generate income from those earning over £100,000 a year. In the long-term, Scottish Labour's plan for jobs, skills and the economy would grow our income tax receipts.

Scottish Labour is aware that a strong economic recovery cannot be built on the foundations of rising debt. During the pandemic we have seen an increase in both personal and business debts. The pandemic has exhausted many businesses' cash reserves and they face ongoing costs as the Covid-19 crisis continues to affect trading. That is why Scottish Labour believes in using the levers at our disposal to keep overheads down as firms recover and maximising our Business Restart Fund in order to help businesses with debt.

Along with repairing business finances, there is an urgent need to tackle household finances too. At the point the pandemic struck, 220,000 households across Scotland were struggling to get by. One in four people in Scotland – 1.1 million people – reported that they could only cope for a month or less if they lost their main source of income, rising to one in three working-age people. Scottish Labour believes in

**AT THIS TIME,
WHEN HOUSEHOLD
BUDGETS ARE
UNDER PRESSURE
AND WE ARE
FOCUSED ON
RECOVERY,
SCOTTISH LABOUR
WILL SEEK TO
AVOID INCREASING
INCOME TAX.**

extending support for people in debt by offering extra resources to frontline debt advisors. We also believe in the extension of the current six-week moratorium to twelve weeks to protect those considering a statutory repayment option, with a freeze on debt interest, fees and charges being applied on the debt during the moratorium period.

Scottish Labour will encourage new forms of banking in line with our Community Wealth Building proposals. This includes support for the development of credit unions, including smaller local credit unions that maintain the mutual ethos. We will encourage all public bodies and contractors to offer their workers payroll deduction, through partnerships with credit unions. We will support action over payday lenders and illegal loan sharks, which have preyed on vulnerable people in Scotland's hardest-hit communities for too long.

Through these effective measures we would see Scotland's economy start to rebuild and public finances strengthened. Competent financial management, fiscally responsible local authorities, targeted support for SMEs, ethical public procurement and an environment where business can flourish, is what Scottish Labour would bring to the table.





Our most urgent priority is to restart our NHS so that it can provide high quality care to all who need it, when they need it.



NHS AND SOCIAL CARE RECOVERY

National Mission Two: Increase the healthy life expectancy of people living in Scotland.

Even before the Covid-19 pandemic, our NHS and our social care services faced significant challenges. Today, we face the twin challenge of continuing to fight Covid-19 while also starting to deal with the growing NHS waiting lists that the pandemic has caused. Our most urgent priority is to restart our NHS so that it can provide high quality care to all who need it, when they need it. We must also immediately respond to the sharp rise in mental ill health that has been the result of stress and isolation during lockdown.

The past year has also brought into stark relief the importance of dealing with the deep health inequalities that exist in Scotland. For too many people in our country, life is short and plagued by chronic ill health. In recent years, progress to increase healthy life expectancy has stalled, and for the poorest groups in our society it has started to decrease. This is not the result of the pandemic - it is a failure of the Scottish Government to properly address health inequalities over the past 14 years. Your postcode and your social class should not determine how long you live.

That is why Scottish Labour is ambitious for the health of our country and why our national mission in health and social care is to increase healthy life expectancy by five years. This is a mission that should drive not just those who work in NHS and social care, but everyone who believes we have a duty to constantly improve Scotland's health outcomes.

Restarting our NHS

Before the pandemic, NHS Scotland was struggling with a massive funding gap, health boards in special measures and key targets for waiting times missed. Problems with new facilities at the Queen Elizabeth University Hospital in Glasgow and the Royal Hospital for Children and Young People in Edinburgh have hampered patient care and cost taxpayers. In the face of these pressures, a committed workforce has continued to deliver high-quality care.

Scottish Labour's priority will be to restart the NHS. We will do that by investing in the services and staff needed to tackle the backlog of cases caused by the pandemic and by setting health and care services on a stronger and renewed path for the future.

A particular focus must be on cancer services. Thousands of people have missed out on screening and many more have had their treatment postponed, delayed or cancelled. Scottish Labour will implement a catch-up initiative across our screening programmes, investing in staff and laboratory capacity to clear the backlog of appointments by the end of this financial year. Waiting times for diagnostic tests and urgent cancer referrals are far too long so we will establish Rapid Diagnostic Centres to ensure targets are finally met. By the end of the parliament there should be a centre in every health board so that every patient receives their diagnosis and starts treatment within a maximum of two weeks.

Over the longer term we need an ambitious new cancer strategy with clear and measurable targets for a period of five years, backed up by the funding needed to drive change and support life-saving research. This includes ensuring that every cancer patient has a dedicated cancer support worker so they can access the personalised care and support they need.



Anas Sarwar stood up for the families affected by what happened at the Queen Elizabeth University Hospital. Because he worked in the NHS he understands that we need to do more to help it and knows how to fight for it. That's why I'm voting Scottish Labour.

CATHERINE,
DENNISTOUN

Our health and care workforce have been the heroes on the frontline, but all too often they have been left exposed by the failure to support them properly. Scottish Labour wants NHS Scotland to be the best place for staff to recover from the trauma of the pandemic, and to work and train over the longer term. As well as a long-term and sustainable pay deal, mental health and wellbeing need to be taken seriously. Given the pressure that staff have been working under, they need space and support to decompress. We will increase resources in occupational therapy and offer a specialist health service in Scotland, so staff have somewhere confidential to turn when they need mental health support.

Prioritising staff welfare means ensuring that basic facilities like hot meals and break rooms become the norm. Staff shortages are the consequence of poor workforce planning and they add pressure on already stretched services. To improve retention we will offer a working time review to all staff considering retirement, offering more flexible working arrangements. An effective workforce plan for all staff groups will ensure capacity matches demand. To support this we will increase places for Scottish-domiciled students on medicine and nursing courses, double the number of widening access to medicine places and introduce minimum student intakes and training places for key health professional roles.

Creating strong foundations for the NHS of the future

We will also address the long-term delivery of healthcare. The pandemic has shown that NHS innovation does not have to be slow, but we have to act decisively. To create space to safely tackle the backlog we will use the model of the NHS Louisa Jordan and establish designated outpatient and elective care centres. Over the longer term, each major hospital will have an elective care site to manage waiting lists and reduce last-minute cancelled operations. By increasing planned capacity, we will cut the expensive over-reliance on the private sector. We will publish a new estates and NHS capital investment plan, which will lay out how we will reverse the real terms cuts of the last decade and rebuild the physical infrastructure while ending Public-Private Partnership (PPP) and Private Finance Initiatives (PFI) projects.

We want to embed the benefits of digital healthcare with increased access to virtual consultations, better data sharing, and online booking of appointments. We also need to accelerate the roll out of e-prescribing to ensure we do not fall behind progress in the NHS in other parts of the UK. But that means ensuring that digital ways of working are accessible and reliable. We support investment in the

NHS IT infrastructure, along with the full digitisation of patient records, controlled by patients and made accessible to all relevant health and care services who need them. At the same time we must mitigate digital exclusion, and maintain patient choice over how appointments are accessed to ensure that inequalities are not exacerbated. We will also improve access and transparency of healthcare data across all services and, by creating a new NHS Drug Procurement Board, increase the public scrutiny and control of the medicines and treatments available.

Primary and community care is crucial to our vision for NHS Scotland. As well as GPs, the wider healthcare workforce supports patients and relieves pressure on GP services. By introducing minimum student intakes and increasing training places for roles such as physiotherapists and pharmacists, we will implement better planning of the multidisciplinary team. This in turn will relieve pressure on GPs, giving them more time with patients. We support a move to a minimum of 15 minute appointments. We also want to see improved links between GPs and community support services and believe this support should be targeted in areas of deprivation and highest need.

We believe that now is the time to transition GP services into a fully integrated NHS. NHS dental services also need a comprehensive overhaul. Scottish Labour supports greater integration with the NHS with options other than the small business model, including strengthening NHS community dentistry to improve access in deprived areas. The world-leading Childsmile programme was designed by Scottish Labour so we want to see it restarted and expanded to maximise the impact on inequalities.

To help people manage their condition better at home, and avoid readmission to hospital, we will roll out the Home to Hospital service nationally. We

**SCOTLAND NEEDS
A NETWORK OF
SPECIALIST LONG
COVID CLINICS
FOR INDIVIDUALS
RECOVERING
FROM THE VIRUS
AND LIVING
WITH RECURRING
SYMPTOMS.**

recognise the benefits that a 'Right to Rehab' would bring to those people with long-term conditions. This includes support for self-managing conditions with better access to specialist staff and support services. Alongside this, Scotland needs a network of specialist Long Covid clinics for individuals recovering from the virus and living with recurring symptoms. The pandemic is having a significant impact on the lives of stroke survivors and their families. We will ensure all stroke patients get timely access to evidence-based care. We also recognise that implementation of a Respiratory Care Action Plan will not be achieved without adequate funding.

Scottish Labour recognises that not all disabilities are visible. There is a growing body of evidence of suicide, mental health problems, and multiple co-existing health problems among the autistic and neurodiverse communities across Scotland. We support more timely assessment, pre-and post-diagnostic and life-long support - drawing on the effective approaches being generated by Autism Network Scotland, among others. The pandemic has also had a disproportionate impact on people with learning disabilities, with those individuals twice as likely to be infected with Covid-19 and twice as likely to have a severe outcome. We support establishing an Autism and Learning Disability Commissioner to champion the human rights of autistic people, our neurodiverse communities, and people with a learning disability. We will strengthen epilepsy services, including establishing an epilepsy database, more specialist nurses, staff training and measures to encourage employment in people with neurological conditions.

There must also be better awareness-raising of eye health and effective and swift treatment within the NHS, including guaranteed access to treatments that can save sight if given in time. In Scotland, of the ten people who lose their sight every day only two will be offered support. Scottish Labour is committed to establishing a National Visual Impairment Plan, modelled on the Welsh Low Vision Service, to enable more consistent service provision across Scotland and sustainable maintenance of the universal access to NHS optometry.

Scottish Labour recognises the importance of laboratory services in driving healthcare. We will ensure adequate investment in staff, equipment, and IT support, recognising the predicted increased impact of recovery catch-up workflows on services, notably histopathology.

We recognise the concerns highlighting discrimination and unequal treatment for people with protected characteristics under the Equality Act 2010 when accessing health services. Scottish Labour will bring Gender Identity Clinics (GICs) into line

with other NHS services by setting an 18-week referral to first appointment target. We will also guarantee the right to self-refer to GICs under all health boards. We will introduce new guidance to prevent harmful stereotyping, establish an inquiry to explore an “informed consent” model of treatment and will update the Gender Reassignment Protocol to allow for greater flexibility in treatment.

We will seek to improve the funding and integration of hospice services, including work in the community, strengthening bereavement support and maintaining funding for specialist hospice and community care for children.

We support increased access to good quality bereavement support to help people process their grief. A human rights-based Carers (Bereavement Support) (Scotland) Bill should be introduced to give carers a right to information on support and a plan to support them when their caring role ends, with a fund to support training and education, and access to Scottish Labour’s new jobs and training schemes. The Carer’s Allowance and Carer’s Allowance Supplement should be extended from the current eight weeks to six months after their role ends with a new Post-Caring Support Payment.

Improving mental health

Psychological distress, indicating a potential psychiatric disorder, has doubled during the Covid-19 pandemic, so mental health and wellbeing should be at the heart of the recovery. There is no health without mental health, and we will embrace policies that move us towards parity of esteem between physical and mental health.

**SCOTTISH LABOUR
WILL ENSURE THAT
EVERY GP PRACTICE
IN SCOTLAND
HAS ACCESS TO
A DEDICATED
MENTAL HEALTH
WORKER.**

There have been many promises to improve Scotland's mental health services, but not enough action. More than 5,000 children and young people have been forced to wait more than 18 weeks to access specialist mental health treatment. The growing mental health crisis, particularly in areas of socioeconomic deprivation, requires better NHS services, but also preventive action by ending austerity, tackling poverty and providing earlier intervention.

Many of these factors disproportionately affect women, including responding to postnatal depression. To support new mothers and babies born during the pandemic we will establish Baby Clubs to encourage socialisation. We will offer an extra health visitor visit at 18 months, ensure women have adequate help to breastfeed and offer support to every woman experiencing post-natal depression.. Socialisation and interactions are so essential in the early years so we will also launch a 'Babies Meet Babies' programme, supported by appropriately trained staff and using accessible community-based facilities, to bring parents and carers together.

Currently too many patients are failed by long waiting times, with standards the government has never met. One in four young people are rejected from access to specialist care. There should be access to psychological wellbeing support for everyone who needs it and a commitment that every child and young person who needs help will get it at the first time of asking.

Scottish Labour wants to see the system reformed and the implementation of a new referral and triage service to operate a "no wrong door" approach. This would mean referrals to mental health support could come from a range of sources. This reform will ensure that no one is rejected from support and that every referral is signposted to the right services so they have the right care, in the right place, at the right time.

People also need support closer to home. One of the places people turn to for help is their GP so we want to improve the mental health offer within Primary Care. As well as strengthening links with community mental health services, by the end of the parliament Scottish Labour will ensure that every GP practice in Scotland has access to a dedicated mental health



worker who can work within practices to support patients and help reduce pressure on GPs.

Scottish Labour will transform the Mental Health Strategy, strengthening the links with social infrastructure in our communities that play a crucial role in preventing poor health. In particular, there needs to be better integration between education, social work, NHS, and the voluntary sector to focus on relationships with young people. While we welcomed the development of 24/7 mental health assessment hubs it is clear that capacity is outstripped by demand. Mental health link work should be expanded and embedded into emergency services. Every health board should have a dedicated mental health A&E where patients can be triaged and fast-tracked to the right services.

Scotland still has the highest rate of suicide in the UK, and more needs to be done to support suicide prevention programmes, including research, staff training and additional funding. We need a long-term national strategy that will embed suicide prevention within national and local policy and services. Pilot initiatives like the Distress Brief Intervention Programme and Community Triage have been shown to have positive outcomes, and should be rolled out nationally.

NHS services also require investment. Only 8.5% of the Scottish NHS budget is spent on mental health but services are in clear need of additional funding. Scottish Labour will increase mental health spending so that it reaches 11% of the health budget, the same level as in England and Wales.

Moving from Child and Adolescent Mental Health Services (CAMHS) to adult services has been identified as a potentially difficult time for patients. Continuity of



When you hear Anas Sarwar talk about the NHS he knows what he's on about. He used to work in the NHS and understands a lot of the pressures. I really like he has a plan to help rebuild our health service and that's why I'm voting Scottish Labour.

ED, ANGUS

care is important and transition between services requires careful management. This is why we want the development of a National Transitions Strategy, with patient advocacy at its centre, to improve outcomes for children and young people experiencing mental ill-health in their transition to adulthood.

Tackling stigma and discrimination and addressing the barriers they create is essential to improving mental health, enabling people who experience mental health problems to live life fully. We must highlight what stigma and discrimination looks and feels like, and empower people to challenge it by talking openly about their own and others' mental health without fear.

Good employers and trade unions recognise the role workplace policies can play in improving mental health, but too many workers report outdated responses. Scottish Labour will develop a new programme to support these workplace initiatives and encourage mentally healthy work environments, especially as staff return to workplaces following the pandemic.

Action on social care

Social care has suffered from years of neglect under the SNP. The pandemic has highlighted the weaknesses of the current fragmented approach to social care with often tragic consequences.

Scottish Labour has long argued for a National Care Service and the end to marketisation of social care. We do not believe that huge structural change is necessary or desirable; we want to devolve power to local people, not centralise. Instead, we will create National Care Contracts to set the framework for social care services - promoting greater consistency and raising minimum standards. Crucially, the funding of care will become a national priority, while the design and delivery of care remains informed by local expertise, accountability, and community input.

In recent years the eligibility for social care has reduced and many individuals, particularly those living with care needs linked to deteriorating health conditions such as advanced dementia, have either had to pay to get all the care they need, or gone without because they cannot afford it. By ending all non-residential care charges and reversing this narrowing of eligibility we will ensure that social care support is freely available at the point of need, ending the disparity between health and social care. Self-directed support will remain at the centre, with a range of care options available for those who want to use them. Public service delivery will be

increased, and a range of other providers, including cooperatives, will be available operating within the new framework.

Social care workers have continued to deliver care to vulnerable people in challenging circumstances, often at significant risk to themselves. These jobs have some of the lowest salaries in the economy, often with insecure contracts with inferior terms and conditions, leading to high turnover and vacancy rates. But it is not an accident that low pay and insecure work are overlooked or dismissed in the social care sector; with a predominantly female workforce, it is a long-standing issue of gender inequality.

Scottish Labour will ensure the work they do is better valued in future. We will establish sectoral collective bargaining arrangements for those not currently covered to address wages, terms and conditions. We will immediately increase their wages to a minimum of £12 per hour, and work to raise it further to £15 per hour by the end of the parliament. Over the longer term the workforce needs to be treated as the skilled professionals they are, with consistent access to training and development, and proper workforce planning for the sector.

Care homes needed protection from Covid-19, but keeping relatives locked out for so long harmed the wellbeing of residents and was a cruel denial of their human rights. In the future we believe that relatives should be recognised as essential caregivers with statutory rights of access to their loved ones where necessary.

The needs of groups with protected characteristics also need to be fully reflected in the social care system. This includes offering the right support at the right time and giving people greater control over their wellbeing. For example, people with Motor

WE WILL IMMEDIATELY INCREASE CARE WORKERS' WAGES TO A MINIMUM OF £12 PER HOUR, AND WORK TO RAISE IT FURTHER TO £15 PER HOUR BY THE END OF THE PARLIAMENT.

Neurone Disease need fast tracked services equally and fairly across the country. We believe it is possible to shift the balance of care from expensive and needless stays in hospital to dignified care at home through a better-funded new social care structure.

Scottish Labour will also introduce a comprehensive support strategy for unpaid carers. This strategy will be influenced by the proposals from the National Carers Organisations, including increased investment and entitlement to short breaks, access to leisure and wellbeing services, occupational health support and the provision of independent advocacy for carers of all ages. All organisations receiving government funding should become Carer Positive employers with support for education and training. Unpaid carers need flexible respite care provision, from regular weekly sessions (for example, one afternoon a week) to give them time to enjoy a break. Carers are also more at risk of losing their job in a difficult labour market. We will develop a Carers' Employment Strategy to support good work for those with caring responsibilities, and ensure it is embedded within our wider jobs and economic recovery.

Scottish Labour supported the campaign to ensure those under the age of 65 receive free personal care whenever they need it and we support increasing the amount paid in Carer's Allowance for unpaid full-time carers to create a Minimum Income Guarantee. Young carers and young adult carers must have support in place to protect them from undertaking inappropriate caring roles and allow them to make an active and informed choice about the level of care, if any, they are willing and able to provide - ultimately ensuring they have a fulfilling life alongside caring. We support developing a new cross-portfolio action plan for children and young people with caring responsibilities, with clear actions that can deliver at



pace, including employment and education support, starting with access to Scottish Labour's Summer Comeback Programme. We must also recognise the needs of the growing numbers of older carers within a new support strategy.

Scottish Labour will reinvest in social work capacity, reduce caseloads, and support staff to do much more than react to each crisis. We will strengthen workforce planning with a focus on hard-to-fill vacancies. We welcomed the recommendations of the Independent Care Review and now need to see real action on delivery so that every child grows up loved, safe, respected, and able to realise their full potential. A major challenge will be to introduce stability for children and young people in care settings. We will invest in a national adoption strategy, ensuring equality of access to adoption services across Scotland. Foster care allowances need to be reviewed and we support the introduction of a national minimum allowance for foster and kinship care, alongside further consideration of foster carers' employment status. Scottish Labour will also introduce a care endowment to address the inequality of inheritance for care experienced children and strengthen support for kinship carers. We support the 70/30 campaign to reduce the number of children who experience multiple adverse childhood experiences within Scotland by at least 70% by 2030.

Eliminating health inequalities

The persistent level of health inequality shames a nation as wealthy as Scotland. Premature mortality rates are increasing in the most deprived areas compared to the least deprived. The pandemic, like other diseases, has hit the most vulnerable and poorest parts of society the hardest.

**THE DRUG DEATHS
CRISIS IS A
PUBLIC HEALTH
EMERGENCY,
DAMAGING
INDIVIDUALS AND
COMMUNITIES.
WE NEED A NEW
APPROACH
BASED ON PUBLIC
HEALTH.**

Health inequalities are about basic social justice; they are not mainly about health services but relate principally to the social determinants of health, which determine healthy or unhealthy lifestyles and behaviours. Scottish Labour will focus on health improvement measures that eliminate poverty and inequality. Services and interventions can also improve an individual or communities' health and wellbeing, enabling and encouraging healthy lifestyle choices such as the active travel plans in our transport policy.

Scottish Labour will implement a social responsibility levy on alcohol sales to support a new alcohol strategy. That plan will focus on reducing consumption through licensing, marketing restrictions, labelling and affordability, as well as improving treatment services and early intervention programmes for families with children.

During the lifetime of the SNP Government's last alcohol and drugs strategy, 15,000 people in Scotland lost their lives due to substance misuse. The drug deaths crisis is a public health emergency, damaging individuals and communities. We need a new approach based on public health which is why Scottish Labour supported the adoption of safe consumption rooms, alongside expanded community resources that help people avoid substance misuse in the first place and improve access to residential rehabilitation and treatment.

Further action is needed on reducing smoking. We will ensure better data collection of smoking habits to develop improved coordination of smoking services with a person-centred approach. We will look at the retail density of tobacco outlets in disadvantaged areas, make the tobacco register conditional, increase tobacco-free spaces, support staff training and discourage sponsorship by health-harming commodities. We will also expand the 'incentive to quit' voucher schemes, which have been successful in targeted areas. We agree with the British Heart Foundation that the new heart disease action plan requires funding commitments to match the rhetoric. This should be focused on preventative action in the community, based on improved data with support from specialist staff.

Scottish Labour recognises that the issue of women's health has long been overlooked and under-researched; too frequently women are ignored or dismissed. Scottish Labour supports the calls for a Mesh Charter, including the creation of a fund to support mesh-injured women having choice over where they have removal surgery, and the establishment of a Patient Safety Commissioner. We will also create a dedicated Women's Health Fund to invest in further research,

advice and services for predominantly women-specific conditions, and promote the collection of disaggregated data across the NHS. We commit to protect and reinstate women's wards in hospitals. We will ensure that all women have access to the full range of reproductive services, maintaining equality of access and provision as well as maintaining infertility treatment waiting times. We agree that screening is an essential preventative health measure. Our screening catch-up will tackle the backlogs in bowel and breast cancer screening and we are committed to the national roll out of new innovations, such as self-sampling for cervical screening. Scottish Labour will protect the right of women to have access to a safe, legal abortion and we will designate buffer zones around clinics to protect the privacy of women.

We will increase support for awareness-raising, research and treatment of predominantly male diseases like prostate cancer. We also support the development of a national programme for lung screening. Local access is also necessary, rather than centralising services, along with expanding early detection provision. The elimination of HIV and Hepatitis C within a decade must remain the goal, backed up by evidence-based action plans that prioritise the quality of life and support for those affected.

Failing to tackle childhood obesity, particularly in disadvantaged areas, will inflict a health crisis on a whole generation. Scottish Labour recognises the social and economic drivers of obesity so we will bring forward a Health Harming Products Bill to regulate the marketing, promotion and labelling of food and drink that has little nutritional value but damages our health.

**IMPROVING
SCOTLAND'S
HEALTH WILL
REQUIRE A SHIFT
TO VALUING
HEALTH AND
WELLBEING
ACROSS ALL OF
GOVERNMENT.**

Alongside this we will place the restoration of support services for weight management, alcohol treatment and smoking cessation at the heart of the NHS's recovery from the pandemic. This should include equitable access to effective weight management services, along with greater application of evidence-based psychological interventions to change lifestyle behaviours and to manage the psychological consequences of these diseases.

A National Loneliness Strategy is meaningless if the government continues to cut local services which provide the vital social infrastructure to support communities of place and interest. Scottish Labour's approach to local government, as a partner in health improvement, will focus on building stronger communities, and care services will play their role in this policy. We will also ensure that as many communities as possible have community-led organisations with a strong core capacity to protect and improve health and wellbeing.

Improving Scotland's health will require a shift towards valuing health and wellbeing across all of government. The initiatives to restart our health service are just the beginning. Through additional investment, a valued workforce and increased capacity will drive down waiting times, but more broadly we want all government action to come with a health impact assessment. It is crucial that every policy takes account of the need to address the root causes of inequalities and poor health so we can all live healthier for longer.





It is our responsibility to ensure that every young person in our country gets the best start with the best education.



EDUCATION RECOVERY

National Mission Three: Move the Scottish education system to the top of international league tables.

Our schools, colleges and universities create the foundations for people to succeed in life. It is our responsibility to ensure that every young person in our country gets the best start with the best education. Our immediate priority is to ensure schools across Scotland are given the resources they need to support young people as they return to school full time.

Scottish schools should be the best in the world. Our aspiration and ambition for them should never be any lower. However, for the poorest children in our schools, the attainment gap remains stubborn and vast. The young people from the most deprived postcodes are less likely to leave school with one Higher qualification than the richest pupils are to leave with five. By Primary 7 there is around a 20-point percentage gap between the richest and poorest pupils in literacy and numeracy.

The pandemic means that we now have to face an additional set of challenges. Young people and teachers have faced an incredibly difficult year. School closures resulting from Covid-19 have resulted in unprecedented disruption to Scotland's education system. The impact of this on general attainment, the poverty-related attainment gap, social and emotional development and ultimately life chances for our young people will be very significant for many.

The falling number of young people leaving school without a positive destination may well be the early signs of the pandemic's impact on the life prospects of our young people. But the truth is the SNP has been failing our young people for years. What's more, it is young people from our poorer communities who are the hardest hit.

Comeback plan for schools

Scottish Labour's plan seeks to deliver hope to our young people that the pandemic will not hold them back. We must ensure that emerging from the doubt and anxiety of the last year, we make a promise to protect their futures. Our young people deserve the best of opportunities and our commitment to them is that through hard work and the investment of a country that believes in them, those opportunities are available for them right here in Scotland.

To recover the educational deficit, Scottish Labour believes that a personal tutoring programme is the best method of engaging young people effectively. There are a variety of tutoring models for one-to-one and small group learning and the programme should be designed and delivered by those experienced in education and working alongside young people. Referrals to the programme could come from teachers and agencies that support pupils who are struggling to engage with school, as well as possibly pupils themselves. Importantly, the programme should be open to pupils of all ages and financed with funding provided in addition to existing education budgets. Scottish Labour's Comeback Tutoring Programme will be led and resourced nationally with delivery by local authorities. We must enhance digital training for staff and will offer digital devices to all pupils in Scotland. We will also consider targeted support for households who do not have broadband access.

Every pupil in Scotland should have a Personal Comeback Plan (PCP) based on an individual needs assessment with resources directed at those most at risk of long-term disengagement due to lockdown. While Additional Support Needs (ASN) pupils should also receive a PCP, there is an urgent need for further ASN resources across the country. Without enhanced



I want the Parliament to focus on things that really matter, like education. We can't allow the last year to affect children's lives forever. That's why we have to make education recovery a priority and that's why I'm voting Labour.

SANDRA, SAUCHIE

overall support, the impact of lost learning over the past year could particularly impact this vulnerable cohort in the long-term. PCPs should be combined with a mental health assessment for every pupil and support for counselling as part of our broader strategy to improve mental health services. We must start by ensuring that a return to full-time learning for some does not worsen the mental health challenges.

This has been a time of extreme pressure for teachers and other school staff. In common with other key workers, they deserve not just thanks but also our commitment to support them in the future. Scottish Labour would implement a guaranteed completion opportunity for probationary teachers to ensure they can gain registration and refresh our workforce. Where trainee teachers have been unable to fully complete the necessary training, they must be afforded the right to do so at no cost to themselves. Additionally, Scottish Labour will end temporary contracts and zero hour supply teacher arrangements.

For over a year, children have had little contact with adults other than their parents or guardians. Our children must re-learn how to be with and trust the important and inspirational other adults in their lives: sports coaches, music tutors, teachers, youth leaders and many more. For this reason, rather than focusing on intensive academic catch up over the summer holidays, we should have a national Summer Comeback. This resourced programme with a 'Summer Comeback Pass' for young people will also provide free access to sport, transport, outdoor activities and culture. There should be resources for school trips to outdoor activity centres for all young people over the coming two years and, following this summer, we will also guarantee that every primary and secondary school pupil has at least one week away at an outdoor centre as well as increasing support for outdoor skills training.

Creating the best schools in the world

In the longer-term Scottish Labour will scrap Scottish National Standardised Assessments (SNSA) for all age groups which teachers and educationalists say have limited diagnostic value and do little to raise attainment. We will reinstate the Scottish Survey of Literacy and Numeracy and re-engage with Trends in International Mathematics and Science Study (TIMSS) and Progress in International Reading Literacy Study (PIRLS) all of which allow for oversight of standards at both national and international levels, and help to determine where and when intervention is required to improve attainment. We will also take decisive action

to tackle excessive teacher workload and provide increased support for health and well being of all those working in education, including specific support for mental health.

The disappointing responses of both the SQA and Education Scotland throughout the pandemic, resulting from inadequate Ministerial direction, have shown that both agencies must be fundamentally reviewed. Scottish Labour will ensure these bodies are reformed and their transparency and accountability improved, something that will be especially important as part of the education-led recovery.

Scottish Labour will correct the restriction of subject choice to ensure all pupils have the opportunity to study subjects, whether academic or vocational, that they are interested in and which match their skills. To help make this possible, we will restore teacher numbers, increasing them by 3,000 over the course of the parliament with a proportionate increase in support staff . We know there are a significant number of Scots who have committed to the teaching profession yet cannot find secure employment due to cuts from the Scottish Government. We need these professionals in our classrooms.

We will also reduce class sizes and provide local authorities with enough funding to fill the gap between the promise of Additional Support for Learning legislation and the reality of additional support needs provision. This funding will increase ASN staffing, with more support staff and at least 1,000 additional specialist teachers available across Scotland's schools.

Scottish Labour will further commit to a national transitions strategy to improve outcomes for children and young people with a disability in the transition to

ACCESS TO EXTRACURRICULAR ACTIVITIES IS KEY FOR DEVELOPMENT AND NURTURING GOOD MENTAL HEALTH. SCOTTISH LABOUR WILL ENSURE THAT EVERY CHILD AND YOUNG PERSON IN SCOTLAND HAS FREE AND EQUAL ACCESS TO AN EXTRACURRICULAR ACTIVITY OF THEIR CHOICE WITHIN OR AROUND THE SCHOOL DAY.

adulthood; and giving a right to a Transitions Plan to every child or young person with an impairment or long-term health condition.

When global relationships are so crucial, there has never been a more important time to promote multilingualism in our education system. The gender gap in some subjects will also be addressed through a strategic approach to building a better understanding of gender stereotypes and the skills in challenging them among teachers, practitioners and Career information advice and guidance staff (CIAG). This approach should lead to equality becoming a central priority in education and greater leadership and accountability throughout the system.

We need a comprehensive review of Curriculum for Excellence, including broad general education and the senior phase. A key part of this review must be the inclusion and expansion of vocational education in school settings, supporting training in partnership with trade groups and trade unions to ensure all young people are equipped for the world of work. We will also strengthen life skills education, including the 'Unions into Schools' programme, emotional learning, cooperative models, and enable the climate change emergency to be addressed in the curriculum.

Music education is a critical driver of a child's social development and emotional wellbeing; it can build confidence, promote creativity and help students develop emotional and behavioural awareness and skills. We support the mainstreaming of music education in schools, enhancing equity of access and rolling out the We Make Music schools programme. We will also ensure free instrumental music tuition for all pupils who wish to learn an instrument.

We will also introduce a Right to Play, ensuring that all children have access to spaces to play and be active. Access to extracurricular activities is key for development and nurturing good mental health. Scottish Labour will ensure that every child and young person in Scotland has free and equal access to an extracurricular activity of their choice within or around the school day.

Scotland needs to renew our pipeline of digital skills with a radical reform of the education and training approach to enable the future success of our economy. Over the last 14 years we have fallen behind leading nations. The Logan Review has made clear that Scotland's failure to recruit and retain maths and computing teachers is a structural weakness in our economy that will stop us realising our potential. Scottish Labour would renew our national approach to the digital skills pipeline to inspire, educate, train and nurture digital talent.

Scottish Labour recognises that good relationships between families and schools are vital. We understand the importance of parental and carer involvement in children's education and will therefore ensure that contributions made to learning, as well as to improving schools and nurseries, are supported.

Scottish Labour will ensure that resourcing provided to schools to tackle the attainment gap, such as Attainment Scotland Funding, truly funds evidence based interventions. We will also focus on cross local authority coordination rather than the extra bureaucracy and centralisation of Regional Improvement Collaboratives. This will ensure local democratic control of education, enabling councils to take account of local circumstances and elected councillors to be accountable to their citizens for the delivery and performance of education. Every school should publish an annual plan to improve inclusive practices so that no child misses out. The Scottish Government and each education authority should have an inclusion strategy in line with the UN Committee's advice on the Rights of People with Disabilities.

Scottish Labour will end all public sector support for fee-paying private schools, implementing the recommendations made by the Barclay Review to end their charitable status for rates relief as a contribution towards achieving a more socially just and inclusive society.

We will provide funding and guidance to ensure the cost of school trips, and other hidden costs, do not create barriers to education. In addition we will develop statutory guidance on school uniform policies with affordability as the top priority. We will also scrap exam appeals charges to address the disparity in appeals between independent and state schools since the SQA introduced charging.

**AS PART OF
OUR WIDER
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DEVELOP AND
PROPERLY FUND
FREE SCHOOL
MEAL PROVISION.**

As part of our wider anti-poverty policies, we will develop and properly fund free school meal provision, including the use of breakfast clubs, and seek to extend the current universal provision of free school meals to include all primary school years. We will also establish summer catch up clubs during the summer holidays with activities and free meals for both primary and secondary pupils so young people can catch up with their friends and we can end the scandal of children going hungry during the school holidays.

We will ensure equality of status for education routes, and we will not include work on zero-hours contracts as a positive destination for school leavers.

Colleges and universities

Colleges are a vital pillar for building the economy and ensuring access to education for all. However, the number of students going to college since the SNP came to power has been slashed. Any government that is serious about inclusive growth should be giving colleges the resources they need. Scottish Labour supports the campaign against the practice of replacing lecturers with less qualified, lower paid staff, which threatens to devalue the role of Further Education.

Scottish Labour will reinvest in Further Education and give it equality of status with other education routes, ensuring it is a route to Higher Education for those who wish to progress. This includes the ability to study part-time, through distance learning, and with opportunities for those with additional support needs and those living in rural areas. We will strengthen distance learning by developing an Open College through colleges collaborating across Scotland, building on Scottish Labour's innovative creation of the Open University. We will also develop a college estate plan to repair and improve infrastructure and develop the on-site provision of childcare services. Additionally, Scottish Labour will commit to sustainable funding for students' associations.

We will improve teaching practice on health and wellbeing throughout the education system with consistent training and additional mental health counsellors in colleges. There should be an action plan for students to improve access to mental health services in colleges.

We will also work with the education sector, as well as industry, to ensure leavers have positive destinations to move into – something that will be especially important as the jobs market is re-shaped by Covid-19. Scottish Labour's plan

for a Minimum Student Income would ensure that Scottish domiciled full-time students, studying up to degree level enrolled in Scotland's universities and colleges, have access to funding to help meet the cost of living while they study. We agree that no student should lose their benefit entitlements because they are in receipt of student funding and support a "special support payment" for those students receiving benefits.

Scottish Labour will improve support for estranged students, helping them to meet the cost of living in the absence of family help and looking at options for a bespoke package of support, similar to that received by care experienced students. We will also explore the possibility of student guarantor schemes at all Scottish colleges and universities so no student needs to worry about accessing housing while in education.

We will establish a resit guarantee of a free place at college to take national qualifications should this be the chosen path of any pupil from the affected cohort. Those negatively impacted by the SQA Alternative Certification Model in 2020, even after statistical moderation was scrapped, who had no right of appeal, will be given the chance to sit those qualifications again at college, with full support. The demand for digital equipment for disadvantaged students massively exceeded the supply from the limited government pandemic funding. We will also offer a digital device to every pupil to close the digital divide.

Scottish Labour will reform Modern Apprenticeships with a National Apprenticeship Plan to raise quality, tackle gender segregation and eliminate exploitation. This should include guaranteed off-the-job training and help with equipment and travel costs, which the centralisation of courses has exacerbated. Colleges will have an essential role in achieving a just transition

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for workers in the move to net zero. We will also strengthen careers support, including face-to-face contact with professional staff.

Scotland's universities provide high-quality teaching and research and make an essential contribution to the Scottish economy. Scottish Labour will properly invest in the sector and increase the cap on government-funded student places. We will also ensure free tuition is fully funded and strengthen the pathways from Further Education to Higher Education. These changes will enable more students, especially those from the most disadvantaged backgrounds, to have the opportunity to go to university. We will increase the amount invested in teaching and wider student support for each Scottish domiciled undergraduate student and commit to growing investment in Higher Education research and innovation over the next parliament.

Universities have a key role to play as part of the pandemic recovery and Scottish Labour will therefore invest in flexible, fast skills development to get working-age people back into high-value, secure jobs. In order to ensure we are nurturing talent we will also widen access to postgraduate level skills, and commit to fund a new set of international scholarships to keep Scotland open and accessible in a post-Brexit world.

We will place rent controls on student accommodation, encouraging new cooperative models through a student accommodation strategy. Our plans for NHS Scotland will improve access to services for students, particularly within mental health services. All universities and colleges should take action to end gender-based violence and harassment.

We will require universities and colleges to act as anchor institutions in our Community Wealth Building plans, including raising employment standards. We also favour implementing the recommendations from the von Prondzynski review of governance in Higher Education in full, including on senior staff pay, and investigating new models of university governance. This includes addressing low pay in the sector and the use of short-term and zero-hours contracts with clear Good Work requirements for universities accessing funding. Curricula should ensure that accessibility and inclusivity are considered at all levels and areas of colleges and universities work.

Scottish Labour has held talks with colleagues in Welsh Labour about the establishment of their new International Learning Exchange, which will enable Higher Education institutions to continue with reciprocal staff and student

exchanges that took place under Erasmus. We will seek to join together with Wales in this scheme.

Early learning and childcare

High quality, affordable early learning and childcare (ELC) is crucial for all children. Our children deserve the very best start in their learning by being engaged with highly qualified staff trained in children's care, development and education.

Scottish Labour supports a flexible, all-age, all-year, wrap-around affordable early years service centred on the needs of the child. Our first priority is to ensure the planned expansion to childcare goes ahead this year while also delivering the flexibility that parents and families require. Childcare should be considered a key growth sector in Scotland so we also want to see a year-on-year expansion of the hours available, with the eventual ambition of offering 50 hours a week for every child. We would also ensure that services take into account the specific needs of lone parents.

Scottish Labour wants to see the current compulsory school starting age of four or five years old retained, but there is a need for our early learning and childcare provision to be more about learning and play rather than instruction and tests. In many countries such as Finland, formal schooling starts at age seven, preceded by a 'kindergarten stage' and studies have shown that later start to formal education better prepares children for adolescence and adulthood. For early years, Scottish Labour favours a shift to more blended provision within the current school hours, with increased play-based learning and free-play, including outdoor play, and then more formal schooling from the age of six or seven. We will accelerate roll out of the entitlement to funded



Children have missed out on so much. They have missed school and missed their pals. I want our politicians to be focused on a comeback plan to help children catch up. That's why I'm giving both my votes to Scottish Labour.

KIRSTY, CLYDESDALE

nursery provision for all families who legally defer the entry of their child to Primary One and we will address the gaps in provision for children with disabilities.

An expanded service also needs a massive expansion of the early learning and childcare workforce. Our workforce plan will focus on recruiting and retaining highly qualified staff, including a graduate apprenticeship option. We will establish a national framework through sectoral collective bargaining to deliver attractive pay, terms and conditions, as well as training and career progression. The underrepresentation of men in the sector will also be addressed, and childcare will be designated as a key growth area. While the Scottish Living Wage will be an improvement for many workers in the sector, it does not fully value these skills, and pay should be commensurate with the qualifications.

Community Learning and Development

Community Learning and Development (CLD) supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, with a focus on bringing about change in their lives and in their communities. While cuts have decimated this sector with a considerable loss of expertise; the sector has been at the forefront of protecting communities during the height of the Covid-19 restrictions. In the aftermath of Covid-19, Scottish Labour believes that the sector has a vital role in supporting learning, development, training and support.

Scottish Labour recognises the significant contribution youth work makes on equality and inclusion, prevention, early intervention, and improving children and young people's outcomes. We will ensure the sector is funded to ensure all young people have the personal development support they need to succeed in education, training and employment. We will strengthen young people's voices by ensuring they are represented on relevant national and local bodies with a statutory right to consultation. We will develop a national youth work development strategy to recruit, train and sustain a secure and qualified workforce.





Tackling the climate emergency must be central to all of our policies and investment as we recover from the pandemic.



CLIMATE RECOVERY

National Mission Four: Achieve net zero emissions in Scotland by 2045 and spark a green jobs revolution.

Climate change is one of the biggest challenges we face as a country. Tackling the climate emergency must be central to all of our policies and investment as we recover from the pandemic. Scottish Labour pushed the Scottish Government to adopt the ambitious targets of net zero by 2045, which the UK Committee on Climate Change described as a “step- change in ambition” for the country.

The next Scottish Government needs to demonstrate that we are not just a world leader in climate change ambition but that we can also lead in climate change action. The next step in doing that is to ensure that the COP26 Summit is a success and that Glasgow becomes synonymous with bold and ambitious action to tackle the climate emergency.

This means supporting faster and deeper emission reductions to limit global heating to 1.5°C and recognising our responsibilities as a developed nation, with increased support for communities impacted by the climate crisis in the global south. We support the development of a Wellbeing and Sustainable Development (Scotland) Bill during the next parliament, which should look at our contribution to global climate change and how to address this.

We must tackle the climate and nature emergencies while reducing the inequalities that Covid-19 has exposed and made worse. The pandemic reminded us of the value of green space but demonstrated that access to it is far from equal. The Scottish Parliament agrees that now is the time to fully enshrine in law a human right to a healthy environment. Scottish Labour has a plan to deliver this.

Scottish Labour’s plan to transition to net zero would also kick-start Scotland’s economy, tackle unemployment and deal with the rising cost of living. It is

underpinned by our proposal for a statutory Just Transition Commission, which would focus on how climate recovery would benefit those who are unemployed, underemployed or who are at risk of unemployment as a result of the current economic crisis and the transition.



Green jobs

Scottish Labour's climate recovery plan will invest in renewable energy and low-carbon infrastructure. Scotland's buildings contribute 23% of Scottish emissions and nearly 75% of these come from residential buildings. Our plan to retrofit all homes across Scotland to a minimum of energy efficiency rating C by 2030 would create around 7,500 jobs in construction and manufacturing. Our programme to build energy efficient council homes would sustain up to 19,000 jobs. Both would tackle fuel poverty, and lead to lower fuel bills, and the health benefits of warmer homes could save lives and save the NHS millions of pounds. Our plan to expand Scotland's bus network and buy electric buses from domestic manufacturers would create jobs and improve air quality.

We would use the Scottish National Investment Bank (SNIB) to introduce a Worker's Ownership Fund to enhance support for cooperative and employee-owned businesses in the low-carbon economy. The SNIB should enable an increase in the scale of low-cost capital available to forms of low carbon infrastructure. For example, supporting the steel industry in transitioning to electric furnaces.

Scotland needs a bold industrial strategy. Scotland has a long history of innovation, and our engineers are leading the way in the development of renewable

There are lots of good local initiatives like recycling. But I want the whole country to pull together to tackle climate change. That's the way we can make the biggest difference. Scottish Labour has a climate action plan and I really like that.

AIDAN, EDINBURGH

technologies and establishing hydrogen as a viable energy source. We need to ensure that new technologies are not just invented here but are engineered, manufactured and exported from here by investing in skills and training, and our manufacturing sector industrial policy should aim to create a resource-efficient and more circular economy. Scottish Labour will support reduction targets for the circular economy, which adopts similar models to those used in the Climate Change Act. As well as seeking to procure local climate friendly goods and encouraging domestic producers to reduce their emissions, Scottish Labour's procurement policy would, where no supply chain exists, invest to help existing companies diversify or support the creation of new supply chains.

The changes needed in our industrial and energy strategies have to be accompanied by a just transition for the workers and communities most affected. Otherwise, the low carbon transition risks increasing inequality. The interim Just Transition Commission report highlighted that the government had not managed to maximise the opportunities of decarbonisation, as the recent loss of contracts to manufacture turbines for a wind farm off the Fife coast showed. The Commission's final report recommendations emphasise that progress is too slow. We believe action needs sectoral plans, guarantees of job security, training and labour market measures, including sectoral bargaining, which help people move to new jobs. The Just Transition Commission should be enshrined in law to guide and support the long-term process of the shift to net zero emissions fairly.

Infrastructure projects and decisions should be prioritised to achieve net zero outcomes. This includes a clear assessment framework and an independent long-term advisory body on infrastructure investment. The financial sector also has an important role in acting on climate change. Scottish public sector pension funds have taken only limited action on climate change. Few even have credible processes to assess the impact of their investments or can evidence positive investment in the low carbon transition. Rapid action is needed to change this.

Energy and fuel poverty

Privatisation of our energy system has been a failure for people, businesses and our environment. We need security of energy supply at an affordable cost, which meets industry needs while meeting our climate change targets and transitioning to a net zero carbon economy.

Scottish Labour supports an energy strategy that takes a whole system approach, with a stable transition to a more local and decarbonised energy system. However, delivery requires more than setting long-term targets and lofty ambition. Solutions that tinker at the edges of the failed energy 'market' favour big business interests rather than challenge them. A climate recovery needs to tackle the immediate priorities around fuel poverty issues and grasp the importance of ownership of our energy assets.

Scottish Labour supports a national energy company that can give direction and inject investment on a large scale, driving new generation capacity and working with local supply chains, engaging councils and local communities under common ownership. Scottish Labour will support genuinely community and cooperatively owned local renewable energy projects such as the Edinburgh Community Solar Co-operative. Our industrial strategy would lay out how domestic manufacturing capacity must evolve to create supply chains for major new energy generation and other large infrastructure projects. To avoid offshoring of jobs and a loss of income for the economy, all available levers must be used to ensure that every contract delivers a minimum share of work to local suppliers, including licensing and funding processes. We should be following the examples of other European countries which set conditions on domestic jobs. To date the SNP Government has failed to use Crown Estate and licensing powers to keep green jobs in Scotland. We cannot afford any more missed opportunities. We also need a coordinated effort to build domestic supply chains. Scottish Labour would create a Scottish Energy Development Agency to work alongside the national energy company and coordinate the growth in renewables across Scotland. It would work closely with the Scottish National Investment Bank to support the development of the

**SCOTTISH LABOUR
SUPPORTS
A NATIONAL
ENERGY COMPANY.**

Scottish supply chain and coordinate skills development. Scottish Labour would only approve new developments for offshore wind farms when a plan for supply chain manufacturing was in place and conditions on job creation in Scotland were met.

The energy system is changing rapidly with new technologies, storage and a more distributed energy mix. Scottish Labour supports a balanced energy policy using a range of electricity generation options and storage. We also understand the continuing importance of gas to our heating and energy mix in our existing homes until viable alternatives are available, but we do not believe fracking is the answer. We also support the national smart meter rollout and encourage all homes across Scotland to get a smart meter installed to create an energy system fit for the future.

Investment in carbon capture and storage (CCS) infrastructure would deliver construction and engineering jobs across Scotland. This would support the decarbonisation of Scotland's industry, provide the opportunity for bulk production of green hydrogen to decarbonise heat and transport, and enable greenhouse gas removals to offset residual emissions.

In the North Sea, we are missing the opportunity to build expertise in decommissioning and marine renewables. This could see additional work coming to Scotland for years into the future as we establish a reputation as the experts in all stages of the offshore oil and gas business; including ultimately the decommissioning of assets which have reached the end of their life. Our industrial strategy would include a plan to support the industry and develop these skills. This is all the more important given the impact of the pandemic on the sector. Without government support and coordination to maximise these future opportunities, the industry, including critical upstream and downstream supply chains, will be devastated. The UK and Scottish Governments need to develop a workable plan to support the industry.

Scottish Labour's Just Transition Commission would be key to driving forward new jobs and skills ensuring that no workers and communities, in any sectors, are left behind as we transition to net zero as rapidly and fairly as possible.

A quarter of Scottish households remain in fuel poverty, including 36% of pensioner households, and the statutory target to eliminate it was missed by the SNP. We agree that an Energy Efficient Scotland Bill would give clarity and confidence with new investment in energy efficiency, including a commitment to

eradicating fuel poverty by 2032, with stricter interim targets. We also need a new definition of fuel poverty that includes an uplift for rural communities and a minimum standard of energy efficiency in private rented sector housing of an EPC rating of at least C by 2025. Planning laws should be used to ensure that all future houses are built to the highest available efficiency standards. The elimination of fuel poverty should be achievable in an energy-rich Scotland, but it requires political commitment and credible plans to achieve it.

Environmental action

Scottish Labour will take the radical action needed in the climate and nature emergency to deliver on our climate change ambitions and protect our environment. Ambition is good, but we believe it has to be backed up with clear delivery plans because investing in our environment is investing in our future. We must ensure the Environment Strategy is not yet more warm words.

Scottish Labour supports measures that deliver a circular economy, including introducing a Circular Economy Bill and obligations on the producers of waste and annual material flow accounts. This includes the introduction of deposit return schemes and regulatory action to eliminate plastic cigarette filters, as well as supporting global campaigns to tackle abuses in the global fashion supply chain. We will move towards a polycarbonate ban and require food manufacturers and retailers to reduce waste. We support a new litter strategy that addresses the defects in the current system, prioritises community education, commits to investment in infrastructure and reviews the barriers to enforcement. We will instigate a moratorium and a review of what place large scale incineration has in our zero waste plans for the future.

**SCOTLAND
ALREADY PLANTS
A SIGNIFICANT
AMOUNT OF TREES,
BUT THIS MUST
INCREASE FROM
THE EXISTING
11,000 HECTARES
A YEAR TO AT
LEAST 15,000
HECTARES A YEAR.**

We need to persuade more people to carry refillable bottles and cut down on single-use plastic. This includes a public sector duty to expand water fountains for refilling bottles, better access to water in schools and reform of Scottish Water.

We sought to amend the Planning Bill to give individuals and environmental organisations the right to challenge decisions that will severely impact the environment. Scottish Labour will also introduce carbon impact assessments into all policy processes. Planning of new developments and regeneration of existing areas should be around green infrastructure linking communities and habitats, allowing easy access for walking and cycling and incorporating a variety of landscapes including trees, pedestrian and cycle pathways, play areas, food growing spaces as well as flood mitigation measures.

Scotland already plants a significant amount of trees, but this must increase from the existing 11,000 hectares a year to at least 15,000 hectares a year, building to at least 18,000, as recommended by the Committee on Climate Change. This should be matched by an increase in peatland restoration to 20,000 hectares each year, alongside measures to end commercial peat extraction. Scottish Labour would establish a Scottish Conservation Corps as part of its Jobs for Recovery guarantee to help carry out this work.

Tree planting and other forms of carbon offsetting are necessary, but we should recognise that this is not a substitute for cutting emissions. Negative emissions technologies may have a role to play, but most are untested at a large scale. Scottish Labour is committed to exploring new technology investment now rather than waiting and responding too late.

Many of the climate change mitigation actions will be nature-based. We will develop a Biodiversity Action Plan for land, air and sea, with adequate funding, which the whole country can coalesce around before it is too late. We also need greater investment in climate adaptation, which recognises the risks of flooding with coastal protection, river basin management and flood prevention schemes. We must ensure that the opportunity to sequester carbon in our marine environment is adequately funded.



Scottish Labour recognises the significance of keeping carbon in our marine environment and impact of blue carbon on our marine and wider environment, which should be adequately funded and accounted for in the UK Greenhouse Gas Inventory.

We must ensure that Brexit is not used as an excuse to weaken environmental standards through legislation or trade deals. Scottish Labour supports an ambitious Environment Act that includes legally-binding targets for nature's recovery, together with proper funding and a Nature Network for Scotland through the National Planning Framework. We will also support a plan for ocean recovery with at least one tenth of Scotland's Seas fully protected, and a further 20% highly protected, from destructive and extractive activities by 2030. We will develop Regional Land Use Frameworks by 2023, with input from a wide range of stakeholders to set out regional land use priorities and funding requirements.

A joined-up approach to tackling climate change

The policies set out in other chapters of this manifesto will also contribute towards our climate recovery plan.

Transport is responsible for more than a third of Scotland's greenhouse gases and contributes towards 2,500 early deaths each year through air pollution. Our transport policies will promote environmental sustainability, helping people become less reliant on their cars. This includes tackling the decline in bus passenger journeys, even before the pandemic, by supporting councils to run their own bus services, creating a green bus fleet and moving towards the long-term aim of universal free bus travel. Also, through the public ownership of our railways, Scottish Labour would focus on making rail more affordable for



Climate change is the biggest challenge facing the world. When we come out of the pandemic climate change won't have gone away. We have to make the most of the climate summit in Glasgow and I know Labour has a plan to do that.

NINA, HAMILTON

passengers, reintegrating services, line expansion including the extension of the Borders Railway, opening stations and further electrification. Our Active Travel Plan will prioritise encouraging and enabling people to get out of their cars, onto bikes, walking and using public transport for better health and a cleaner environment. We support feasibility studies to establish a network of mobility hubs across Scotland to assist in promoting active and green travel.

We recognise the link between the reform of food production and sustainability, including energy use, water, biodiversity, soil, food waste and land use. Scottish agriculture is responsible for nearly a quarter of Scottish greenhouse gas emissions, and it will not be possible to achieve our legal targets for reduction unless we reduce these emissions from agriculture. We support the principle of public money for public goods, such as clean water and air, beautiful scenery, and biodiversity provision. Peatlands, forests and seagrass will also continue to play an essential role in the shift towards net-zero emissions, and there should be a phase out of their extraction alongside investment in restoration. We should consider further incentive schemes to ensure all major landowners play their part. Land justice measures, such as those recommended by the Scottish Land Commission and Community Land Scotland, should also be reflected in climate action plans.

We want our children and young people to be learning not only about their own environment but also to share an understanding of local, national and global environments. The impact of globalisation and climate change has led to a greater awareness of environmental education, and this should lead to further developments within the Curriculum for Excellence of global citizenship education. We will ensure that the International Development Programme spending is climate proofed, including an increase in the Climate Justice Fund. We will strengthen the links between university research and our industrial strategy, including our green jobs plan. Colleges will have an important role in achieving a just transition for workers. We will develop a strategic initial and transferable skills strategy in the context of the climate emergency.





Our ambition is that every community in Scotland should be a place where people can grow up, settle and work.



COMMUNITY RECOVERY

National Mission Five: Make every community in Scotland a place where people can grow up, settle and work, with access to public services and free from poverty and hunger.

The pandemic has brought out the best in our communities - from individuals helping their neighbours to local mutual aid groups setting up to help whole towns and villages. Scots have gone above and beyond over the last year. However, the Covid-19 crisis has also exposed the weaknesses in our public services and brought home the devastating impact of austerity over the past decade.

Our ambition is that every community in Scotland should be a place where people can grow up, settle and work. People shouldn't have to move far from family and friends to find work, and they shouldn't have to travel to access basic services - whether that's a flourishing high street or a hospital. By building strong communities and investing in local development we can build resilience and avoid the impacts of poverty and inequality.

Cost of living

Too many people were struggling to make ends meet before Covid-19 and now the pandemic has placed even greater strain on household incomes. An immediate priority is therefore to alleviate the financial pressures on low and middle income earners, ensuring that people have enough money to live a full life.

Scottish Water has built up a surplus of £531 million, five times higher than the water regulator promised customers when setting water charges. At a time when households are under financial pressure, we believe some of this should be returned to customers as a £100 rebate for every household.

The pandemic has also shown us the importance of maintaining connections, especially for our older people, many of whom have been hit in the past year with an additional bill for their TV licence. To support our older generations we will create a Staying Connected fund, offering grants to every household with someone aged over 75 and over, up to the value of the TV licence, currently £159, to go towards either paying for the license or other digital connectivity bills.

We also need better support systems for people facing the risk of problem debt. By implementing a Debt Advice Levy we will redirect some of the huge financial benefits that creditors gain from free money advice back into sustainably funding these crucial services so they remain available for those who need them. Credit unions can also offer better alternatives to high cost credit so, as well as offering core support, we will develop the fund to help their growth and innovation, improving online accessibility and capacity for swift loan decisions.

Social security

Covid-19 has hit low-income families disproportionately hard, deepening poverty and dragging more families into financial insecurity. Half of families in poverty have a member who is a disabled person and even before the pandemic, child poverty rates were high and projected to rise further. It is clear that in the next ten years, Scotland must transform if we are to meet our targets on child poverty and live up to our ambitions of being a nation that respects, protects and fulfills human rights and where we can all achieve our potential. Social Security Scotland will be key to this.

Scottish Labour will build a social security system based on the principles set out by the Scottish Campaign on Rights to Social Security:



If we want a parliament that's focused on helping communities like mine recover from the pandemic then we have to vote for candidates who are going to put recovery first. Anas Sarwar has made his plans clear. That's why I'm voting Scottish Labour.

SHAHID, KILMARNOCK

- Adequacy – ensuring that people have the support they need to participate fully in society.
- Respect, dignity and equality – with human rights built in from eligibility and assessment, all the way through to payment.
- Simplicity – easy to access, automated where possible.

The social security system must ensure no one is held back by poverty and inequality. We support the continuation of trials of universal basic income but Scottish Labour would use all the powers we have here in Scotland to make sure that people have the support they need to participate fully in society.

The social security system we would build would secure the wellbeing and human rights of everyone and seek to guarantee a Minimum Income Standard that no one would fall below. We would lay out a bold and transformative mission to work across departments to make this happen. This would include ensuring good and fair unionised jobs, decent pay and conditions, and affordable housing costs, with a social security system there when you need it. We would recognise the additional costs that groups such as lone parents and disabled people face. We would work closely with communities in the development of the Minimum Income Standard, especially those most at risk of economic inequality.

We will create a social security system that is simple to use, easy to access and automated where possible. This will mean investing in accessible welfare rights advice services, and actively ensuring all those who are entitled to devolved and reserved benefits know what they are eligible for and receive them.

A Scottish Labour social security system will protect those facing economic inequality. Scottish Labour will automate the Scottish Child Payment, double it to £20 a week and accelerate the roll out for six to 16-year olds. We will also provide at least £5 a week supplement per child to families with disabled children or parents. To further address child poverty, we will extend the current provision of free school meals as well as rolling this out all year, ending the scandal of children going hungry during the school holidays. We will also develop statutory guidance on school uniform policies with affordability as the top priority.

We will ensure Disability Assistance is paid at an adequate rate to cover the extra costs associated with disability. We would act immediately to ensure Disability Assistance in Scotland supported disabled people's human rights, supported them to have freedom, choice, dignity and control in their lives. This would require ending private sector assessments and guaranteeing that people who are

assessing for Disability Assistance understand the specific circumstances of those they are assessing. We would remove the rule which dictates that you require support at least 50% of the time, in recognition of the fact that many people's conditions vary and that the current rule excludes people who need support, especially people living with mental ill health. Additionally, we will increase the eligibility for mobility support to people who require assistance during a 50 metre walk, increasing this from 20 metres. We would also grant 'ongoing entitlements' for people whose conditions are unlikely to change. In order to focus efforts towards eliminating poverty for disabled people, Scottish Labour would also develop a Disability Poverty Target, with interim goals and sufficient funding to ensure aims are met.

Scottish Labour will work with carers and the people they care for to reform the Carer's Allowance. We will examine ways to improve the earnings threshold, including aligning it to at least 16 hours at the Scottish Living Wage, allowing carers to earn more from part-time work, as well as removing the cliff edge and the full-time study rule. We will also extend eligibility for support by ensuring the new Scottish Carer's Assistance is available to unpaid carers who care for 20 hours or more each week. Scottish Labour will address the 'overlapping benefit rule' that disadvantages carers on the state pension.

We have been consulting on a Scottish Employment Injuries Advisory Council Bill, which would bring Industrial Injuries Disablement Benefit (IIDB) into the 21st century. The current scheme ignores many workplace illnesses and conditions, most recently those facing dismissal due to Long Covid which was contracted at work. We would continue this work in the next parliament.

WE WOULD ACT IMMEDIATELY TO ENSURE DISABILITY ASSISTANCE IN SCOTLAND SUPPORTED DISABLED PEOPLE'S HUMAN RIGHTS, SUPPORTED THEM TO HAVE FREEDOM, CHOICE, DIGNITY AND CONTROL IN THEIR LIVES.

Scottish Labour will work with local authorities to mitigate the impact of the No Recourse to Public Funds policy and ensure that those in need have access to support and Scotland-specific social security payments. We will introduce a targeted national approach to get support to those families with no recourse to public funds.

We will also improve support for people in crisis. We need a full independent review of the Scottish Welfare Fund, examining its delivery with a focus on local authority administration costs, the standard and consistency of the service provided, and access to and promotion of the fund. Under Scottish Labour, the fund would also be enhanced to ensure all those facing income crisis, including those experiencing food insecurity, have access to timely and adequate emergency financial support. To specifically help those fleeing domestic violence we would establish an additional ring fenced portion of the fund, offering financial aid for anyone needing to establish a new and safe home.

Following Scottish Labour's successful campaign to scrap the bedroom tax, we will conduct a review of Discretionary Housing Payments, looking at how they can be used to support renters trying to meet their housing costs and prevent families affected by the benefit cap being made homeless.

In order to ensure social security payments are adequate, Scottish Labour will guarantee that benefits are uprated so that they do not lose value in real terms.

We will work with UK colleagues to fight for the maintenance of the Universal Credit uplift until the system is abolished and replaced. If this does not happen in Westminster, we will use the powers of the Scottish Government to maintain the uplift. In addition, we will use the full extent of the Scottish Parliament powers as well as working with UK colleagues to abolish the two-child cap, scrap the rape clause, and make split payments.

Housing

Every family in Scotland should have access to a safe, warm and affordable home. With Scottish Labour, housing will be a national priority. To reflect its importance, we will create a National Housing Agency to help coordinate the sector.



Home ownership is becoming an increasingly unrealistic prospect for young people, who too rarely have the option of social housing, and often find themselves trapped paying high rents in the private rented sector. Without the radical action we are proposing, the Scottish Government will fail another generation. Scottish Labour will eliminate the housing crisis over two parliamentary terms by:

- ▶ Giving everyone the opportunity to have a warm, well-built, affordable home for life.
- ▶ Creating a National Housing Agency to end the housing crisis for good.
- ▶ Guaranteeing fair rents and improving tenants' rights in the private rented sector.
- ▶ Committing to building at least 120,000 social houses over the next decade, with the aim of building 200,000 in that time.
- ▶ Supporting people to own their own home, with specific support for young people and first-time buyers.
- ▶ Ending rough sleeping within the next five years.

There are nearly 150,000 people on social housing waiting lists, 70,000 of whom are children. To address that, we plan to deliver a minimum of 120,000 zero-carbon social houses built over the next decade, with the aim of building 200,000 social homes in that time. We will provide parity of grant funding between councils and housing associations. Councils and housing associations should also consider purchasing existing housing to help speed up the growth in the supply of social housing. Good affordable housing helps tackle poverty, underpins health, wellbeing, and feelings of self-worth. Having a decent, affordable home provides security and stability, providing the platform for a successful life.

Scottish Labour will create a National Housing Agency to implement our long-term house building strategy,

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both private and social, across all tenures and to bring empty homes back into use. The agency will include representation from local authorities and it will ensure that the right housing is built in the right areas. It will also develop land banking for sites that the private sector has overlooked. The new agency will address the absence of sufficient, genuinely affordable housing in rural areas - where jobs exist and people want to live - which is leading to the near collapse of the structure of rural economic life in Scotland.

By tackling the housing crisis, we will provide the building industry with the confidence to create jobs and apprenticeships across Scotland. Scottish Labour has estimated that building 120,000 social homes would sustain at least 14,000 jobs a year.. We recognise the importance of the private sector in construction and economic recovery and we need to ensure it assists in the delivery of the houses needed to solve the crisis.

The price of land lies at the centre of the housing crisis. We believe the law should be reformed to allow for the acquisition of land for social housing at existing use value and use development gain to finance essential infrastructure. We will remove the duty on public bodies to maximise the receipts from land sales to enable the transfer of land for social housing.

The National Housing Agency would be primarily responsible for the acquisition of finance, land and housing, dealing with derelict and vacant land, and acting as the prime mover in coordinating and driving the delivery of housing. Its mission will be producing well designed, mixed tenure, neighbourhoods and communities. Scottish Labour's vision for publicly-led development would put communities first and prioritise public health, green space and energy efficiency.

Scottish Labour will introduce a Home-Ownership Support Scheme. The scheme would help those on low incomes, aiming to tackle capital inequality in a way that the Help to Buy scheme did not. The Home-Ownership Support Scheme will assist people on low incomes and include the opportunity to buy existing houses as well as new builds. So that buyers only require a small deposit, the government should also provide a portion of the upfront cost in the form of a shared-equity agreement, which would be repayable to the government on the sale of the property. In the event of the property losing value, the value of the loan would be tied to the value of the property, meaning that if a person's property lost 5% of its value, the loan would lower to reflect the loss. While social housing stock will be protected, registered Social Landlords and local authorities would also be eligible to build new homes for sale as part of the scheme.

For too many, the private rented sector has become the only housing option available to them and rents are becoming increasingly unaffordable. In the year end September 2020, average two-bedroom rents increased above Consumer Prices Index inflation in 11 out of 18 local authorities. A quarter of the private rented sector are households with children. The number of children in private rented housing who live in severe poverty more than doubled in a decade from 2008. Scottish Labour will reform the private rented sector and rebalance the relationship between tenants and landlords. We will implement our Fair Rents Bill proposals to limit rent rises and improve quality standards in the private rented sector. Scottish Labour will make it easier for tenants to challenge unfair rents. To help protect housing stock in areas of high demand we will install a regulatory framework for short-term lets, including the licensing provisions and taxation of Airbnb.

There will be a national strategy for housing and disabled persons, led by a disabled persons organisation. The strategy will include a 10% target for new social housing, with properties which are fully accessible both within the home and externally. People have the right to independent living - substantial investment is needed so that existing homes can be adapted to make this possible.

We will end rough sleeping in the next parliament. The pandemic has shown that we can take urgent action to help rough sleepers into accommodation. Scottish Labour will ensure that everyone faced with homelessness will be confident of being offered suitable housing. No one in Scotland should be forced to sleep on the streets. We support retaining the Covid-19 provisions which make preventing rough sleeping a public health priority.

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There were over 27,000 open homelessness cases on 31st September 2020 and 14,151 households in temporary accommodation, a 24% increase on the previous year. That included 7,900 children. To end homelessness, we must start with prevention. Scottish Labour will implement the recommendations of the Prevention Review Group, which makes it clear that there should be a collective responsibility across public services to prevent homelessness. In practice, it will mean that we will commit to bringing forward legislation early in the next parliament which strengthens the legal framework around homelessness prevention. This will extend a duty to prevent homelessness so that local authorities can assist anyone threatened with homelessness and ensure that no one leaves an institution such as prison or hospital without somewhere to sleep.

The Pathfinder project for Housing First has been very successful and is now being rolled out to Scotland as a whole. We fully support the aims and implementation of the programme, and Scottish Labour will ensure it is adequately funded across all local authorities and supported to continue its excellent work in the long-term.

Social justice

Scottish Labour will create the conditions in which every person can flourish, creating opportunities for those long excluded. We will act across all policy areas, including housing, employment, education, safety and the digital divide, taking preventative action to reduce inequalities and end child poverty. Scottish Labour is the party of equality: we will work to build a society free from all forms of sexism, homophobia, transphobia, ageism, racism, antisemitism and Islamophobia, discrimination against disabled people and bigotry and prejudice in all their forms. There should be no hierarchy of prejudice, as a society we can't afford to pick and choose. We must work together to build the more equal society we wish to see. That means listening, but more importantly means taking the necessary actions to challenge structural inequalities.

We will strengthen the delivery of the socio-economic duty and fully incorporate human rights treaties into Scots Law, with clear mechanisms for resolving problems and remedying infringements. Older people make a massive contribution to our communities, and we will establish a Commissioner for Older People to reflect their needs in policy and help combat ageism.

Young people have been disproportionately impacted by the pandemic's economic consequences and are also more likely to be exploited through low

pay and insecure work. This is even greater for young black people, diverse minority communities and other protected characteristics. We will embed intergenerational approaches in governance and policymaking to help Scotland to become a nation where young and old support and learn from each other. We will mainstream social justice into all government policies.

Working with stakeholders we will build a targeted approach to tackling poverty in diverse minority communities, mainstreaming this into anti-poverty and child poverty strategies and action.

We also support the incorporation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). Funding for critical services, including Scottish Women's Aid and local services, needs to be stable and adequate over the long-term, otherwise vulnerable people will be placed in danger. We also recognise the need to increase awareness and strengthen staff training and fund vital services, including refuge and rape crisis services and assessment of tenancies in relation to the right to stay of domestic abuse victims. Employers can play a role by adopting domestic abuse charters, for example the GMB Domestic Abuse Charter.

Further to this, we need to develop a gender-based violence strategy that not only acknowledges the link between structural inequality and violence against women and girls, but also lays out clear action to tackle it. We support amending the Hate Crime Bill so that misogyny and hate against women is included within its scope. We also need measures to improve women's safety now; Scottish Labour would pilot physical space safety audits and provide planners with guidance on how to make communities safer including through safe walking routes.

**WE PROPOSE
AN EQUAL PAY
(SCOTLAND) ACT,
WHICH WOULD
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PUBLIC SECTOR
BODIES AND
ORGANISATIONS
WITH MORE THAN
250 EMPLOYEES
WHO BENEFIT
FROM PUBLIC
PROCUREMENT
TO PUBLISH
REGULAR EQUAL
PAY REVIEWS.**

We recognise that the Public Sector Equality Duty has not had the intended transformational impact. Equality impact assessments are often inadequate and completed too late in the development of policy. The public sector must lead by example, including better data collection, strengthening organisations' ability to address inequality, and ensuring gender mainstreaming is realised within policymaking. The Equality Act 2010 will continue to frame our equality policies. Scottish Labour is committed to making central funds available to contribute to paying for historical equal pay claims. However, action also needs to be taken to ensure that sex discrimination cannot happen now or in future. Scottish Labour will work with our partners in local government to end sex discrimination. We propose an Equal Pay (Scotland) Act, which would require all public sector bodies and organisations with more than 250 employees who benefit from public procurement to publish regular equal pay reviews. This would ensure the public sector, and organisations that benefit from public money, adhere to equal pay legislation, and lead by example in ending the scandal of sex discrimination.

Scottish Labour will also extend the Equality and Fairer Scotland Statement development process into a full gender analysis of the Scottish budget, where the cumulative impact of spending decisions on women's equality is considered.

Disabled people face barriers, inequality and poorer outcomes across all areas of life. Poverty, prejudice, and lack of understanding prevent them from accessing vital services and information. Our Good Work plan includes radically improving the employment rate of disabled people, including better access to facilities, public services, work, training and apprenticeships. Scottish Labour would create a fund to support the development of Changing Places Toilets in public spaces and businesses across the country. We support establishing an Autism and Learning Disability Commissioner and will include the Principles of Inclusive Communication into all our strategies and services. We will continue to promote the Disabled Children and Young People (Transitions to Adulthood) (Scotland) Bill, which would give a right to a Transitions Plan to every child or young person with an impairment or long-term health condition.

We will ensure a zero-tolerance approach to violence, bullying and discrimination based on sexuality and gender in Scottish society. Scottish Labour supports the aims of the TIE campaign to develop LGBT+ inclusive education in the curriculum. Blood donations still discriminate against gay and bisexual men and their partners, undermining our public health strategy. Scottish Labour will end this discriminatory and unscientific practice. We will legislate to end the cruel practice of conversion

therapy. We will reform the Gender Recognition Act to demedicalise the process and allow for the recognition of people who identify as neither men nor women. Scottish Labour shares concerns that some parents of children with intersex traits, also known as variations in sex characteristics, are still pressured into unnecessary surgeries. While some may choose to take medical steps later in life, this is a choice that must be made by individuals themselves.

Scottish Labour will establish clear statutory targets to underpin delivery of the Armed Forces Covenant and we support implementation of the recommendations of Poppy Scotland and other Armed Forces charities. We want to strengthen engagement, implement the Veterans Housing Pathway and target provision aimed at ensuring the most vulnerable service personnel and veterans experience a 'good transition.' We also recognise the challenges Armed Forces children and young people face, their opinions should be listened to and taken seriously in all matters affecting them.

We are rightly proud that Scotland is a tolerant, welcoming country, but we are not immune to hatred and bigotry. Scottish Labour would target sectarianism through education, and by working with local communities.

It is established beyond doubt that everyday racism exists, and our collective focus must be on overcoming prejudice and discrimination. Education is key to this, and that includes teaching our shared history and learning from our shared history. Scottish Labour supports the inclusion of Scotland's historical role in empire, colonialism and transatlantic slavery, and the longstanding diversity of Scottish society, as part of the Curriculum for Excellence.



Lots of folk in Paisley really rallied round to help other in the past year. That's the kind of unity we need, everyone pulling together. I'm voting Scottish Labour because uniting behind a recovery plan is exactly what Anas is saying.

JEN, PAISLEY

We would also develop a museum, archive and learning centre dedicated to telling the stories of underrepresented groups in Scotland's history and culture.

We reiterate our commitment to Gypsy/Traveller communities' rights. We will fully implement the Action Plan on Improving the Lives of Gypsy/Travellers, and will take action to address the persistent and harmful discrimination that Gypsy/Travellers face.

The global refugee crisis remains acute, and people in Scotland have played their part in helping those whose lives have been turned upside down by conflict. Scottish Labour supports the New Scots Strategy and will build on this work with further steps to address destitution and respect human rights. This should include effective national standards on refugee resettlement, including accommodation and the care of unaccompanied children.

Supporting the voluntary sector

Scottish Labour recognises the importance of a strong voluntary sector in our plans to decentralise powers and democratise the economy. There are over 40,000 voluntary organisations in Scotland, with almost half categorised as registered charities.

The sector employs over 100,000 people – making it a key employment sector in the country – and has a turnover of over £6 billion. Each year, around 1.4 million volunteers donate their time to help these organisations to support communities and people in need. From charities to social enterprises, cooperatives, community interest companies, development trusts, social housing providers, voluntary groups and more, they empower excluded people, regenerate communities and drive our economy. Communities of interest and place also require strong advocates independent of government – we will never link funding to acquiescence in government policy.

We will support a continued partnership approach between government, charities, social enterprises and other sectors, modernise charity law, strengthen governance, and provide longer-term financing for projects delivered by the voluntary sector. We support 'Volunteering for All' outcomes and will promote employer engagement with awards and training, as well as support for community organising.

Community safety

Scottish Labour will strengthen local policing, reform our prison system and improve access to justice for all. The pandemic has resulted in a backlog of cases in our courts system, and measures will be needed to ensure justice for the victims of crime and those on remand.

The creation of Police Scotland has led to a centralisation of power in policing. Good relationships between the police and local communities are key to maintaining trust and ensuring victims feel safe to come forward. It must be a priority for Police Scotland to build strong connections with our diverse minority communities, LGBT+ people and other under-represented communities to ensure their voices are heard and respected.

Scottish Labour will place local accountability at the heart of a modern, responsive police force with a statutory role for local government in local policing plans and budgetary allocations. Warden services need to be resourced so they can take robust action against anti-social behaviour and we will put a renewed emphasis on community policing. Over the course of the next parliament, we will increase the number of officers in local divisions by at least 500, to restore the local officers lost in recent years. Police Scotland needs a balanced workforce with investment in specialist police staff to stop police officers from being taken away from operational duties.

Police Scotland has been one of the lowest funded police forces in the UK when it comes to capital funding. Yet policing by consent also requires Police Scotland to address the infrastructure problems with data collection that undermine transparency and scrutiny. Police Scotland's ageing vehicle fleet is also a danger to officers who have had to be treated for carbon monoxide poisoning. Scottish Labour will support delivery of Police Scotland's long-term

**SCOTTISH LABOUR
WILL STRENGTHEN
THE VICTIMS
CODE FOR
SCOTLAND
AND WOULD
FINALLY
ESTABLISH
A VICTIMS'
COMMISSIONER
FOR SCOTLAND.**

infrastructure plan and ensure Scotland has the first ultra-low emission police service fleet of vehicles in the UK.

To tackle the growing issue of telephone and online fraud we will develop a new preventative strategy, backed by legislation if necessary.

The police and criminal justice system's resources should be targeted towards those who supply harmful drugs into our communities and exploit the crisis for their own gain. Scottish Labour believes that the practice of the police and Crown Office should be informed by harm reduction. We support the implementation by Police Scotland and the Lord Advocate, of diversion from prosecution policies, based on models in use elsewhere in the UK, to prevent vulnerable drug users being exposed to unnecessary court action.

Scottish Labour will strengthen the Victims Code for Scotland and would finally establish a Victims' Commissioner for Scotland so that the Code is properly enforced and championed. Victims and their families need much more personalised support, communication and advice, so we believe they should be provided with a single point of contact for all support services through each stage of the justice process. We support the national roll out of Children's Houses, based on the Barnahaus model, so that every child who is a victim or witness of crime has a safe place to access care, recovery, justice, and protection based on international best practice. We will also strengthen support for the victims of sexual abuse, sexual exploitation and human trafficking.

We believe that a joined up approach is necessary for community safety, not just for victims but also when dealing with all offenders. Bringing together criminal justice agencies with health services, education providers, and social work teams, a comprehensive alternative or diversion from the prosecution system can stop the flow of unnecessary cases going to court and provide meaningful rehabilitation services. These joined up services are especially important for supporting offenders with poor mental health within the justice system and should be linked with the Violence Reduction Unit to ensure a preventative approach is consistently followed.

The number of convictions resulting in a custodial sentence has reached the highest proportion recorded in the last decade, putting further pressure on our already crowded prisons and the staff who work in them. Scottish Labour will reform our prison system, with custody used for serious crimes, not a substitute for failing mental health or drug and alcohol services. We will reform sentencing

guidelines and policy so that victims and their families can have confidence in it, while also providing adequately funded, credible and robust alternatives to remand and custodial sentences through criminal justice services. To raise public confidence in community justice measures we will also improve communication with local communities about the work completed by offenders. We favour reviewing the role of open prisons, secure care units and day custody approaches, with local custody services for women and young people in particular. This includes safe, secure facilities to deal with conditions such as alcohol overuse rather than police cells. We will seek to end the privatisation of fire and justice services, including the Scottish court custody and prisoner escort service and private prisons.

The crumbling prison estate needs to be modernised, with facilities fit for purpose for the ageing prison population. Scottish Labour will realise the ambitions of the 2012 Angiolini report (on women offenders), and its aims to reverse the dramatic increase in the size of the female prison population, by seeking alternatives to prison sentences for pregnant women and mothers who have committed nonviolent offences.

It should be an aim of custodial sentences to keep communities safe by reducing reoffending. Scottish Labour will address the imbalance in resources for rehabilitation in men and women's prisons and we will ensure that every person leaving prison has a harm prevention plan, with a safe place to live, registration with a doctor and adequate financial support. Family and community connection is important for rehabilitation so we will maintain the availability of virtual visits in prisons following the pandemic.

Too frequently our justice system is not accessible enough to those who need it the most. The legal aid

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budget has decreased by at least £499 million in real terms since 2007/08 and the whole system needs to be simplified. Scottish Labour would introduce a Legal Aid Bill to reform the system, increasing its scope to support a preventative approach, and setting fees and funding at a sustainable level. Scottish Labour would also increase the limit on small claims proceedings to £10,000, matching the ceiling elsewhere in the UK, and will increase access to earlier dispute resolution in civil cases. We will also legislate to modernise the regulation of the legal profession and enhance the protections for consumers of legal services.

We support the call to reverse the current time bar for civil damages in respect of asbestos disease to make the law fairer for victims as championed by Action on Asbestos. We will remove the waiver provision from the Redress for Survivors (Historical Child Abuse in Care) (Scotland) Act 2021 to stop survivors of historic abuse facing the invidious choice between a redress payment and civil damages, and introduce a full compensation scheme, like the one in Ireland, for victims of the Contaminated Blood scandal. We will also introduce a full pardon Bill for Scottish miners unfairly convicted during the 1984/85 miners' strike.

Scottish Labour will develop a gender-based violence strategy that funds prevention, supports victims, reforms sentencing, and promotes greater transparency. Prosecutions and convictions for sexual assault, rape, and attempted rape cases remain at unacceptably low levels. We need to improve how the courts handle such cases so that victims, the majority of whom are women, can have confidence that they will receive justice. As well as rolling out access to specialist domestic abuse courts nationally, Scottish Labour will establish a specialist sexual offences court and consider reforms to evidential requirements in these cases, including a review of the role of corroboration and increasing the use of pre-recorded and video evidence. We will implement the right for victims to have independent legal representation, particularly during hearings on past sexual history, and will support this with an extension in legal aid. Furthermore, evidence brought forward by Rape Crisis Scotland has demonstrated that a disproportionate number of rape trials result in 'not proven' verdicts. Victims organisations have argued strongly that the existence of a 'not proven' verdict in the Scottish justice system results in instances where victims of crime do not see a fair and just outcome. As such, Scottish Labour supports abolishing the 'not proven' verdict and we view the introduction of a two-verdict system in trials as fairer, more transparent and offering greater protection to crime victims.

The backlog in the courts is also undermining swift access to justice, with suggestions that it will not be cleared until 2025. Even before Covid-19 the SNP

had permanently closed more than a fifth of Scotland's sheriff courts. The move to virtual and online hearings has allowed some business to restart and we need to retain the benefits and efficiencies of digital working in our courts system with further investment. However, we will review the use of technology, particularly hearings by video so that digital inequalities do not create new barriers to justice. To help clear the backlog we will also explore the establishment of a system of courts that can rotate around the country, addressing the backlog of cases and delivering justice locally.

As well as splitting the dual role of the Lord Advocate, Scottish Labour believes the time has come for wider reform of the Crown Office and the Procurator Fiscal service. There is an urgent need to reduce the long delays for Fatal Accident Inquiries and strengthen the enforcement of their findings so that learning and transparency are embedded.

The Children's Hearings System is unique to Scotland, and we are justly proud of the 3,000 volunteer Area Support Team and Panel members who look after our children's best interests. We supported the increase in the age of criminal responsibility and favour a further review once the new legislation is firmly established.

We will ensure the Scottish Fire and Rescue Service has the resources to carry out their demanding job of protecting all communities across Scotland, including our rural areas. In particular, we will take preventative action to tackle the growing threat of wildfires. We will also strengthen local accountability with a statutory role for councils in local plans, and recognised trade unions should be represented on the statutory local scrutiny board. Three-quarters of house fires in Scotland each year are caused by electricity. We need to strengthen electricity safety measures, including a common standard for electrical safety in housing, so everyone is

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ANIMAL WELFARE
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WITH A VIEW TO
STRENGTHENING
WILDLIFE
PROTECTION
LAW AND ANIMAL
WELFARE.**

equally protected regardless of tenure. We support stricter regulation of fire safety and building standards in high-rise buildings, including the use of cladding materials to ensure that fire safety regulations keep pace with construction methods.

Scottish Labour will carry out a full review of Scotland's outdated animal welfare legislation, with a view to strengthening wildlife protection law and animal welfare. We will introduce a National Animal Cruelty Register to support enforcement agencies. We will reform the law on keeping domestic pets in different tenures after life events, including domestic violence. The pandemic has highlighted concerns over the illegal importation of puppies, and we need to raise public awareness and ban imports of very young puppies, and other illegal pets not on the positive list of species that are suitable to keep as pets. We support a more comprehensive approach to public education on animal welfare. We will introduce a comprehensive ban on fox hunting and snares and the use of electric shock collars. There also needs to be more effective monitoring of raptor conservation and stronger penalties. Labour supports a ban on live animal exports for fattening and slaughter. Parliament should pay full regard to animal welfare requirements when formulating and implementing policies.

Rural areas and food

Rural communities are all too often ignored and neglected. We can see the consequences in economic dislocation, underfunded public services, poor public transport and further centralisation of power away from our communities. The pandemic has cruelly highlighted these problems and created new challenges that need to be urgently addressed. Scottish Labour supports the introduction of rural mandating guidance for all local authorities.

Rural councils deliver public services differently, and this should be reflected in funding allocation mechanisms. We will introduce a 'rural-proofing' process so that all our laws, policies and programmes consider their impact on rural communities. Our rural policy framework will engage with all stakeholders.

Over 200,000 jobs are reliant upon a booming tourism industry in Scotland, but Covid-19 has devastated the sector. Scottish Labour will do everything it can to safeguard businesses, jobs and secure a vibrant future for this sector using our Business Restart Fund and sectoral recovery deals. Our distinct Scottish brand is known worldwide, but it will be necessary for us to work hard to get domestic and international visitors back. Our country has so much to offer, and we want to

share it with the world. Scottish Labour will develop a new sustainable national plan for tourism based on improving our offer to visitors while reducing resource use and waste, minimising the transport impact, and protecting our natural and cultural heritage. Public money will also require improvement in the quality of jobs by raising employment standards, providing training opportunities, and strengthening the quality of life, particularly in rural areas.

We will develop a stronger regulatory framework for short term lets, including the licensing provisions and taxation of Airbnb after the chaos of SNP attempts at reform. This will ensure that our tourism industry is protected to grow after the effects of the pandemic, while taking account of local housing need.

We will support reviewing and strengthening the Scottish Outdoor Access Code to ensure that thoughtless and damaging practices like fly tipping, dirty camping and livestock worrying are discouraged.

Scottish Labour is committed to investing in rural public transport, improving frequency and reducing fares. We support the delivery of traffic-free greenways connecting key rural communities separated by short distances of less than 10 miles, particularly those with shared public services. There will also need to be a significant expansion of public charging points for electric vehicles to recognise the greater reliance on private cars in rural areas and the longer distances that often need to be travelled.

Scottish Labour will invest in coastal protections, better flood management, full-fibre broadband, 4G/5G extensions and digital hubs for rural communities that will underpin rural small businesses' future success. Our Good Work plans will help address the low wages in many rural communities, and we will retain and strengthen the Scottish Agricultural Wages Board.

**SCOTTISH LABOUR
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WHILE REDUCING
RESOURCE USE
AND WASTE.**

Our plans to tackle the climate emergency will invest in housing, renewable energy and tackle fuel poverty. We will ensure that rural areas and small businesses get their fair share of public procurement and will support measures to tackle unfair delivery charges.

Going further than the Werritty report, Scottish Labour will support the comprehensive licensing of grouse moors as soon as possible, with robust criteria to end the unsustainable practices of driven grouse moors and to promote the sustainable development of our uplands, in the interests of everyone. There has been a real term cut to forestry funding, while the SNP has failed to meet its own planting targets. At least 50% of all woodland expansion should be with native species and at least 10% delivered through natural regeneration. Overgrazing by deer can damage our native woodlands, and we support modernising deer legislation and the implementation of the Deer Working Group recommendations.

We will ensure that future agricultural payments best support sustainable land use and strengthen rural communities. Farmers and crofters need clarity as a new agriculture support system is developed to help tackle the climate crisis. We will maintain current levels of funding until 2024 and from then we will put in place a new scheme that gives farmers and crofters certainty. The new financial support must recognise farmers' knowledge, recognising their experience in reducing emissions and protecting Scotland's landscape and work towards sustainable farming practices. We believe that the new agricultural support package offers a valuable opportunity to deliver on baseline environmental commitments, and incentivise actions that deliver food production, climate and biodiversity outcomes in a complementary fashion.

Our fishing industry has suffered twin shocks with the collapse of the market following lockdown, and then the chaos brought about by the botched EU deal meaning that valuable exports have rotted in lorries, held up by paperwork at the border. Scottish Labour will support the sector to thrive as we leave the Common Fisheries Policy (CFP), improving sustainability, and introducing a national landing requirement to create jobs in coastal communities. We need to do all we can, working with the UK and the EU,



to reduce the barriers and bureaucracy currently faced by the export market.

Scottish Labour will also introduce new crofting legislation to support crofters' access to housing, to financial support, and to legislation that actually works for them, written in conjunction with them.

Scottish Labour supports creating a National Plan for the islands, and we will devolve more powers to island authorities and engage communities in line with our subsidiarity framework. Our plan recognises the need for resources and practical action. We will also support a community-led local development programme, which echoes the LEADER rural development ethos, to be included within the future Shared Prosperity Fund.

Scottish Labour will ensure more land is in the hands of local communities to help create a fairer, sustainable Scotland. We will legislate to ensure that no one individual can acquire large swathes of Scotland's land and prevent land ownership via offshore tax-havens. We will increase funding for the Scottish Land Fund, using the revenue from seabed licensing, and intervening when land is not used in ways that serve the public interest. Public sector agencies should be enabled to participate in land markets with the aim of transferring the land into local vehicles of sustainable local ownership, as a basis for local wealth building and income retention. This will empower local communities and repopulate our rural places to help them thrive.

Scottish Labour believes that our food system in Scotland should contribute to everyone's health and wellbeing; value the work to put food on our plate; support high animal welfare standards; protect workers' pay, terms and conditions; and sustain our wildlife, natural resources and environment for generations to come. To improve access to healthy

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food, Scottish Labour will deliver a comprehensive Good Food Nation Act based on proposals by the Scottish Food Coalition. We would invest in councils to create more food growing places. We are also committed to ensuring the Right to Food is included in legislation for a National Food Plan. The ever-rising use of foodbanks is morally unjustifiable in a country where fresh, quality food is plentiful. The pandemic should also cause us to rethink supply chains for food, returning to a more localised system of production with incentives for cheaper and healthier food. Scottish Labour will work towards a transparent supply chain and food system which supports Scottish producers and recognises the public benefits that agriculture provides. We will continue funding of “A Future in Food”, to support a pipeline of highly skilled recruits to enable food and drink companies to grow and prosper.

Culture and sport

The Covid-19 restrictions have caused closure of our public and cultural spaces, limiting people’s access to essential services and to places they can gather without spending money. Reopening these spaces and ensuring that none are lost must be a priority.

The pandemic has also had a devastating impact on already fragile creative industries, and our recovery plan will help restart the sector and support those who work in it. The arts and culture sector needs a long-term recovery plan that is able to respond and support the sector. It was one of the first to shut and will be among the last to fully open. People’s livelihoods have been decimated and too many have fallen through the cracks. Financial support for freelancers needs to continue and we need more investment if skills and talent are to stay in the sector and be supported into the sector.

We need to better recognise the role our cultural and creative industries have in contributing to our economy and society. Just 0.2% of the Scottish budget is spent on culture and we get so much back for so little investment. We will establish a baseline for cultural spending that reflects its value and delivers a greater share of Scottish Government budget. We will



embed Good Work principles into the sector, and achieve trade union rates for the job.

There are too many economic and social barriers preventing those from more deprived communities, those with long-term health conditions, and the older generation from benefiting from all that culture has to offer, from being in the audience to performing and creating. Local authorities must be properly funded in order to support culture provision and activities, and to establish a fund for engaging marginalised groups. We also support the introduction of arts officers in local authorities. We will establish a Cultural Rucksack Programme to ensure that every child has access to artistic and cultural experiences, based on the successful Norwegian scheme.

Scotland has a vibrant music scene which needs support to thrive. We believe grassroots music venues should be supported by continuing business rates relief after the pandemic.

The film and TV sector is growing and the demand for content is high. Scotland must be able to compete in this market and Scottish Labour will work to increase Scottish-based production and broadcasting, and for more opportunities to develop those skills including through clear routes into the industry. We support the introduction of new qualifications in filmmaking for SCQF levels 4, 5 and Higher, which is similar to the Northern Irish qualification, opening up more opportunities for young people to have a pathway into the industry.

Very little progress has been made in addressing the decline of the Gaelic language in its heartlands. Scottish Labour will work with Bord na Gàidhlig and local authorities to revitalise the Gaelic development strategy, emphasising its importance to the socio-economic regeneration of native Gaelic speaking

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communities. Scottish Labour will also maintain our history of support for Sabhal Mor Ostaig, the National Centre for the Gaelic Language and Culture. As a critical comparator, the Welsh language enjoys greater protection and significantly more government investment in terms of Welsh language, culture and the arts and Welsh TV channel, S4C. The goal is to make Gaelic not only the language of the classroom but the language of the playground, at home and through social media.

Scottish Labour supports the creation of a national framework, if necessary backed by a statutory duty, that protects and expands the essential cultural, social infrastructure in our communities. This includes local museums, historical sites, battlefields, libraries and archivist services. We will also deliver a programme of support for working-class history. All areas of Scotland should have a vibrant arts offer which is accessible, supported and employs people from a diverse range of backgrounds. We support the introduction of an Arts Bill which places a statutory responsibility onto local authorities to deliver an arts plan supported by a fair funding deal for local authorities. Many Scottish theatres, cultural institutions, museums, art galleries and cinemas, particularly those run independently, are at the greatest risk of closure because of the impact of Covid-19; Scottish Labour is committed to supporting them to maintain their long-term presence in the sector.

Creative festivals in Scotland have grown significantly over the last decade. Their survival will be, in part, dependent upon a strong return to tourism, and additional interim support will be necessary. As part of any recovery deal, we must ensure that festivals, big and small, are affordable and accessible to everyone.

Many services have transferred to leisure trusts. In consultation with local authorities, we will develop a framework and funding plan to reintegrate these services back into local government.

Scottish Labour will properly fund local authorities to support the arts and sport within their area.

Scottish Labour believes sport must be run in the interests of those who participate in it and love it, not just for a privileged few. Sport is an essential aspect of our culture and public life but is rarely viewed as a policy priority. We want people from all backgrounds to have an equal chance to participate in sport and



physical activity. We need a redistributive approach to sports funding to ensure that those from the poorest backgrounds are not overlooked. It should be the priority of community planning, working with national agencies like sportscotland, for every community to have access to at least one open and freely available local space for sport and recreation, which is safe and secure. Our neighbourhoods should be designed around these safe and secure facilities together with other community amenities.

We will develop a new Active Scotland Plan, enabling councils to reintegrate local services - tackling high access charges and crumbling maintenance budgets. The plan will support active travel, the Right to Play, access to school facilities and support young people with equipment grants and coaching. We will also restrict the sponsorship of sporting events and clubs by industries that promote health-harming commodities.

Scottish Labour is committed to seeing more women and girls participating in sport at all levels, and we agree that single-sex sports opportunities can help build confidence in sports participation. It can also be essential to ensure that women from various religions and diverse minority communities can participate in sport. Sports authorities need to make rapid improvements in access provision for disabled people. We also supported calls for a public inquiry into sexual abuse in sport and will support new legislation to protect young people.

Scottish Labour supports fan ownership of football clubs in Scotland, recognising that clubs are more than just businesses. They hold a special place in the heart of so many communities, and the pandemic could significantly impact the viability of clubs. We believe there is an urgent need to reform the governance of the game in Scotland in order for football to be more

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inclusive, fully representative of all parts of the game and more successful. We support calls by the Scottish Football Supporters Association and others for a full and inclusive review of the game. We support the five nation UK and Ireland bid for the 2030 FIFA World Cup.

Scottish Labour will support the designation of new National Parks (including coastal, marine and city parks), recognising that National Scenic Area designation is insufficient. We support creating an Outdoor Recreation Champion within government to strengthen the understanding of the role outdoor recreation can play in delivering policies. This also requires long-term investment so that everyone everywhere can enjoy all the benefits of being active outdoors in a way that respects the environment and nature while continuing to support our economy. This includes expanding ranger services and investing in activities suitable for older people or those with a disability to reduce social isolation.

International development

International development assistance is a reserved matter. However, since 2005, successive governments have developed small programmes to support and empower partner countries, including; Malawi, Rwanda, Zambia, and Pakistan. Scottish Labour will maintain the International Development Programme, including an increase in the Climate Justice Fund and improving its effectiveness. This includes strengthening safeguarding standards and improving transparency.

Defeating Covid-19 will require international cooperation and Scottish Labour is committed to the global efforts to guarantee that everyone has equitable access to Covid-19 vaccines and treatments. We will not be safe until we are all protected.

Scottish Labour will support a Wellbeing and Sustainable Development (Scotland) Bill during the next Parliament, making all public bodies set objectives towards sustainable development outcomes, ensuring that they positively impact people and the environment here in Scotland and low-income countries. We also recognise that ensuring Scotland is a 'good global citizen' requires action across all government departments. We will continue to support Scotland's status as a Fairtrade Nation and ensure that Fairtrade products are included in all public sector procurement processes.

We support and also seek to achieve the United Nation's Sustainable Development Goals both in international development and within Scotland itself. Development assistance should also be targeted to address inequalities, including LGBT+ rights,

girls' rights and children with a disability – as well as support for human rights defenders. We will also support global citizenship education in schools and maintain the funding for Scotland's Development Education Centres.

Scottish Labour will continue to make the case in Scotland and across the UK for an integrated trade and industrial strategy, which boosts exports, investment, ethical trade and decent jobs. This includes proper transparency and parliamentary scrutiny of all future trade and investment deals post-Brexit. We will preserve public bodies' capacity to make procurement decisions in keeping with public policy objectives and human rights at home and abroad. It is also essential to ensure that trade agreements cannot undermine human rights and labour standards.

While Scotland does not have its own foreign policy, it has an important role in a range of international issues, including human rights, migration and refugees, global public health, and climate change. To help inform public and policy debate, Scottish Labour will support establishing a Scottish Council for Global Affairs. Drawing on Scotland's academic centres of excellence, as well as civil society and business, this body will serve as an independent repository of expertise on international affairs, helping to enhance knowledge of international affairs within Scotland.

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