



T: 0300 244 4000

E: scottish.ministers@gov.scot

Young Everyday Heroes Experts

22nd March 2018

Dear Young Everyday Heroes Expert

It was great to meet with your Everyday Heroes Young Advisers last year to discuss the really important work you're doing to make Scotland a safer and more equal country.

I enjoyed our time together and hearing them talk about your views and what's important to you had a big impact on me as I worked to finalise a delivery plan for Equally Safe, our strategy to tackle violence against women and girls.

As part of the project you're involved in, you asked for feedback from me on how your recommendations helped to shape the final version of the delivery plan. I was delighted to publish this in November, and a copy of it is online for you to read at <http://www.gov.scot/Publications/2017/11/5647>

I have attached some information on how your recommendations have been reflected in the final version of the plan. I want to make it clear to you that the points you have made are important, and we'll be thinking carefully in the Government about how we have to make things better in these areas.

I would like to thank you again for the important work you have done.

Kind regards

ANGELA CONSTANCE

EVERYDAY HEROES RECOMMENDATIONS

You said	We will
<i>Education, Gender Equality and Gender-Based Violence</i>	
<p>Nurseries, schools, colleges and universities should be equal and safe spaces where:</p> <p>1. There are no gender stereotypes, you're free to be yourself</p>	<ul style="list-style-type: none"> • Support the delivery of a pilot which will consider and address the way schools tackle gender norms, stereotypes and attitudes and respond to gender based violence. • Provide colleges and universities with an Equally Safe toolkit to help them look at the reporting of incidents and how to support students. • Support ways to teach young people how to recognise and safely step in when they see harmful or bullying behaviour, such as the Mentors in Violence Prevention programme and the White Ribbon Scotland initiative.
<p>2. There's no such thing as 'girls subjects' and 'boys subjects', it's whatever they like best</p>	<ul style="list-style-type: none"> • Support the delivery of a Whole Schools pilot which will look at the way schools address gender norms, stereotypes and attitudes • Encourage more women and girls into working in science, technology, engineering and maths, and more men and boys into working in childcare.
<p>3. Teachers are trained in gender equality and gender-based violence</p>	<ul style="list-style-type: none"> • Develop an online resource for relationships, parenthood and sexual health information for teachers and youth workers. • Work to help teachers and education professionals on how to respond when children and young people say they have experienced abuse.

You said	We will
<p>4. Teachers are trained in how to talk to and help children and young people experiencing abuse and there's good support available</p>	<ul style="list-style-type: none"> • The General Teaching Council set professional standards for teachers, which include teachers having knowledge and understanding of children's emotional and physical wellbeing and being able to respond to children and young people experiencing abuse by seeking support. They are working with Children in Scotland to look at how pupils' views can be reflected in teacher training courses. • Make sure that universities and colleges look at improving support through use of the toolkit.
<p>5. There are lessons on gender equality, relationships, sex, consent and LGBT issues</p>	<ul style="list-style-type: none"> • Create an online resource for teachers to support them in teaching young people (ages 3-18) about gender equality, relationships, sex, consent and LGBT issues • Look at how we teach consent and issues of gender equality, relationships, sex and LGBT issues through reviewing Personal and Social Education. • Make sure that sexual violence prevention work is available to schools across Scotland through increased funding of the Rape Crisis Scotland Sexual Violence Prevention Programme.
<i>Young Survivors' Priority Actions for Services</i>	
<p>1. Train education staff, police officers, health and social workers in how to best help and support children and young people who have experienced gender based violence</p>	<ul style="list-style-type: none"> • Develop a plan to improve the health service response to gender based violence. • Train police officers on the new domestic abuse offence which includes responding to children affected. • Work with Social Work Scotland to improve social work responses.

You said	We will
<p>2. Give children and young people clear information about gender based violence services and how to get help from them. Make sure professionals know about these too.</p>	<ul style="list-style-type: none"> • Work with services to share information about services to professionals and children, including clear instructions on how to access these services. • Develop an online resource for children and young people about gender based violence.
<p>3. All services should have child and young person-friendly spaces that are safe, warm, comfortable and relaxed.</p>	<ul style="list-style-type: none"> • Work with justice and child protection organisations to improve recorded interviews with children, including improving the spaces where the interviews are held.
<p>4. More children and young people should get help from specialist support workers and advocacy workers who understand gender based violence, who they trust and who can speak up for them when needed.</p>	<ul style="list-style-type: none"> • Continue to fund services for women, children and young people experiencing gender based violence. • Look at how local specialist services are resourced in the future.
<p>5. Make sure that children and young people's right to privacy is respected. Ask children and young people for their consent before sharing information about them.</p>	<ul style="list-style-type: none"> • Work with local Violence Against Women Partnerships to produce guidance for people working with young people on how to respond if a young person tells them they have experienced gender based violence. The guidance will have information on how to respond, where to find services and what information should be shared or recorded.
<p><i>Young Survivor's Priority Actions for the Justice System (criminal, civil, child protection)</i></p>	
<p>1. Adults in the justice system need to make it easier for children and young people to say what they think and to take this seriously when making decisions about children's lives.</p>	<ul style="list-style-type: none"> • Ask people what they think of your points as part of our work looking at the Children (Scotland) Act 1995.¹ This will include asking about: <ul style="list-style-type: none"> ○ That any child able to express their view should have the chance to say what they think. ○ Using different ways to find out what a child thinks.

¹ Which sets out parental responsibilities, children's hearings and consideration of the child's views, support for children and more. <https://www.legislation.gov.uk/ukpga/1995/36/contents>

You said	We will
2. Make sure children and young people have their own worker straight away who knows about children's rights and the justice system, can listen to them and help them give their views.	<ul style="list-style-type: none"> ○ Ask people as part of our work on the 1995 Act how best to support children during the court process.
3. Give children and young people clearer, easy to understand information about what, why and when something is happening – at every step of their journey through the justice system.	<ul style="list-style-type: none"> ○ Ask people as part of our work on the 1995 Act if there needs to be more information for children in court cases and the best way to provide this, making sure that your views are reflected.
4. Courts and police need to make children and young people feel more welcome, at ease, comfortable and safe.	<ul style="list-style-type: none"> ● Work with justice and child protection organisations to improve recorded interviews with children, including spaces where the interviews are held ● Consider how understanding around the impact of trauma can better inform the justice system's work.
5. Adults working in justice (e.g. sheriffs, solicitors, police) need training on gender based violence, children's rights and how to listen to children/young people.	<ul style="list-style-type: none"> ● Train police officers on the new Domestic Abuse offence, which recognises domestic abuse as a pattern of control, the impact on children and young people and listening to their views.
<i>Young people's priorities on Gender Inequality and Social Attitudes</i>	
1. Homes and families should be places where girls and boys are equal and LGBT children and young people are empowered and supported.	<ul style="list-style-type: none"> ● Run a campaign on sexual harassment and sexism. ● Encourage more women and girls into working in science, technology, engineering and maths, and more men and boys into working in childcare. ● Advance LGBT equality in Scotland and promotion of the rights of LGBTI young people during and beyond the Year of Young People 2018.

You said	We will
<p>2. The media should show women's achievements and should not promote gender stereotypes or sexualise women and girls.</p>	<ul style="list-style-type: none"> • Hold an event with feminist organisations and media companies to look at what more we can do here and look to involve young people. • Run a campaign on sexual harassment and sexism.
<p>3. Women and men should be able to do any kind of work and should get equal pay. They should be treated equally at work and childcare should be shared.</p>	<ul style="list-style-type: none"> • Help people in Government to better understand how to tackle gender inequality. • Continue to deliver a project to help women re-entering the workforce after a career break. • Make sure that our work on helping young people enter work helps women and men to do any kind of work for equal pay. • Encourage more women and girls into science, technology, engineering and maths and more men and boys into childcare to change ideas about certain jobs being only for men or for women.
<p>4. There should be equal opportunity for young people from all backgrounds to get involved in politics and have an influence.</p>	<ul style="list-style-type: none"> • Create systems for asking children and young people their views and include in this young people who are disabled, LGBTI+, black and ethnic minority, Gypsy/Traveller and children and young people in the foster care system.
<p>5. There should be equal representation of women from all backgrounds in politics.</p>	<ul style="list-style-type: none"> • Promote the Women 50:50 campaign which encourages political parties to have an equal split of men and women as candidates. • Put into practice the new law on Gender Representation on Public Boards, to make sure that non-elected members of the boards of public bodies have an equal split of men and women. • The Equal Representation in Political Parties: self- assessment tool helps political parties learn the value of diversity among their candidates. We will monitor the use of this tool.

You said	We will
<i>Young people's priorities for participation in Equally Safe Policy</i>	
1. Involve children and young people in every action, review, research and evaluation that affects their lives.	<ul style="list-style-type: none"> • Develop an Experience Expert Panel so that the voices of women, children and young people with experience of gender based violence will continue to shape all aspects of Equally Safe.
2. Make sure that young survivors can participate in improving all services.	<ul style="list-style-type: none"> • Develop an Experience Expert Panel so that the voices of women, children and young people with experience of gender based violence will participate in improving services. • Reflect recommendations from Everyday Heroes into the work on improving services.
3. Set up a national youth commission on gender equality.	<ul style="list-style-type: none"> • Work closely with the First Minister's Advisory Council on Women and Girls, which includes young women and girls.
4. Set up a national young survivors group to advise on justice.	<ul style="list-style-type: none"> • Think about how to include the experiences of young survivors in improving the Justice system going forward.
5. Develop an online resource with and for children and young people on the issues we have raised about gender equality and gender based violence: support, information, rights; peer education and social media campaigns.	<ul style="list-style-type: none"> • Develop an online resource for children and young people about gender based violence.