

# **National Outcomes for Scotland**

## **Consultation process undertaken to produce draft National Outcomes for Scotland**

Laid before the Scottish Parliament by the Scottish Ministers on 29 March 2018 in pursuance of the Scottish Parliament's Standing Orders, Rule 17.5 Consulting the Parliament.

**March 2018**

## **Purpose**

This document supports consideration by the Scottish Parliament of the draft National Outcomes for Scotland and describes the process through which representatives of communities in Scotland and others have been consulted in preparing the draft National Outcomes, and the results of that consultation. It accompanies the draft National Outcomes under section 1(6) of the Community Empowerment (Scotland) Act 2015.

## **Introduction and Summary**

On the basis of the findings from the review, 11 new National Outcomes have been developed. These include new Outcomes on human rights, fair work, poverty and culture, and a re-focussing of an Outcome for children with more emphasis on the children's own voice and perspective. The Outcomes have also been aligned with the UN Sustainable Development Goals (SDGs), and there is a more accessible and streamlined presentation of the National Performance Framework (NPF) format.

Although the review was initially solely focussed on the Outcomes, a set of National Indicators to support these has also been developed. Additionally, there is now a new Values statement. This, together with an overall Purpose statement, provides a collective package forming the new National Performance Framework.

## **The National Performance Framework**

It is 10 years since the Scottish Government launched our world-leading National Performance Framework. It sets out a vision of national wellbeing for Scotland and charts progress towards this through a range of social, environmental and economic indicators. The Framework changed how we do government in Scotland. The focus shifted to improving outcomes and how our actions will improve the quality of life for the people of Scotland. This approach to government in Scotland has now been given a statutory basis in the Community Empowerment (Scotland) Act 2015 (see Annex One).

## **The Community Empowerment (Scotland) Act 2015**

The National Outcomes consultation is being undertaken in response to Part 1 of the Community Empowerment (Scotland) Act 2015 placing the outcomes framework on a statutory footing. The Act requires Scottish Ministers to consult on, develop and publish a set of National Outcomes for Scotland (see Annex One for details). The Scottish Ministers must also regularly and publicly report on progress towards these outcomes and review them at least every five years.

The Scottish Ministers must prepare draft National Outcomes and submit them to the Scottish Parliament. The Scottish Parliament considers these for a period of 40 days (in which the Parliament is not in recess). They must also provide the Parliament with a document describing the consultation already undertaken with representatives of communities in Scotland and others, including details of any representations received and

whether any account has been taken of these representations in preparing the draft National Outcomes.

## **The consultation process**

### *Purpose, scope and structure of the Consultation*

The review of the National Outcomes aims to:

- Determine a set of National Outcomes which reflects the values and aspirations of the people of Scotland

It also provides an opportunity to embed the Sustainable Development Goals (SDGs) and Scotland's National Action Plan for Human Rights (SNAP) in the National Performance Framework and to reflect other Scottish Government strategies.

The consultation consists of two research phases:

- Phase One – Public engagement
- Phase Two – Expert engagement

### *Governance*

The Scottish Government's National Performance Framework Team, part of the Data, Statistics and Outcomes Division, provides overall management of the National Outcomes consultation. The Scottish Government Performance and Priorities Board has provided support and advice and will assist with embedding the refreshed Outcomes across the Scottish Government and relevant delivery partners.

The consultation is being overseen and informed by the National Performance Framework Round Table which advises on the development of the NPF. Derek Mackay, Cabinet Secretary for Finance and Constitution hosts the Round Table with members from across the political parties in Scotland and key Third Sector organisations (Carnegie UK Trust, Oxfam Scotland, STUC, COSLA, Scottish Human Rights Commission, Scottish Environment LINK, the Scottish Local Government Partnership and businesses). The Round Table and Cabinet have provided sign-off on the proposed National Outcomes.

Additionally, the alignment of the National Performance Framework with the Sustainable Development Goals (SDGs) and Scotland's National Action Plan on Human Rights (SNAP) is a commitment in Scotland's first Open Government Partnership National Action Plan. Alignment of the National Outcomes with the SDGs and SNAP will be independently reported on by the Open Government Partnership Independent Reporting Mechanism for which the Scottish Government is one of the pioneer countries.

## **Phase One: Public engagement**

In Phase One, the public were consulted on what kind of Scotland they would like to live in. This was carried out through a series of public discussions as well as street stalls run by the

Carnegie UK Trust and Oxfam Scotland. Additionally, the Children’s Parliament were commissioned to engage the views of children. The design and implementation of this work was undertaken from December 2016 – May 2017 in partnership with the National Performance Framework Team.

*Fairer and Healthier Scotland conversations*

In 2015 and 2016, the Scottish Government completed extensive national public engagement exercises which asked what a fairer, more equal Scotland would look like (Fairer Scotland) and what a healthier Scotland would look like (Healthier Scotland). Both exercises comprised substantial public engagement, involving more than 16,000 participants at public events. People of all ages from Dumfries to Stornoway, Shetland to South Ayrshire took part. Participants included carers, patients, people with long-term conditions, health and social care professionals as well as disabled people, women’s groups, Gypsy/Travellers, faith groups, lesbian, gay, bisexual, transgender and intersex (LGBTI) organisations, and young offenders. More than 400,000 people were reached online through social media, websites, blogs and other platforms.

A summary report of key findings from these conversations was produced in order to build this learning into the draft National Outcomes. This has ensured a wider cross-section of views has been taken into account and provided improved representation, consistency and breadth across subsequent recommendations.

A summary of other relevant Scottish Government consultations and strategic documents was also produced. Views from this were further accounted for in the development of the draft National Outcome set.

*Public discussion groups*

The Carnegie UK Trust arranged and facilitated 20 in-depth public discussions with a convenience sample of 215 individuals. These took place between December 2016 and February 2017. Details about participant selection, ages and genders, as well as the structure, location and arranging of discussion groups is contained in Annex Two. The following table outlines the method used, participant sample and location of groups.

<b>Method</b>	<b>Sample</b>	<b>Location</b>	<b>Participants</b>
Post-it note exercise on the kind of Scotland people would like to live in	20 discussion groups with 16 to 65+ year olds from across the country (58% female)	Cupar Barrhead Dumfries Edinburgh x 6 Arbroath Inverness Helensburgh Falkirk Saltcoats Inverurie Dunfermline Kirkcaldy Glasgow	215
Exercise on organising participants’ ambitions into themed areas/National Outcomes			

Exercise to prioritise 21 statements drawn from the National Outcomes and Sustainable Development Goals		Bute Stornoway Dundee	
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### *Street Stalls*

From December 2016 to January 2017 Oxfam Scotland ran 10 street stalls across Scotland which engaged more than 300 passers-by (Annex Two). These were held in both deprived and affluent areas according to the Scottish Index of Multiple Deprivation (SIMD) whilst also covering the eight electoral regions. The table below highlights the method, participant sample and location of the street stalls.

<b>Method</b>	<b>Sample</b>	<b>Location</b>	<b>Participants</b>
Post-card exercise on the kind of Scotland people would like to live in  Exercise to prioritise 21 statements drawn from the National Outcomes and Sustainable Development Goals	10 street stalls were held in both deprived and affluent areas according to the Scottish Index of Multiple Deprivation (SIMD) whilst also covering the eight electoral regions	Ayr Dundee Edinburgh (Morningside) Glasgow (West End) Glasgow (Govan) Greenock Inverness Motherwell Perth St Andrews	300

### *Engaging Children*

The engagement with children as part of Phase One was undertaken by the Children's Parliament in May 2017 (Annex Two). This consisted of two research strands:

- A consultation of 44 completed and current Children's Parliament programmes from between 2007 and 2017
- Direct engagement with children to authenticate and refresh the messages from the consultation work.

The table below highlights the method, participant sample and location for this work.

<b>Method</b>	<b>Sample</b>	<b>Location</b>	<b>Participants</b>
Facilitated discussions with props on:  What do you need to be healthy, happy and safe – at home, at school and in the	5 workshop sessions were held with children aged between 7 and 12 years old (48 girls and 54 boys)  The children were from a broad range of socioeconomic backgrounds	Edinburgh x 2 Fife x 2 Glasgow	102

community?  How would you describe Scotland?  What do you like and dislike about your current life in Scotland?  What kind of Scotland would you like for children in 20 years' time?	(including one session with looked after children)		
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## Phase Two: Expert engagement

Phase Two of the consultation was undertaken by the National Performance Framework Team of the Scottish Government. It sought the views of expert stakeholders (e.g. practitioners, analysts and policy makers) on a new set of National Outcomes by asking:

1. What kind of Scotland would people like to live in?
2. How do we need to change the National Outcomes to reflect these visions?

In order to ensure wide representation from expert policy makers and practitioners, 220 organisations were invited to take part in one or more of the following three consultation opportunities (Annex Three). Engagement with expert stakeholders was completed on 7 March 2017.

Method	Detail	Participation
<b>Structured conversations</b>	A series of in-depth focussed discussions facilitated by the Scottish Government	9 events with 66 organisations
<b>Facilitated conversations</b>	A facilitated conversation pack through which expert stakeholders conducted their own conversations	13 events
<b>Online survey</b>	A further opportunity for experts to put forward their views	82 responses

### *Review of evidence*

The National Performance Framework Team produced a review of international approaches to measuring wellbeing. This informed consideration of the most advanced and effective approaches to outcome working and performance monitoring internationally. This policy landscape has advanced considerably since the launch of the NPF in 2007 and the proposed National Outcomes reflect a wider shift towards simpler, more accessible outcome and overall framework formats.

## How the views expressed were taken into account

### *Use of public views from Phase One*

Analysis of data from the discussion groups and street stalls and the production of a final report was carried out by the Carnegie UK Trust and Oxfam Scotland. This report (Annex Four) details how data were transcribed and analysed. It also sets out the results of the consultation, outlining the views of participants on the kind of Scotland they would like to live in.

The Children's Parliament analysed material from the review of previous programmes and their direct engagement with children. Data from Phase One provides an in-depth account of the values, ambitions and priorities for Scotland of a cross-section of communities across the country. This has proved an invaluable additional resource to material gleaned from the more substantial Healthier and Fairer Scotland conversations.

### *Use of expert views from Phase Two*

Data from the structured and facilitated conversations were transcribed, coded and analysed using NVIVO, a qualitative data analysis package. Results from the online survey were also migrated onto NVIVO. Integrating data from across the different expert engagement methods in this way enabled collective analysis to take place in an efficient and robust way. Following coding, data was collated into common values, themes and priority areas such as culture and health.

The views of experts have been helpful in part as they capture their personal ambitions for Scotland, but also because the specialist knowledge they have of different policy fields has helped the research team to translate all the individual visions collected into realistic policy aspirations.

### *Developing the draft National Outcomes*

Findings from both research Phases were further worked up into thematic areas as part of more refined thinking around the first stage draft National Outcome themes. Each thematic area was identified on the basis of the relative depth and breadth of opinion expressed about them in the consultation. In this way summaries of the findings which encompass the full variety of participant hopes and desires in relation to the different areas were used to inform the thematic areas. These findings provide further insight into the values and aspirations the people of Scotland have for their country.

The thematic areas were further developed into a draft set of National Outcomes taking account of the consultation feedback described in detail below under each theme. The new National Outcomes have been recommended where they:

- I. Better reflect these values and aspirations of the public, expert stakeholders and Ministers
- II. Improve the alignment with the SDGs, and with other Scottish Government Frameworks such as SNAP and Scotland's Economic Strategy
- III. Simplify the language and presentation of the NPF

- IV. Allow us to better track progress in reducing inequalities, promoting equality, and encouraging preventative approaches.

Participants outlined clear and consistent priorities, conditions and actions which they think are necessary for realising the kind of Scotland they would like to live in. The consultation gathered over 2,000 visions for Scotland. These views and where and how they have been taken into account in determining the draft National Outcomes have been presented in Annex Five. Analysis of this evidence resulted in the development of 13 National Outcome themes which formed the basis of the draft proposed 11 National Outcomes.

## **Our Approach**

### *Recommendations*

On the basis of the findings from the consultation process, the proposed new National Outcomes are:

- We have a globally competitive, entrepreneurial, inclusive and sustainable economy
- We respect, protect and fulfil human rights and live free from discrimination
- We are open, connected and make a positive contribution internationally
- We tackle poverty by sharing opportunities, wealth and power more equally
- We live in communities that are inclusive, empowered, resilient and safe
- We grow up loved, safe and respected so that we realise our full potential
- We are well educated, skilled and able to contribute to society
- We have thriving and innovative businesses, with quality jobs and fair work for everyone
- We are healthy and active
- We value, enjoy, protect and enhance our environment
- We are creative and our vibrant and diverse cultures are expressed and enjoyed widely

Participants told us that they wanted the language of the National Outcomes to be simpler and more accessible. Consequently, the proposed National Outcomes are deliberately shorter and more straightforward than the current set. Annex Five provides a summary of findings from Phases One and Two and shows how these were developed into the proposed Outcome set.

### *Other points*

Participants also advised that the current format of the NPF is overly complex and people found it difficult to understand the relationship between the different layers. The need to integrate the SDGs visually within the new NPF format was also raised. In response, a simplified version of the NPF -- which is aligned to the SDGs -- has been developed. It will include the following key features – Annex Six contains the new NPF graphic.

The Purpose title will be reframed from ‘The Government’s Purpose’ to ‘Our Purpose’ in order to better reflect views that it should apply and belong to all of Scotland, and to ensure all sectors can unite behind it. In addition, the Purpose has been slightly rephrased to reflect



the commitment to an ‘inclusive’ economy and to balance this alongside our overarching aim to improve the ‘wellbeing’ of all Scotland’s people.

#### From/Current

*To focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth*

#### To/New

*To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth*

A section on ‘Our Values’ has been developed to provide a sense of what we are about as a nation in terms of our underlying principles, how we relate to others and the approach we will take to achieving our ambitions. Our commitment to equality and public service reform underpins all of the National Outcomes and will be reinforced within the Our Values section of the proposed new framework.

The policy approaches and the principles/values that will be central to the way in which the National Outcomes are delivered, their interdependency and complexity will be captured in ‘Policy Descriptions’ that will be developed to accompany each Outcome.

The purpose of the consultation is to determine a set of National Outcomes which reflect the values and aspirations of the people of Scotland. However, a new set of draft National Indicators has also been developed to aid scrutiny of the Outcomes and to illustrate how progress will be measured in relation to each of them. Equalities dimensions will be measured and reported on wherever possible under each Indicator in relation to protected and some non-protected characteristics as well as geography. Annex Seven and Eight list the proposed new Indicators and show how these were developed.

The Scotland Performs website which reports on progress against the National Outcomes is being redeveloped to provide a more informative, accessible and interactive platform for the NPF as a national policy driver and measurement tool. The new website will be available for the launch of the new National Outcomes once agreed.

## **Next Steps**

We recognise the need for the focus on Outcomes to be integral to the work of Government and more widely, ensuring that it makes a real difference to people’s lives as set out in the Purpose. This will require different ways of working within Government together with leadership and collaboration across the policy and delivery systems in Scotland.

We are testing new approaches around delivery of the Outcomes and will be focussing initially on four Outcome areas to identify methods to turn broad Outcome intentions into concrete policy options and proposed actions. We will then review this approach and, if successful, roll it out across the full suite of Outcomes as part of the development of new Policy Descriptions within the revised framework.

Our legal obligation to report progress against the National Indicators will continue to be met through the Scotland Performs website. This site will be redeveloped in response to feedback from review participants, and also to demonstrate alignment to UN Sustainable Development Goals and provide clearer performance reporting in relation to equality groups and area based inequalities. As part of the transition process from the old to the new National Performance Framework, we will also report progress against existing Indicators for a period of up to a year. The reporting and accountability of other frameworks and strategies will continue separately, but will sit alongside the new Framework.

## **Further details**

For more information on this report please contact:

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# Annex One

## Community Empowerment (Scotland) Act 2015

### Summary

#### *The outcomes approach*

The Act ensures that the approach to government of having National Outcomes will continue in the long term. This means that the focus on achieving goals that improve the wellbeing and quality of life of the people of Scotland will continue. These duties do not require governments to use a particular model of purpose, targets, outcomes and indicators. They require National Outcomes to be determined, but there is flexibility as to how these may be presented and measured.

#### *The role of public bodies and Parliament*

“Public bodies”, and other organisations that carry out public functions such as private or third sector bodies who contribute to deliver public services, must “have regard to” the National Outcomes in carrying out their devolved functions. The Scottish Ministers and local authorities are also included. The duty does not apply to the Scottish Parliament and the Scottish Parliamentary Corporate Body.

#### *Developing the National Outcomes*

When setting the National Outcomes, the Scottish Ministers must have regard to the reduction of inequalities of outcomes which result from socio-economic disadvantage. They must also consult persons who appear to them to represent the interests of communities in Scotland. ‘Community’ is defined widely in the Act as including communities based on common interest, identity and geography.

#### *Reviewing the National Outcomes*

Once the Scottish Ministers have published the National Outcomes they must begin to review them before the expiry of 5 years from publication at a minimum. Ministers can decide how frequently within that 5 year period they wish to review the National Outcomes. In any review of the Outcomes, Scottish Ministers must consult persons who appear to represent the interests of communities in Scotland and such other persons as they consider appropriate.

The Scottish Ministers may revise the National Outcomes following a review. Any review revisions must then be consulted on with the Scottish Parliament for a period of 40 days. The same 40 day provision applies in the event that no revisions are proposed after a review has taken place.

#### *Reporting on the National Outcomes*

Reports about the extent to which the National Outcomes have been achieved or not achieved must be prepared and published by the Scottish Ministers when they consider it

appropriate. The report must include information on progress since the previous report, however, the format of the reporting will be for the Scottish Ministers to decide.

*Excerpts of the relevant statutory consultation requirements of the Act-*

#### Section 1(5) – Consultation process

Before determining the national outcomes, the Scottish Ministers must—

(a) consult—

(i) such persons who appear to them to represent the interests of communities in Scotland, and

(ii) such other persons as they consider appropriate,

(b) having consulted the persons mentioned in paragraph (a), prepare draft national outcomes, and

(c) consult the Scottish Parliament on the draft national outcomes during the consultation period.

#### Section 1(6) – Consultation report and laying before the Scottish Parliament

In consulting the Scottish Parliament under paragraph (c) of subsection (5), the Scottish Ministers must also lay before the Parliament a document describing—

(a) the consultation carried out under paragraph (a) of that subsection,

(b) any representations received in response to that consultation, and

(c) whether and if so how those representations have been taken account of in preparing draft national outcomes.

#### Section 1(7) and (8) – publishing the outcomes and length of “consultation period”

(7) The Scottish Ministers must, no earlier than the expiry of the consultation period, publish the national outcomes.

(8) In subsections (5) and (7), “consultation period” means the period of 40 days beginning with the day on which the consultation mentioned in subsection (5)(c) commences; and in calculating the period of 40 days, no account is to be taken of any time during which the Scottish Parliament is dissolved or in recess for more than 4 days.

## Annex Two

### Phase One: Methodology

#### *Public discussion groups*

The Carnegie UK Trust arranged and facilitated 20 in-depth public discussions with a convenience sample of 215 individuals. These took place between December 2016 and February 2017. The groups were conducted across the country with a variety of ages – the median age of two of the groups was under 25 years, and was 65 or more years in three of the 20 groups. Care was taken to ensure diversity, particularly in relation to geography and demographic characteristics. Many of the groups were held in rural areas including two groups in the Islands.

A semi-structured topic guide was developed in order to elicit responses from communities in Scotland to the statement, “*In 2027, I would like to live in a Scotland that ...*”. The topic guide consisted of three sections:

1. A brainstorming exercise
2. A discussion about what sort of Scotland participants want to live in, facilitated by individuals who all completed Post-it notes. Participants then worked together to discuss commonly occurring themes
3. The prioritisation exercise which was also used for the street stalls (see below).

The discussion groups took between 60 and 90 minutes and were tape-recorded, transcribed and analysed using the Dedoose qualitative data application. Note takers also made a written note of the discussions, and material from these and the Post-it note exercises were gathered for analysis. A stepped thematic analysis of the transcripts was undertaken (see Annex Four).

#### *Street stalls*

In December and January 2017 Oxfam Scotland ran 10 street stalls across Scotland which engaged more than 300 passers-by (Annex Four). These were held in both deprived and affluent areas according to the Scottish Index of Multiple Deprivation (SIMD) whilst also covering the eight electoral regions. Most sites were city-centre locations and, given the time of year, included indoor shopping centres. The street stalls involved two main exercises which were informed by Oxfam’s experience of producing the Oxfam Humankind Index and ‘Decent work for Scotland’s low paid workers: A job to be done’.

In the first exercise participants were asked to complete a post card which stated: “I would like to live in a Scotland that ...”. Participants were encouraged to express their own values and aspirations in a language and manner that was suitable to them. The street stall facilitators filled out the postcards on behalf of participants with writing difficulties. In total, 94 participants took part in this exercise, generating a total of 178 comments, or visions for Scotland.

In the second exercise, individuals were given 12 sticky dots and asked to use these to prioritise 21 statements. The statements were drawn from the existing Scottish Government National Outcomes and analysis of the alignment between the SDGs, SNAP, and the Fairer and Healthier Scotland consultations. The intention was to gauge relative attachment to existing Scottish Government and other strategic commitments. It was then possible to see where there may be any alignment between participants' own ambitions for Scotland and other priorities which they think are important but may not have thought of themselves. A total of 312 individuals took part in this exercise. The analysis ranks the 21 statements according to priority. This priority ranking has also been disaggregated by gender and area (according to relative affluence).

### *Engagement with Children*

On behalf of the Scottish Government, the Children's Parliament produced the report 'What kind of Scotland?' The purpose of the work was to support efforts to ensure National Outcomes reflect the needs and rights of children from their early years to middle childhood. The work consisted of two parts, a review of work to date and primary research with children.

In May 2017 the Children's Parliament undertook a review of work they have undertaken with children between 2007 and 2017. This involved revisiting 44 completed and current programmes. The purpose of the review was to collate consistent themes and messages across the domains within which the Children's Parliament works. Their work frames children's human rights by considering what they need to be healthy, happy and safe across the domains of home, school and community life.

Concurrently, in May 2017 the Children's Parliament facilitated direct engagement with children to authenticate and refresh the messages from the review of work. This consisted of 5 workshop sessions:

- 102 children (48 girls and 54 boys) took part
- Children were aged between 7 and 12 years old
- Sessions were held in Edinburgh (2), Fife (2) and Glasgow (1)
- Children came from a broad range of socioeconomic backgrounds – one of the Children's Parliament sessions in Fife (8 children) was for looked after children.

At these sessions children worked in groups with adult facilitators to discuss the following questions. Their views were captured on the props provided as they worked together:

- What do children need to be healthy, happy and safe – at home, at school and in the community?
- How would you describe Scotland?
- What do you like and dislike about life in Scotland?
- What kind of Scotland would you like for children in 20 years' time?

## Annex Three

### Phase Two: Methodology

#### *Research questions*

In Phase Two views were sought from expert stakeholders including delivery practitioners, analysts and policy makers, on a new set of National Outcomes as well as possible changes to the current NPF format. Engagement was structured around three core research questions:

1. What kind of Scotland would people like to live in?
2. How do we need to change the National Outcomes to reflect this?
3. Does the current NPF format successfully reflect, measure and report on people's ambitions for Scotland, and if not, how should it be changed to do so?

#### *Research methods*

The research element was carried out through four strands designed to elicit guidance from experts in a cross-section of policy fields as well as Scottish Government officials.

Method	Detail	Participation
<b>Structured conversations</b>	A series of in-depth focussed discussions facilitated by the Scottish Government	9 events with 66 organisations
<b>Facilitated conversations</b>	A facilitated conversation pack through which expert stakeholders conducted their own conversations	13 events
<b>Online survey</b>	A further opportunity for experts to put forward their views	82 responses
<b>DG Family Events</b>	6 events for the different Scottish Government Director General families to comment on emerging findings and give their views on the Outcome themes and suggestions for revising the NPF format	6 DGs and 48 Directors invited

#### *Structured Conversations*

External participants were invited to the structured conversations from across the policy spectrum in order to ensure an even spread of opinion was represented. Additionally, each event involved a mix of participants from different policy fields in order to ensure individual discussions did not become narrowly focused on a particular policy agenda.

Experts attended in part as citizens of Scotland, but also as policy experts within their own fields. For example, thinking about their ambitions for Scotland could draw evenly on both their personal desires and professional aspirations whereas their views on the NPF format were likely to be more professionally informed.

The structured conversations involved a maximum of 15 participants and took around two hours to complete. They were structured around the three research questions and involved a

mix of whole group and smaller group discussions. Views were recorded on Flip Charts, Post-it notes and by note takers.

#### *Facilitated Conversations*

A facilitated conversation pack was produced with all the information needed to facilitate and report back on a self-directed conversation with key partners. Inevitably the facilitated conversations were more thematically focused than the structured conversations as they were facilitated by representative organisations on behalf of their own constituent groups. The conversations were based on the content and format of the structured conversations and views were recorded on the templates provided or in note form. Facilitators were then responsible for reporting back their findings to the NPF Team electronically.

#### *Online Survey*

The online survey was designed to complement the structured and facilitated conversations by providing a further opportunity for experts to take part. The survey was not made publicly available but a link was provided with the facilitation packs sent to invited organisations who were encouraged to circulate the survey to others. The survey was designed and distributed through Questback. It received 82 responses.

#### *Directorate General Sessions and the National Performance Framework Round Table*

Once the analysis had been completed and the National Outcome themes based on these findings were drafted, the NPF team shared the themes with the National Performance Framework Round Table in order to gauge their views. Following this, the Directorate Generals from each of the Scottish Government Directorates along with the 48 Directors were invited to attend six Directorate General family events run by the NPF Team in order to comment on preliminary findings, the Outcome themes and wider views on the current NPF format.

#### *Analysis*

Material from the structured and facilitated conversations with experts was gathered, transcribed, coded and analysed by the NPF Team using the qualitative data package NVIVO. Results from the online survey were also transported into NVIVO and coded and analysed along with the other data. Contributions from Scottish Government staff and Cabinet have been accounted for alongside all other relevant primary and secondary evidence from Phase One and Two into the proposed National Outcome set.

#### *Participants*

In order to ensure wide representation from a range of organisations advice was sought from Scottish Government Directorates, analysts and policy officials as well as relevant external experts and other external partners. Participation was sought from the following groups:

- Expert external stakeholders and Scottish Government staff
- Scottish Government Directors
- Permanent Secretary – via on-going communications and Director Events
- Ministers – via Cabinet process and Mr Mackay directly
- Scotland Performs Round Table.



Around 220 external organisations were invited to take part in one or other of the three consultation opportunities. The table below lists those who attended. Engagement with expert stakeholders was completed on the 7 March 2017.

<b>Structured conversations - Participants</b>			
<b>Category</b>	<b>Organisation</b>	<b>Category</b>	<b>Organisation</b>
<i>Children &amp; Young People</i>	Barnado's Scotland Child Poverty Action group Children in Scotland One Parent Families Scotland Young Scot YouthLink Scotland	<i>Health &amp; Wellbeing</i>	Carers Trust Scotland Carnegie UK Trust Diabetes Scotland East Ayrshire Health & Social Care Partnership x 2 Food Standards Scotland Glasgow Centre for Population Health Glasgow City ADP Glasgow Health & Social Care Partnership National Health Service x 3 Paths for All Renfrewshire Health & Social Care Partnership x 2 Scottish Autism Scottish Directors of Public Health Scottish Sports Association South Lanarkshire Health & Social Care Partnership Deaf Action
<i>Crime/Public Safety</i>	Scottish Prison Service		
<i>Culture/Heritage</i>	Creative Scotland Historic Environment Scotland Museum Galleries Scotland National Museums Scotland National Trust for Scotland Royal Botanic Gardens Edinburgh Traditional Arts & Culture Scotland VisitScotland		
<i>Education</i>	Association of Directors of Education in Scotland Scottish Funding Council SRK Consultancy / Queen Margaret University / Centre for Scottish Public Policy Universities Scotland	<i>Public Policy</i>	City of Edinburgh Council x2 Community Development Alliance Scotland COSLA East Dunbartonshire Council East Lothian Council Glasgow City Council Information Services Division Health Protection Scotland Inspiring Scotland Institute for Research and Innovation in Social Services North Ayrshire Council Scottish Rural Parliament South-East of Scotland Transport Partnership
<i>Environment/Sustainability</i>	Greenspace Scotland Keep Scotland Beautiful Scottish Environment Link Scottish Natural Heritage Scottish Wildlife Trust		
<i>Equality</i>	Scottish Human Rights Commission Stonewall Scotland Independent Living in Scotland Mobility and Access Committee for Scotland x2 Scottish Women's Convention x 2		

<i>Finance/Business</i>	Age Scotland	<i>Voluntary work</i>	Strathclyde Partnership for Transport
	Audit Scotland Highlands & Islands Enterprise Scottish Enterprise Skills Development Scotland x 2		Association of Chief Officers of Scottish Voluntary Organisations

<b>Facilitated conversations – Participants</b>			
<b>Category</b>	<b>Organisation</b>	<b>Category</b>	<b>Organisation</b>
<i>Children &amp; Young People</i>	Disabled Children and Young People Group	<i>Health &amp; Wellbeing</i>	Glasgow Centre for Population Health
<i>Culture/Heritage</i>	VisitScotland		Paths for All
<i>Education</i>	Robert Gordon University, School of Life Sciences	<i>Public Policy</i>	Health & Social Care Alliance Scotland
<i>Equality</i>	Engender The Mungo Foundation		Highland Alcohol & Drug Partnership
<i>Finance/Business</i>	Highlands & Islands Enterprise Lloyds TSB Foundation for Scotland		NHS National Services Scotland, Public Health & Intelligence
			NHS Ayrshire & Arran, Department of Public Health
			Equality & Human Rights Commission

<b>Online Survey - Participants</b>			
<b>Category</b>	<b>Organisation</b>	<b>Category</b>	<b>Organisation</b>
<i>Children &amp; Young People</i>	Barnardo's Scotland x 2	<i>Individuals</i>	Individuals who wished to remain anonymous x 13
	Children's Hospice Association Scotland Children's Poverty Action Group		
<i>Crime/Public Safety</i>	Apex Scotland Police Scotland	<i>Public Policy</i>	City of Edinburgh Council
<i>Culture/Heritage</i>	Architecture and Design Scotland Centre for the Moving Image Historic Environment Scotland x 5		Community Links (South Lanarkshire)
			COSLA
<i>Education</i>	School Evaluation Support Scotland		East Lothian Council x 2 Local Authority Perth & Kinross Council Scottish Library and Information Council Society of Chief Officers of Transportation in Scotland South East of Scotland Transport Partnership

<i>Environment/ Sustainability</i>	Friends of the Earth Keep Scotland Beautiful x 2 Scottish Wildlife Trust		South Lanarkshire Council The Moray Council West Dunbartonshire Council
<i>Equality</i>	Equality Network Mobility and Access Scottish Council on Deafness Edinburgh Rape Crisis Centre	<i>Voluntary Work</i>	West Lothian Council SEStran
<i>Finance/Business</i>	Scottish Aeromodelers Association		Edinburgh Voluntary Organisation's Council Royal Voluntary Service Volunteering in NHSScotland
<i>Health &amp; Wellbeing</i>	Aberdeenshire Health and Social Care Partnership Alcohol and Drug Partnership Advanced Paediatric Life Support ASH Scotland Carers Scotland Carnegie UK Trust Clydesdale Health & Social Care Forum Cycling Scotland Greater Glasgow and Clyde Health Board Health & Social Care Forum Macmillan Cancer Support x 2 Moray IJB Moving Forward Partnership National Health Service x 12 Renfrewshire Carers Centre Scottish Volleyball Association		

## Annex Four

### Phase One: Carnegie UK Trust and Oxfam Scotland report Children's Parliament report

#### Carnegie UK Trust and Oxfam Scotland report



Report on Discussion  
Groups and Street St:

#### Children's Parliament report



National Outcomes  
Review - Phase One

## Annex Five

# Key findings and the development of the National Outcomes from these

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
Our economy is prosperous, inclusive and sustainable	We have a globally competitive, entrepreneurial and sustainable economy

### **Summary of ‘visions’ for Scotland from Phases One and Two**

We have a strong, dynamic and productive economy which creates wealth and employment across Scotland. Our economy is competitive and we have good international trade, investment and export networks. We are considered an attractive place to do business. We successfully attract and retain new talent and fully support business and social enterprise. Our achievements are underpinned by a strong culture of research, innovation and development.

Our economy is inclusive and focused on improving the lives of all our people. We ensure the benefits of economic growth, wealth and opportunities are fairly shared. Access to labour markets and jobs is evenly shared between us. We take seriously the wellbeing and skills of our workforce and provide good quality, fair work, training and employment support for all. Employers actively fulfil their corporate responsibilities.

Our sustainable economic growth is not achieved at the expense of our social interests or those of the environment. As such, our economy is ecologically accountable as well as socially responsible. We regard the green economy and our rich ecological capital as a valuable development opportunity and actively progress advancements in these areas.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We respect human rights and the dignity and worth of all people	We respect, protect and fulfil human rights and live free from discrimination

### **Summary of ‘visions’ for Scotland from Phases One and Two**

#### Note

Views on human rights were primarily expressed with reference to specific policy areas such as gender, the rights of children, health, access to education and so on. As such, when writing up the research this material was integrated across the Outcome themes in order

to maintain focus and consistency of the issues within each Outcome theme.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We are a kind, confident and outward looking nation	We are open, connected and make a positive contribution internationally
<p><b>Summary of ‘visions’ for Scotland from Phases One and Two</b></p> <p>We pursue happiness and quality of life as legitimate social goals. Our family, communities and people are important to us and we are committed to being fair and socially just. We are respectful of all who chose to visit, live and work in Scotland and acknowledge the positive contribution they make. Our visitor economy is thriving.</p> <p>We are proud of our achievements and are confident, ambitious and positive about the future. We are regarded as a vibrant, modern country and have positive international relations, influence and exchange networks. We recognise the inter-connectedness of people and the obligations which flow from this and play a valuable role in providing aid and supporting developing countries. We are committed to promoting peace, democracy and human rights globally.</p>	

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We are free from poverty in all its forms	We tackle poverty by sharing opportunities, wealth and power more equally
<p><b>Summary of ‘visions’ for Scotland from Phases One and Two</b></p> <p>We are committed to eradicating poverty and hunger in Scotland. We are addressing the links between poverty and income, housing, ethnicity, gender, health, disability and age. Our achievements, potential and life choices are not decided at birth or by class or background. We are all able to enjoy financial security, have a decent job, home and a good life.</p>	

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the Round Table, Cabinet and other stakeholders</i>
We live in attractive, supportive and safe communities	We live in communities that are inclusive, empowered, resilient and safe
<p><b>Summary of 'visions' for Scotland from Phases One and Two</b></p> <p>Our communities are pleasant places to live where everyone has a warm, appropriate, efficient and affordable home. We value excellent and innovative design and are committed to sustainable planning and transport. We believe that access to greenspace, nature and other leisure activities positively enhances our lives and health. We have high quality, affordable and accessible public services and facilities that positively enhance our lives. We focus our investment on deprived communities and disadvantaged rural areas.</p> <p>We live in friendly, vibrant and cohesive communities which value diversity and support those in need. We are encouraged to volunteer, take responsibility for our community and engage with decisions about it. Our communities are resilient, safe and have low levels of crime.</p>	

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
Our children are happy, loved and respected	We grow up loved, safe and respected, so that we realise our full potential
<p><b>Summary of 'visions' for Scotland from Phases One and Two</b></p> <p>We do all we can to ensure our children grow up in an atmosphere of happiness, love and understanding. We enhance their life chances through our early years provision and by supporting families when they need it. We ensure childhood is free from abuse, tobacco, alcohol, drugs, poverty and hunger. Our children are not left worried or isolated. We include and involve children in decisions about their lives and world, and protect their rights, dignity and wellbeing.</p> <p>Our communities are safe places where children are valued, nurtured and treated with kindness. We provide stimulating activities and encourage children to engage positively with the built and natural environment and to play their part in its care. We provide the conditions in which all children can be healthy and active. Our schools are loving, respectful and encouraging places where everyone can learn, play and flourish. We provide children and young people with hope for the future and create opportunities for them to fulfil their dreams.</p>	

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We are educated, skilled and innovative	We are well educated, skilled and able to contribute to society
<p><b>Summary of ‘visions’ for Scotland from Phases One and Two</b></p> <p>We have an education system we can all take part in and which inspires us to reach our potential whatever that may be. We understand that the desire to learn continues throughout life and that being curious, creative, skilled and knowledgeable is good for us, our society and economy. We value our teachers, educators and academics and do all we can to achieve the highest standards across our learning and research. We work with partners in business, industry, science and academia to ensure we lead the world in new thinking and have the talents and abilities to flourish in future.</p>	

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
<u>Note</u> This Outcome was added following internal discussions with Scottish Government officials in order to reflect the relative importance and distinctiveness of fair work and support for business development	We have thriving and innovative businesses, with quality jobs and fair work for everyone
<p><b>Summary of “visions” for Scotland from Phases One and Two</b></p> <p><u>Note</u> See findings in the Economy Outcome above.</p>	

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We live healthy and active lives	We are healthy and active
<p><b>Summary of ‘visions’ for Scotland from Phases One and Two</b></p> <p>We regard the health of all our people as being of upmost importance. Consequently, we live long, healthy and active lives regardless of where we come from. We are all able to access world class, appropriate and free/affordable health, social care and dental services. We cherish and protect the NHS as a force for good in our lives and provide the necessary investment and planning to ensure our health and social care systems are viable over the</p>	



long term.

We prioritise health and wellbeing at national and local government levels and actively implement healthy public policy. We use evidence intelligently to continuously improve and challenge existing healthcare models. Our approach is integrated, preventative and person-centred. We are focused on resolving needs in order to achieve positive health, care and wellbeing outcomes.

We implement a whole system approach to health and wellbeing which targets harmful health behaviours early on and from different angles. We have revolutionised our food culture and prioritise affordable, healthy food and local food production. We have addressed the availability of unhealthy food options and are combatting food and drink industry facilitation of ill-health. We have developed a healthier, responsible attitude to smoking, alcohol and drug use. We are active and have widespread engagement with sport and exercise. Our awareness of mental health and suicide has resulted in more immediate, comprehensive and successful support for those in need.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We enjoy and nurture our environment	We value, enjoy, protect and enhance our environment

### **Summary of 'visions' for Scotland from Phases One and Two**

We see our natural landscape and wilderness as essential to our identity and way of life. We take a bold approach to enhancing and protecting our natural assets and heritage. We ensure all communities can engage with and benefit from nature and green space. We live in clean and unpolluted environments and aspire to being the greenest country in the world.

We are committed to environmental justice and preserving planetary resources for future generations. We consume and use our resources wisely, ethically and effectively and have an advanced recycling culture. We are at the forefront of carbon reduction efforts, renewable energy, sustainable technologies and biodiversity practice. We promote high quality, sustainable planning, design and housing. Our transport infrastructure is integrated, sustainable, efficient and reliable. We promote active travel, cycling and walking, and discourage car reliance and use particularly in towns and cities.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
We are creative and celebrate our culture	We are creative and our vibrant and diverse cultures are expressed and enjoyed widely

### **Summary ‘visions’ for Scotland from Phases One and Two**

We take pride in being a vibrant and creative country. We see our culture, humour and heritage as essential to who we are and to our appeal as a place to live and visit. We recognise that the arts and culture bring us pleasure as well as other social and economic benefits. We cherish and protect our history, traditional and rural cultures, and embrace those from elsewhere. Everyone is encouraged to enjoy culture in all its forms and we support our creative sectors and those working in them.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
Our lives are more fair and equal	<u>Note</u> An Outcome on equality was not developed as following advice from Scottish Government officials that equalities should be mainstreamed across all the Outcomes and therefore should appear as an underpinning principle within the Values section

### **Summary of ‘visions’ for Scotland from Phases One and Two**

We recognise the fundamental equality of all humans and strive to reflect this in our day to day functioning as a nation. We stand together to challenge unfairness and our equalities legislation, law and practice are world leading. We have examined and are addressing the structural causes of inequality such as disparities in income, wealth, education and power. We have reduced poverty and the differences between the richest and poorest among us. We all have fair life chances and the opportunity to prosper and flourish.

We challenge the structures and stereotypes which exclude and limit the life chances of women, girls and those with other protected characteristics. We ensure everyone is equally respected and rewarded for their role in society, work and home life. We uphold the rights of women and girls to live in safe environments free from the fear of violence and abuse and successfully enforce justice in relation to this. We are inclusive and supportive of LGBTI children and adults, and we enable them to be visible and represented across public life.

We recognise the multiple identities and abilities of disabled people as positive contributors, employers/ees, parents and so on. We ensure basic provision such as the ability to travel freely and to live in accessible, practical and pleasant housing is secured. Our social security system supports disabled people and others to have a decent standard of living and to live their daily lives with dignity.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
<p>Our older people are valued and cared for</p>	<p><u>Note</u>            An Outcome on older people was not developed due to significant overlap with other Outcomes (i.e. health and social care) and as there is not enough evidence beyond this to justify a dedicated outcome. Also the mainstreaming of equality throughout the framework means that all ages and life stages are reflected throughout all of the Outcomes</p>

**Summary of ‘visions’ for Scotland from Phases One and Two**

Our older people are happy and fulfilled and Scotland is seen as the best place in the world to grow older. We view our ageing population as a positive achievement and respect and draw on the valuable skills, knowledge and experience of our older people. We understand and have made the necessary adjustments to health provision, pensions, housing and so on which our changing demography will bring.

Older people are able to work, learn, volunteer and be active in a wide variety of ways throughout their lives. We are careful to ensure no-one is isolated, lonely or lives in poverty or poor housing. We provide the care people need with love, understanding and dignity. We respect the desire to live independently and provide the necessary support to do so where possible. We recognise that older people have particular needs around financial advice, mobility and transport, home improvements, heating, technology and the internet which require additional support.

<b>Outcome Themes</b> <i>Drawn from findings from Phases One and Two</i>	<b>Proposed National Outcomes</b> <i>Based on further refinement of the Outcome Themes by the NPF Round Table, Cabinet, and other stakeholders</i>
<p>We are informed, involved and address our challenges together</p>	<p><u>Note</u>            An Outcome was not developed as the thematic areas was not seen to be clear and coherent enough. The key issues/principles could be moved to the Values section as part of our overall approach, and into individual</p>

	Policy Descriptions. Possible overlap with the communities Outcome was another concern
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**Summary of 'visions' for Scotland from Phases One and Two**

Our government and public services are well resourced, transparent, effective and accountable. We engage in honest, constructive debate and work across sectors to pursue the interests of the whole country. We have intelligent, informed policy and planning processes and are prepared to take brave decisions and try innovative solutions when needed. We take a preventative, outcome focused approach and are guided by long term benefits. We generate, share and use information and evidence effectively.

Our approach is considerate and we listen properly and focus our actions and institutions on what people actually need. We devolve power and enable local decision making whenever it is of benefit to do so. We have robust, independent means to hold government to account and take an active interest in politics and civic life. We uphold human rights, democracy and the rule of law, and our justice systems are proportionate, fair and effective.

# Annex Six - National Performance Framework: Draft design still under development

## National Outcome

### National indicators

- Public services treat people with dignity and respect
- Quality of public services
- Influence over local decisions
- Access to justice

### Sustainable development goals

- Gender equality
- Reduced inequalities
- Peace, justice and strong institutions
- Partnerships for the goals

## National Outcome

### National indicators

- Attendance at cultural events or places of culture
- Participation in a cultural activity
- Growth in cultural economy
- People working in arts and culture

### Sustainable development goals

- Gender equality
- Reduced inequalities
- Sustainable cities and communities

## National Outcome

### National indicators

- Visits to the outdoors
- State of historic sites
- Condition of protected nature sites
- Energy from renewable sources
- Waste generated
- Sustainability of fish stocks
- Biodiversity
- Marine environment

### Sustainable development goals

- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Responsible consumption and production
- Clean water and sanitation
- Climate action
- Life below water
- Life on land

## National Outcome

### National indicators

- Healthy life expectancy
- Mental wellbeing
- Healthy weight
- Health risk behaviours
- Physical activity
- Journeys by active travel
- Quality of healthcare experience
- Work related ill health
- Premature mortality

### Sustainable development goals

- Gender equality
- Reduced inequalities
- Responsible consumption and production
- Good health and well-being

## National Outcome

### National indicators

- The number of businesses
- High growth businesses
- Innovative businesses
- Economic participation
- Employees on the living wage
- Pay gap
- Contractually secure work
- Employee voice
- Gender balance in organisations

### Sustainable development goals

- Quality education
- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Reduced inequalities
- Responsible consumption and production

## National Performance Framework



## National Outcome

### National indicators

- Educational attainment
- Confidence of children and young people
- Resilience of children and young people
- Engagement in extra-curricular activities
- Young people's participation
- Skill profile of the population
- Skill shortage vacancies
- Skills under-utilisation

### Sustainable development goals

- Quality education
- Gender equality
- Reduced inequalities
- No poverty
- Zero hunger
- Good health and well-being

## National Outcome

### National indicators

- Child social and physical development
- Child wellbeing and happiness
- Children's voices
- Healthy start
- Quality of children's services
- Children have positive relationships
- Children's material deprivation

### Sustainable development goals

- Quality education
- Gender equality
- Affordable and clean energy
- Reduced inequalities
- No poverty
- Zero hunger
- Clean water and sanitation
- Good health and well-being



Scottish Government  
Riaghthas na h-Alba  
gov.scot

## National Outcome

### National indicators

- Productivity
- International exporting
- Economic growth
- Carbon footprint
- Natural Capital
- Greenhouse gas emissions
- Access to superfast broadband
- Spend on research and development
- Income inequalities
- Entrepreneurial activity

### Sustainable development goals

- Quality education
- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Reduced inequalities
- Responsible consumption and production

## National Outcome

### National indicators

- A positive experience for people coming to Scotland
- Scotland's reputation
- Scotland's population
- Trust in public organisations
- International relationships
- Contribution of development support to other nations

### Sustainable development goals

- Gender equality
- Industry, innovation and infrastructure
- Reduced inequalities
- Peace, justice and strong institutions
- Partnerships for the goals

## National Outcome

### National indicators

- Relative poverty after housing costs
- Wealth inequalities
- Cost of living
- Unmanageable debt
- Persistent poverty
- Satisfaction with housing
- Food poverty

### Sustainable development goals

- Gender equality
- Affordable and clean energy
- Reduced inequalities
- Responsible consumption and production
- No poverty
- Zero hunger

## National Outcome

### National indicators

- Perceptions of local area
- Loneliness
- Perceptions of local crime rate
- Crime victimisation
- Access to green and blue space
- Places to interact
- Social capital

### Sustainable development goals

- Gender equality
- Affordable and clean energy
- Industry, innovation and infrastructure
- Reduced inequalities
- Clean water and sanitation
- Sustainable cities and communities

# National Performance Framework

Our Purpose, Values and National Outcomes





# National Performance Framework

## National Indicators

### National Outcome

We respect, protect and fulfil human rights and live free from discrimination

#### National Indicators

- Public services treat people with dignity and respect
- Premature mortality
- Gender balance in organisations
- Food poverty
- Quality of public services
- Influence over local decisions
- Greenhouse gas emissions
- Carbon footprint
- Access to superfast broadband
- Income inequalities
- A positive experience for people coming to Scotland
- Trust in public organisations
- Relative poverty after housing costs
- Wealth inequalities
- Cost of living
- Unmanageable debt
- Persistent poverty
- Satisfaction with housing
- Crime victimisation
- Educational attainment
- Young people's participation
- Economic participation
- Employees on the living wage
- Pay gap
- Contractually secure work
- Employee voice
- Healthy life expectancy
- Mental wellbeing
- Energy from renewable sources
- Participation in a cultural activity
- Access to justice



### National Outcome

We are well educated, skilled and able to contribute to society

#### National Indicators

- Educational attainment
- Confidence of children and young people
- Resilience of children and young people
- Engagement in extra-curricular activities
- Young people's participation
- Skill profile of the population
- Skill shortage vacancies
- Skills under-utilisation



### National Outcome

We have a globally competitive, entrepreneurial, inclusive and sustainable economy

#### National Indicators

- Productivity
- International exporting
- Economic growth
- Carbon footprint
- Natural Capital
- Greenhouse gas emissions
- Access to superfast broadband
- Spend on research and development
- Income inequalities
- Entrepreneurial activity
- Economic participation
- Scotland's population
- Growth in cultural economy



### National Outcome

We are creative and our vibrant and diverse cultures are enjoyed widely

#### National Indicators

- Attendance at cultural events or places of culture
- Participation in a cultural activity
- Growth in cultural economy
- People working in arts and culture



### National Outcome

We are open, connected and make a positive contribution internationally

#### National Indicators

- A positive experience for people coming to Scotland
- Scotland's reputation
- Scotland's population
- Trust in public organisations
- International relationships
- Contribution of development support to other nations



### National Outcome

We value, enjoy, protect and enhance our environment

#### National Indicators

- Visits to the outdoors
- State of historic sites
- Condition of protected nature sites
- Energy from renewable sources
- Waste generated
- Sustainability of fish stocks
- Biodiversity
- Marine environment
- Natural capital
- Perceptions of local area
- Access to green and blue spaces
- Greenhouse gas emissions
- Carbon footprint
- Journeys by active travel



### National Outcome

We tackle poverty by sharing opportunities, wealth and power more equally

#### National Indicators

- Relative poverty after housing costs
- Wealth inequalities
- Cost of living
- Unmanageable debt
- Persistent poverty
- Satisfaction with housing
- Public services treat people with dignity and respect
- Children's material deprivation
- Employees on the living wage
- Income inequalities
- Food poverty



### National Outcome

We are healthy and active

#### National Indicators

- Healthy life expectancy
- Mental wellbeing
- Healthy weight
- Health risk behaviours
- Physical activity
- Journeys by active travel
- Quality of healthcare experience
- Work related ill health
- Premature mortality
- Loneliness
- Healthy start
- Child social and physical development
- Child wellbeing and happiness



### National Outcome

We live in communities that are inclusive, empowered, resilient and safe

#### National Indicators

- Perceptions of local area
- Influence over local decisions
- Loneliness
- Perceptions of local crime rate
- Crime victimisation
- Access to green and blue space
- Places to interact
- Social capital
- Trust in public institutions
- Journeys by active travel
- Quality of public services



### National Outcome

We have thriving and innovative businesses, with quality jobs and fair work for everyone

#### National Indicators

- The number of businesses
- High growth businesses
- Innovative businesses
- Economic participation
- Employees on the living wage
- Pay gap
- Contractually secure work
- Employee voice
- Skills under-utilisation
- Work related ill health
- Gender balance in organisations



### National Outcome

We grow up loved, safe and respected so that we realise our full potential

#### National Indicators

- Child social and physical development
- Child wellbeing and happiness
- Children's voices
- Quality of children's services
- Children have positive relationships
- Children's material deprivation
- Healthy start
- Healthy weight
- Confidence of children and young people
- Educational attainment
- Resilience of children and young people
- Young people's participation



# National Performance Framework

## UN Sustainable Development Goals

### National Outcome

We respect, protect and fulfil human rights and live free from discrimination



#### UN Sustainable Development Goals

- Gender equality
- Reduced inequalities
- Peace, justice and strong institutions
- Partnerships for the goals

### National Outcome

We have a globally competitive, entrepreneurial, inclusive and sustainable economy



#### UN Sustainable Development Goals

- Quality education
- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Reduced inequalities
- Responsible consumption and production

### National Outcome

We are creative and our vibrant and diverse cultures are enjoyed widely



#### UN Sustainable Development Goals

- Gender equality
- Reduced inequalities
- Sustainable cities and communities

### National Outcome

We are open, connected and make a positive contribution internationally



#### UN Sustainable Development Goals

- Gender equality
- Industry, innovation and infrastructure
- Reduced inequalities
- Peace, justice and strong institutions
- Partnerships for the goals

### National Outcome

We value, enjoy, protect and enhance our environment



#### UN Sustainable Development Goals

- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Responsible consumption and production
- Clean water and sanitation
- Climate action
- Life below water
- Life on land

### National Outcome

We tackle poverty by sharing opportunities, wealth and power more equally



#### UN Sustainable Development Goals

- Gender equality
- Affordable and clean energy
- Reduced inequalities
- Responsible consumption and production
- No poverty
- Zero hunger

### National Outcome

We are healthy and active



#### UN Sustainable Development Goals

- Gender equality
- Reduced inequalities
- Responsible consumption and production
- Good health and well-being

### National Outcome

We live in communities that are inclusive, empowered, resilient and safe



#### UN Sustainable Development Goals

- Gender equality
- Affordable and clean energy
- Industry, innovation and infrastructure
- Reduced inequalities
- Clean water and sanitation
- Sustainable cities and communities

### National Outcome

We have thriving and innovative businesses, with quality jobs and fair work for everyone



#### UN Sustainable Development Goals

- Quality education
- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Reduced inequalities
- Responsible consumption and production

### National Outcome

We grow up loved, safe and respected so that we realise our full potential



#### UN Sustainable Development Goals

- Quality education
- Gender equality
- Affordable and clean energy
- Reduced inequalities
- No poverty
- Zero hunger
- Clean water and sanitation
- Good health and well-being

### National Outcome

We are well educated, skilled and able to contribute to society



#### UN Sustainable Development Goals

- Quality education
- Gender equality
- Reduced inequalities
- No poverty
- Zero hunger
- Good health and well-being



## Annex Seven

# Development of the proposed National Indicator set

### **Indicator workshops**

In late 2017 the National Performance Framework Team conducted 22 Indicator workshops for both Scottish Government officials and other stakeholders to advise on the development of the Indicators to underpin the Outcomes.

The focus of the Indicator workshops was to try and establish the 5-7 priority measures under each outcome that would enable us to best track progress towards the 11 draft National Outcomes. The guiding principle was to ensure that we measure what we should measure, rather than just what we are currently able to measure. As such, in the absence of an appropriate existing measure we would need to conduct further feasibility assessment in order to find a solution.

### **Alignment with the Sustainable Development Goals**

An additional workshop was held with the Open Government and Sustainable Development Goals Network to assess how well the language and purpose of the National Outcomes and Indicators are aligned together. Views were sought on how best to present the SDGs alongside the National Outcomes/Indicators within the new NPF format and on the redesigned website. The workshop, which was attended by a wide range of experts on the delivery of the SDGs (see below), also looked at how the NPF will facilitate reporting of Scotland's progress towards the SDGs.

### **Feasibility assessment and indicator selection**

Results from the workshops were collated together and Scottish Government analysts were commissioned to further refine the list of over 140 proposed Indicators. A feasibility assessment of the long list of Indicators was carried out to determine which of these met with the following Indicator criteria.

Whether each individual measure:

- Is a “good” indicator with technically robust data (i.e. is precise enough to identify change and is consistent over time and between areas)
- Uses definitions consistent with the UN Sustainable Development Goal indicators and allows for assessment of these
- Is feasible and affordable, where new data is required.

Whether the Indicator set as a whole:

- Allows us to better track equality and prevention
- Measures progress against each Outcome (i.e. with no major gaps in measures)
- Is well balanced with complementary rather than overlapping measures.

The revised suite of Indicators was then shared with Deputy Directors, Directors and Director Generals in Scottish Government to confirm they were comfortable with the suggestions in relation to their policy areas. Sign off from Cabinet Secretaries and Cabinet was subsequently sought.

### External organisations invited to Indicator workshops

Adoption UK in Scotland	Oxfam Scotland
Alliance for Useful Evidence	Parent Network Scotland
Audit Scotland	Perth and Kinross Council
Barnardo's Scotland	Police Scotland
British Council Scotland	Poverty Alliance
Care Inspectorate	Poverty and Inequality Commission
Carnegie UK Trust	Poverty Truth Commission
CBI	Public Health & Intelligence, NSS
CELCIS, University of Strathclyde	Queen Margaret University
Child Poverty Action Group	Royal Society for Prevention of Accidents
Children's Commissioner Scotland	Rossie Young People's Trust
Church of Scotland	Rowett Institute University of Aberdeen
CIOT/LITRG	Save the Children
CITB	SCDU
Citizens Advice Scotland	SCVO
City of Edinburgh Council	Scotland's International Development Alliance
Clyde Gateway	Scotland's Rural College
Community Justice Scotland	Scottish Chambers of Commerce
Convention of Scottish Local Authorities (COSLA)	Scottish Community Development Centre
Cornton Nursery	Scottish Community Safety Network
Corra Foundation	Scottish Enterprise
Culture Counts	Scottish Funding Council
Cyrenians	Scottish Human Rights Commission
Edinburgh Napier University	Scottish Natural Heritage
Equality and Human Rights Commission	Scottish Police Authority
Equality Network	Scottish Prison Service
Evaluation Support Scotland	Scottish Rural Action
Fathers Network Scotland	Scottish Trades Union Congress
Festivals Edinburgh	Scottish Wildlife Trust
Fife Council	Scottish Environment Protection Agency
Food for Life Scotland (Soil Association)	SEStran

Scotland)	
GCPH	SFC
Glasgow City Council	Sistema Scotland
Glasgow Homelessness Network	Skills Development Scotland
Good Shepherd Centre	Smart Play Network
Greenspace Scotland	Soil Association Scotland
Growbiz	South East of Scotland Transport Partnership
Health and Social Care Alliance Scotland (the ALLIANCE)	SPS
Heriot-Watt University	Strathclyde University
Highlands and Islands Enterprise	SURF-Scotland's Regeneration Forum
Historic Environment Scotland	Sustrans Scotland
HIV Scotland	The Health & Social Care Alliance Scotland
Inspiring Scotland	The National Trust for Scotland – on behalf of LINK
Involve	The Poverty Alliance
John Muir Trust	Together (Scottish Alliance for Children's Rights)
Learning for Sustainability Scotland	Traditional Music Forum
Mental Welfare Commission	University of Edinburgh
Mentor UK	University of Edinburgh / What Works Scotland
Museums Galleries Scotland	University of Glasgow
Neighbourhood Watch Scotland SCIO	University of Roehampton
Newcastle University	University of St Andrews, Learning for Sustainability Scotland, (Gaia Education)
NHS Grampian	University of Strathclyde
NHS Health Scotland	Volunteer Scotland
NHS National Services Scotland	Women's Enterprise Scotland
OPFS	WWF Scotland
Outcome Focus	

### External organisations invited to Sustainable Development Goals workshops

BEFS	Scottish Environment Protection Agency
Environmental Association for Universities and Colleges	Scottish Community Safety Network
Gaia Education	Scottish Government, Involve
HIV Scotland	Scottish Information Commissioners Office
Independent researcher	SCVO x 2
International & National Alliance of Women's Organisations	See Me
Keep Scotland Beautiful	Starchild x 2
Mydex	UKSSD Newcastle UV
Nourish Scotland	UN Centre for ESD (Learning for

	Sustainability Scotland)
Scotland's International Development Alliance	UN House x 2
Scottish Allotments and Gardens Society	

## Annex Eight

### Draft National Indicators

Following sign off from Cabinet, the proposed Indicator set of 79 National Indicators was approved.

Throughout the workshops stakeholders made it clear that some National Indicators would not necessarily just sit under one National Outcome. For this reason, the second table below includes all the National Indicators that relate to each of the relevant National Outcomes.

Proposed National Outcomes	Draft National Indicators
We have a globally competitive, entrepreneurial, inclusive and sustainable economy	<ul style="list-style-type: none"> <li>• Productivity</li> <li>• International exporting</li> <li>• Economic growth</li> <li>• Greenhouse gas emissions</li> <li>• Carbon footprint</li> <li>• Natural Capital</li> <li>• Access to superfast broadband</li> <li>• Spend on research and development</li> <li>• Income inequalities</li> <li>• Entrepreneurial activity</li> </ul>
We respect, protect and fulfil human rights and live free from discrimination	<ul style="list-style-type: none"> <li>• Public services treat people with dignity &amp; respect</li> <li>• Quality of public services</li> <li>• Influence over local decisions</li> <li>• Access to justice</li> </ul>
We are open, connected and make a positive contribution internationally	<ul style="list-style-type: none"> <li>• A positive experience for people coming to Scotland</li> <li>• Scotland's reputation</li> <li>• Scotland's population</li> <li>• Trust in public organisations</li> <li>• International relationships</li> <li>• Contribution of development support to other nations</li> </ul>
We tackle poverty by sharing opportunities, wealth and power more equally	<ul style="list-style-type: none"> <li>• Relative poverty after housing costs</li> <li>• Wealth inequalities</li> <li>• Cost of living</li> <li>• Unmanageable debt</li> <li>• Persistent poverty</li> <li>• Satisfaction with housing</li> </ul>

	<ul style="list-style-type: none"> <li>• Food Poverty</li> </ul>
We live in communities that are inclusive, empowered, resilient and safe	<ul style="list-style-type: none"> <li>• Perceptions of local area</li> <li>• Perceptions of local crime rate</li> <li>• Crime victimisation</li> <li>• Access to green and blue space</li> <li>• Places to interact</li> <li>• Social capital</li> <li>• Loneliness</li> </ul>
We grow up loved, safe and respected, so that we realise our full potential	<ul style="list-style-type: none"> <li>• Child social and physical development</li> <li>• Child wellbeing and happiness</li> <li>• Children's voices</li> <li>• Healthy start</li> <li>• Quality of children's services</li> <li>• Children have positive relationships</li> <li>• Children's material deprivation</li> </ul>
We are well educated, skilled and able to contribute to society	<ul style="list-style-type: none"> <li>• Educational attainment</li> <li>• Confidence of children and young people</li> <li>• Resilience of children and young people</li> <li>• Engagement in extra-curricular activities</li> <li>• Young people's participation</li> <li>• Skill shortage vacancies</li> <li>• Skill profile of the population</li> <li>• Skills under-utilisation</li> </ul>
We have thriving and innovative businesses, with quality jobs and fair work for everyone	<ul style="list-style-type: none"> <li>• The number of businesses</li> <li>• High growth businesses</li> <li>• Innovative businesses</li> <li>• Economic participation</li> <li>• Employees on the living wage</li> <li>• Pay gap</li> <li>• Contractually secure work</li> <li>• Employee voice</li> <li>• Gender balance in organisations</li> </ul>
We are healthy and active	<ul style="list-style-type: none"> <li>• Healthy life expectancy</li> <li>• Mental wellbeing</li> <li>• Healthy weight</li> <li>• Health risk behaviours</li> <li>• Physical activity</li> <li>• Journeys by active travel</li> <li>• Quality of healthcare experience</li> <li>• Work related ill health</li> <li>• Premature mortality</li> </ul>
We value, enjoy, protect and enhance our environment	<ul style="list-style-type: none"> <li>• Visits to the outdoors</li> <li>• State of historic sites</li> <li>• Condition of protected nature sites</li> <li>• Energy from renewable sources</li> </ul>

	<ul style="list-style-type: none"> <li>• Waste generated</li> <li>• Sustainability of fish stocks</li> <li>• Biodiversity</li> <li>• Marine environment</li> </ul>
We are creative and our vibrant and diverse cultures are expressed and enjoyed widely	<ul style="list-style-type: none"> <li>• Attendance at cultural events or places of culture</li> <li>• Participation in a cultural activity</li> <li>• Growth in cultural economy</li> <li>• People working in arts and culture</li> </ul>

<b>Proposed National Outcomes</b>	<b>All draft National Indicators that relate to this Outcome</b>
We have a globally competitive, entrepreneurial, inclusive and sustainable economy	<ul style="list-style-type: none"> <li>• Productivity</li> <li>• International exporting</li> <li>• Economic growth</li> <li>• Greenhouse gas emissions</li> <li>• Carbon footprint</li> <li>• Natural Capital</li> <li>• Access to superfast broadband</li> <li>• Spend on research and development</li> <li>• Income inequalities</li> <li>• Entrepreneurial activity</li> <li>• Economic Participation</li> <li>• Scotland's population</li> <li>• Growth in cultural economy</li> </ul>
We respect, protect and fulfil human rights and live free from discrimination	<ul style="list-style-type: none"> <li>• Public services treat people with dignity &amp; respect</li> <li>• Quality of public services</li> <li>• Influence over local decisions</li> <li>• Access to justice</li> <li>• Premature mortality</li> <li>• Gender balance in organisations</li> <li>• Food poverty</li> <li>• Greenhouse gas emissions</li> <li>• Carbon footprint</li> <li>• Access to superfast broadband</li> <li>• Income inequalities</li> <li>• A positive experience for people coming to Scotland</li> <li>• Trust in public organisations</li> <li>• Relative poverty after housing costs</li> <li>• Wealth inequalities</li> <li>• Cost of living</li> </ul>

	<ul style="list-style-type: none"> <li>• Unmanageable debt</li> <li>• Persistent poverty</li> <li>• Satisfaction with housing</li> <li>• Crime victimisation</li> <li>• Educational attainment</li> <li>• Young people’s participation</li> <li>• Economic participation</li> <li>• Employees on the living wage</li> <li>• Pay gap</li> <li>• Contractually secure work</li> <li>• Employee voice</li> <li>• Healthy life expectancy</li> <li>• Mental wellbeing</li> <li>• Energy from renewable sources</li> <li>• Participation in a cultural activity</li> </ul>
<p>We are open, connected and make a positive contribution internationally</p>	<ul style="list-style-type: none"> <li>• A positive experience for people coming to Scotland</li> <li>• Scotland’s reputation</li> <li>• Scotland’s population</li> <li>• Trust in public organisations</li> <li>• International relationships</li> <li>• Contribution of development support to other nations</li> </ul>
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<p>We live in communities that are inclusive, empowered, resilient and safe</p>	<ul style="list-style-type: none"> <li>• Perceptions of local area</li> <li>• Perceptions of local crime rate</li> <li>• Crime victimisation</li> <li>• Access to green and blue space</li> <li>• Places to interact</li> <li>• Social capital</li> <li>• Loneliness</li> <li>• Influence over local decisions</li> <li>• Trust in public institutions</li> <li>• Journeys by active travel</li> </ul>



<p>We grow up loved, safe and respected, so that we realise our full potential</p>	<ul style="list-style-type: none"> <li>• Quality of public services</li> <li>• Child social and physical development</li> <li>• Child wellbeing and happiness</li> <li>• Children’s voices</li> <li>• Healthy start</li> <li>• Quality of children’s services</li> <li>• Children have positive relationships</li> <li>• Children’s material deprivation</li> <li>• Healthy weight</li> <li>• Confidence of children and young people</li> <li>• Educational attainment</li> <li>• Resilience of children and young people</li> <li>• Young people’s participation</li> </ul>
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<p>We have thriving and innovative businesses, with quality jobs and fair work for everyone</p>	<ul style="list-style-type: none"> <li>• The number of businesses</li> <li>• High growth businesses</li> <li>• Innovative businesses</li> <li>• Economic participation</li> <li>• Employees on the living wage</li> <li>• Pay gap</li> <li>• Contractually secure work</li> <li>• Employee voice</li> <li>• Gender balance in organisations</li> <li>• Skills under-utilisation</li> <li>• Work related ill health</li> </ul>
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### Comprehensive view of the development of the new Indicator set



National Outcomes  
Review - detailed in