



**INVEST IN
SCOTLAND'S
FUTURE**

**BOTH
VOTES
LABOUR**

BOTH VOTES LABOUR



Faced with the choice between using the powers of the Scottish Parliament or carrying on with more cuts to schools, the NHS and other public services, Labour will use the powers to stop the cuts, invest in Scotland's future and grow the economy.

So we make this simple anti-austerity pledge to the people of Scotland – a Labour Government will increase spending on our public services in real terms and stop the cuts to schools and other vital public services.

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We want to create a Scotland where it is a young person's potential, ambition and work rate that determine how far they get on in life - not where they were born. Only by investing in education and our vital public services can we make that Scotland a reality.

Labour is ambitious for Scotland. We are focused on using the powers of our Scottish Parliament to invest in the future, rather than re-running the old arguments of the past. The Scottish people deserve nothing less.

Our leaders must look beyond the next election to what is in the best interests of the future of our country. That means we must make the choice to stop the cuts to education, cuts that risk undermining the future of our young people and our economy. If we don't invest in education and give every young person the skills they need to get on in life, then the world will simply pass us by. The high-tech, high-paid jobs of the future will go to other countries like China or India.

This election is about which party is willing to use the new powers of the Scottish Parliament to stop the cuts and invest in the future. We can end austerity in Scotland if we are bold enough to make difficult choices. Labour will do that.

George Osborne's austerity agenda isn't right for Scotland. Cutting the public services that we all rely on is the wrong choice for our country. Because of the new powers that are coming to Scotland we can choose a different path. The Scottish Parliament doesn't have to be a conveyor belt for Tory cuts.

The central issue of the election is this: faced with the choice between using the powers of the Scottish Parliament to invest in the future or carrying on with the cuts, Labour will use the powers to stop the cuts.

We will use the new tax powers to ensure those at the top of society pay their fair share, including a 50p top rate of tax on the richest 1%, so we can stop the cuts and invest in public services. These different choices mean we can make this anti-austerity pledge to the people of Scotland - spending on public services will rise in real terms.

Only by using both your votes for Labour can we stop the cuts and invest in the future of our economy.

KEZIA DUGDALE
SCOTTISH LABOUR LEADER

THE BIG CHOICE

This election is different from any previous Scottish Parliament election. The people we elect will have more power than ever before, especially over how we raise and spend money.

The Tory government is continuing with its political choice of austerity. This means that big cuts are heading towards Scotland in the next few years. However, the new powers of the Scottish Parliament mean we don't need to accept austerity as inevitable.

This presents Scotland with a new choice. Will our votes elect people who will use the new powers of our Scottish Parliament, or will they simply act as a conveyor belt for cuts?

Now that all the other main parties have set out their plans we can see where everyone stands on their willingness to use the powers to protect the things we value.

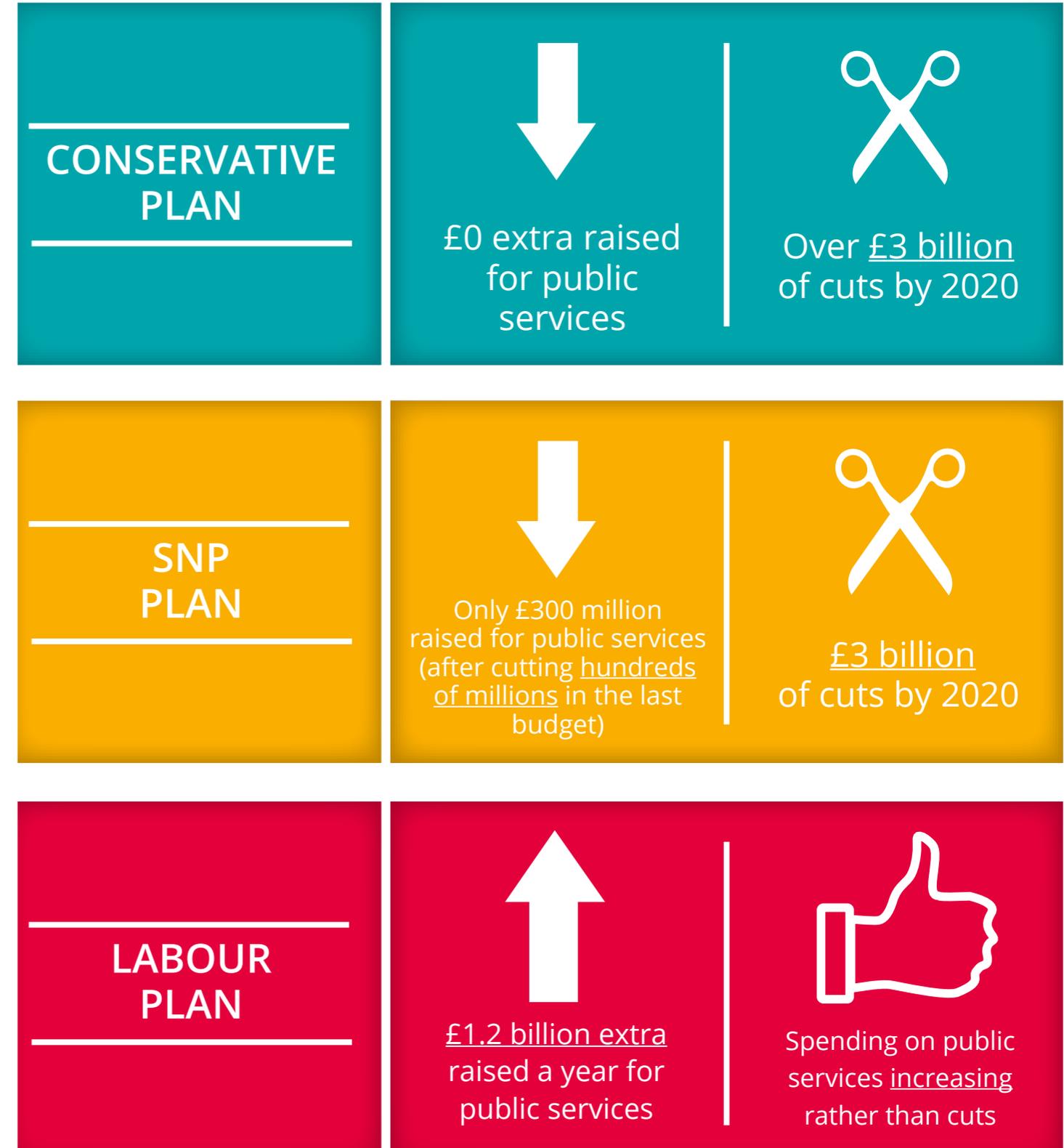
We can see that the difference between Labour's plans and another SNP majority government is a cumulative £3 billion of cuts. These are cuts that we do not need to make.

The independent experts at IPPR Scotland also compared the parties' spending plans and found that we had been cautious in our estimates above. They found that the difference between Labour and SNP plans was nearly £1 billion of cuts a year by the end of the next Parliament.

It is clear that only Labour offers an alternative to austerity at this election.

We know good public services benefit everyone. Our pledge to increase spending on public services in real terms underpins every promise made in this manifesto. The failure of other parties to match this pledge undermines every promise in their manifesto – it simply isn't credible to promise more while accepting billions of pounds of extra austerity.

Because Labour are being honest about how we will pay for our promises, you know we can afford to keep our promises.



Sources: IPPR Scotland on revenues raised. Scottish Labour analysis on cuts.

EXECUTIVE SUMMARY

A Labour Government will stop the cuts to public services. Because of the different, fairer decisions we will take on tax, we can make this anti-austerity pledge: with Labour, spending on public services in Scotland will increase in real terms. The new powers of the Scottish Parliament mean we can choose a different path from Tory austerity. There is nothing inevitable about cuts. Labour will stop the Tory cuts that are coming.

Because we are using the powers of the Scottish Parliament we can make our important anti-austerity pledge. We will ask some to pay a little bit more, by setting the basic and higher rates of income tax just 1p higher than the rate set by George Osborne, and not giving better-off people a tax cut. We can make this absolute guarantee though: nobody earning less than £20,000 a year, including pensioners, will pay a single penny more than they do today. In fact, many people will be better off under our overall tax plans.

Given the recent shock at revelations about how the rich and powerful have avoided tax for years, we believe it's time for the top 1% in society to pay their fair share. So Labour will reverse George Osborne's tax cut for the richest few and set a 50p top rate of tax for those earning over £150,000 a year. We will use this money to stop the cuts and invest in public services. And we will take a different approach towards those companies and individuals at the top who avoid paying their fair share.

The council tax is unfair and out of date so Labour will scrap it. We will introduce a fairer system which will mean 80% of households in Scotland will pay less than they do today. We will maintain all current exemptions, including those for pensioners, students and single people. The SNP have promised to scrap the council tax in every election since 2003 – Labour will deliver on the SNP's broken promise.

Investing in education is our most important economic policy. To give every young person a chance in life we need to invest in our nurseries and schools, our colleges and universities. We will protect education spending in real terms so we can invest in the future of our country and give everybody the skills they need to compete for the jobs of the future. The richest 1% will have to pay a bit more so that we can establish a Fair Start Fund to give nursery and primary head teachers direct control over more resources. Businesses tell us their number one priority is skills, and we will deliver on that for our economy.

Investing in good, affordable and flexible childcare is essential to growing our economy. The more parents, especially women, who can be helped back into the workforce, the more taxes will be paid into the public purse and the more our economy will grow. Everybody benefits from affordable and flexible childcare, particularly the children involved. Labour will give every primary school the opportunity to establish a breakfast club. By stopping the cuts to schools and other vital services we can protect the summer schools and after-school clubs that so many parents rely on for their children.



OUR PLEDGES



Labour created the NHS. It's our proudest achievement and we will protect it for the future. We are committed to keeping it in public hands and free at the point of delivery. Because we would use the new powers of the Scottish Parliament we can increase spending on public services in real terms, which means we can afford to promise to protect the NHS budget. We will also spend an increasing NHS budget better so our health service is fit for the future. The biggest challenge for our health service is tackling inequality. It is simply wrong that someone born in a deprived area of Scotland will die years earlier than someone in an affluent area. So Labour will stop the cuts that do so much to perpetuate inequality in our society. We will target investment to relieve pressure and cost on the wider NHS by guaranteeing an appointment at a GP surgery within 48 hours and a social care package within a week. We will also cut cancer waiting times.

For our economy to grow we need to make Scotland an attractive place to do business. By investing in education we can develop a skilled workforce ready to compete with the other nations of the world for the jobs of the future. We will also invest in our nation's physical and digital infrastructure, so that home-grown businesses can develop and thrive. We are committed to fair work and working in partnership with trade unions to improve terms and conditions, and productivity. Our commitment to remain in both the UK and European Unions, which are so important for our economy, provides the certainty business needs. We must move on from the arguments of the past to provide business with stability for the future.

Everybody deserves to have a place they are proud to call home. We will end the housing crisis that has developed under the SNP. That means helping first-time buyers to save for a deposit and tackling rip-off rent rises. We will also build 60,000 affordable homes, three quarters of which will be available for rent by councils, housing associations and co-operatives.

We know safety and security today underpin everything else we achieve. We want a police force people respect and trust and which is visible in our communities, keeping us safe. Labour will implement the recommendations of the Pearson Review into policing in Scotland, including giving more power back to local communities.

We know our climate and environment are central to the wellbeing of people. We can't meet our climate change targets and dig yet another fossil fuel from the ground at the same time, so we will ban fracking in Scotland — no ifs, no buts, no fracking.

Scotland's pensioners deserve to be able to enjoy their retirement with dignity and respect. Having paid into the system all their lives our older people deserve to be supported. Our promise to increase spending on public services means we can protect free bus passes, free personal care, the Winter Fuel Payment and all the other services older people rely on. We will use the new powers of the Scottish Parliament to ensure that women born between 1951 and 1953 receive the same level of State Pension as men. And we will introduce a Warm Homes Act to tackle fuel poverty.



DIFFERENT ECONOMIC CHOICES

	For Scotland to flourish we need to use the powers of the Scottish Parliament to make different choices and stop the cuts.
	Our anti-austerity pledge is to create fairness and that means spending on public services will rise in real terms.
	Fairness means setting a higher 50p rate for the top 1%, who earn over £150,000 a year, and investing that in schools.
	Anti-austerity means setting the basic and higher rates of income tax just 1p higher than that of George Osborne to stop the cuts and make public services better.
	Scotland's future requires a dynamic economy that is equipped to compete in the globalised world where Scotland is open for business — unleashing the potential and promise of all.
	Scrap the unfair council tax and leave 80% of households better off.

Stopping the cuts and investing in Scotland's future

Faced with the choice between using the powers of the Scottish Parliament to invest in the economy or making cuts to Scotland's future, Labour will use the powers to stop the cuts.

By making fairer choices on tax and asking the richest 1% to pay their fair share, we can pledge to increase investment in our public services. To guarantee that spending on

public services will rise in real terms through to the next General Election, Labour will legislate to mandate the new Scottish Fiscal Commission to report on compliance with this principle. A new responsibility will require the Commission to report on the future economic impact of any cuts being made by the Scottish Government.

Our analysis shows this will prevent a cumulative £3 billion of unnecessary cuts and protect education and vital public services. This is a conservative estimate of the cuts to come

unless our alternative plan is followed. Independent analysis by IPPR Scotland suggests the difference between the SNP plans and Labour is nearly a billion pounds a year. That means investment in education to secure our nation's future prosperity with Labour.

Public anger at the recently leaked Panama Papers showed that it's one rule for the richest at the top and another rule for the rest of us. That has to change. Labour will reverse George Osborne's tax cut for the top 1% and ask those



COLIN CUTHBERT FAIR EMPLOYMENT AND FAIR WORK

"The way to grow our economy and support businesses isn't to cut. We need to invest. Above all else we need to invest in the skills of our people, so that as many as possible can compete for the jobs of the future. For businesses to thrive we need a growing economy — the way to achieve that is to invest in it."

Colin is a business owner in Edinburgh, with over 30 years of experience in technical theatre.

earning more than £150,000 a year to pay a little more, with a 50p top rate of tax so we can invest in our schools.

We will set the basic and higher rates of income tax just one penny higher than the rate set by George Osborne, which will stop the cuts to schools and other vital public services. We reject the Tories' plan to increase the threshold for higher-rate tax, and the SNP's proposals to give higher earners a tax cut. These choices cannot be justified at a time when cuts are still hurting so many, when we must invest in the future. So we will reverse George Osborne's tax cut to the higher rate for better-off people, setting the threshold at £42,385.

Labour will scrap the unfair council tax and replace it with a fairer system based on property values. This new system will mean 80% of households will pay less than they do today. All existing exemptions – including those for pensioners, single people and students – will remain.

Under our income tax plans no one earning less than £20,000 a year – including pensioners – will pay a single penny more than they do now. And because of our plan to scrap the council

tax a lot of people on low incomes will be better off.

Labour has no plans to change the rates and bands for Land and Buildings Transaction Tax (LBTT).

It is the wrong priority to be halving and then abolishing Air Passenger Duty (APD) at a time when our public services are being cut so deeply. This is socially unjust and environmentally reckless. It would cut hundreds of millions every year from the Scottish Government's budget. Instead we will use those funds to help first-time buyers; those young people struggling to do what previous generations took for granted and get their first step on the housing ladder. This will cost significantly less than the SNP's planned tax cut for the richest few.

We reject the dishonesty of the Conservatives in introducing a raft of stealth taxes by bringing back prescription charges and tuition fees.

By making these fairer choices, Labour will guarantee that overall spending on public services – including specifically on our NHS, education, culture and policing – will rise in real terms.

As an example of how much better off someone will be under Labour's choices:

A person earning £14,000 a year, living in Dundee and paying band A council tax will be £204 better off - and that is before taking into account the impact of extra charges and loss of services under the SNP's cuts or the impact of the Tories' cuts and stealth taxes.

We will ask the very wealthiest to pay a bit more to protect our public services. Because of the fairer choices of a Labour Government, everyone will benefit from improved public services and a more dynamic economy that will come from protecting schools, colleges and universities from further cuts.

Building the businesses of the future

Labour is the party of work and fairness at work, but above all opportunity through work. That's why we will make jobs Labour's priority in government. We all know that decent, secure, well-paid, satisfying work that uses people's talents properly is the route to a strong economy as well as to a good life for each of us. We are committed to full employment as an economic and social goal. The future will mean big

changes. New technology will change the jobs and careers we all have. Our future depends on education, innovation and skills. There is no future for the Scottish economy in competing on low skill, low-wage jobs.

Scotland is well placed to embrace and benefit from these changes, but we need to adapt. We need education and training in our universities and colleges that compete with the best in the world — and not just for a few but for everyone. We need infrastructure to connect our cities to the world and we need government that enables business to create jobs, not hold them back. And we need a Scottish Government with a plan for jobs and economic development in place of one that sits back and leaves it to the market.

For young people joining the world of work today, too many jobs are low-paid and insecure, many on zero-hours contracts. The challenge to our jobs from technology and from global forces is huge. There are a billion people around the world prepared to compete for low-paid, low-skill work. We have to compete for high-wage, high-skill jobs. This is a challenge that will only increase in the future.

Government can set an example on good work, so we

will legislate to ensure that government contracts are only awarded to companies who treat their workers fairly, don't participate in blacklisting or other discriminatory practices, pay their workers at least the real living wage and pay their fair share of tax. We will use the procurement process to tackle aggressive tax avoidance. We will join up procurement, with local supply chains, including our manufacturing base, to boost employment and investment in the Scottish economy.

We will establish a Living Wage Commission tasked with making Scotland a Living Wage nation and to end the use of exploitative zero-hours contracts.

Labour values businesses and we will work strategically with them to create wealth for Scotland. Labour is committed to ensuring that the power of government helps, rather than constrains, good business. Our plan for business is built on four core ideas:

- Increased productivity
- Better connectivity
- Simplicity
- Certainty

At the heart of this is investment. We commit ourselves to invest in skills and infrastructure over the

long term, to develop and reinforce local economies, and to reform our approach to supporting economic growth so we are better resourced and structured to shape the market for the benefit of all, not just the few.

We will develop and boost the role of the Scottish Investment Bank – strengthening its capital to support new thinking and invest in Scottish industry, business, and the green and high-tech industries of the future.

We will, as an early priority, publish a long-term strategy for manufacturing in Scotland. The recent challenges faced by the steel industry in Scotland show the need for a long-term economic plan, rather than all the energies of government being devoted to intervening when a crisis occurs. We will work to secure the long-term future of Scotland's steel industry.

Productivity in Scotland lags behind the UK and the UK lags behind the best in Europe. Tackling the productivity gap needs investment in education and skills, investment in production, business practice and investment in science, research and collaboration. A Scottish Labour Government will set the framework



for a significant advance in productivity.

We will undertake a thorough review of non-domestic rates to make the system more transparent, predictable and streamlined, including mandatory revaluation every three years.

We will preserve the exemption for small businesses and explore the case for extension to locally important social enterprises and community organisations such as small local and regional newspapers, and worker co-operatives. We will monitor the effectiveness of the scheme to ensure it provides good value for taxpayers' money. We will invest in Co-operative Development Scotland and encourage the development of co-operatives.

We will also support and develop remaining City Deals across the country, but we will not forget the need for a strategy for town centres.

Inward investment can be a beneficial part of a broad economic development and growth strategy for Scotland. Too often, though, this has been a sector with more ministerial photo opportunities than quality jobs. Within the constraints of our commitment never to spend public funds with companies which don't treat or pay their

workers fairly or pay their fair share of taxes, we will work with businesses to develop clear opportunities for exporting and attracting investment to Scotland.

The internet and new technology are making business more efficient, providing access to new markets and improving collaboration. But with connection rates at 75%, Scotland lags behind the rest of the UK.

We will make the provision of superfast broadband, in islands and rural areas as well as towns and cities, a national infrastructure priority. We will invest £500 million over the lifetime of the next Parliament. We will establish ultrafast broadband zones for digital and creative industries with speeds of 1GB/s. As a result, no business in Scotland will go without access to a 10MB/s broadband connection.

We will introduce a Digital Services Bill, making us a world leader in e-government, simplifying the relationship between government and business and boosting Scottish IT businesses. In a digital era, Scots have high standards for the service they receive. Dealing with the government should be no exception. A Labour Government will ensure

higher standards and a better client experience for Scots and Scottish business when they interact with government. We will also guarantee quality and timeliness in the delivery of services.

To help entrepreneurs we will:

- Work with business and entrepreneurial centres to create a network of hubs run by entrepreneurs to create a world class platform for the jobs of the future.
- Have a minister for micro businesses, small businesses and entrepreneurs.
- Consult with education leaders, the Prince's Trust and the co-operative movement, to explore how entrepreneurship can be built into the curriculum in order to create a nation of confident, articulate, and innovative future entrepreneurs.
- Create a new Entrepreneurial EDGE fund called Regional EDGE to take support closer to local communities, as well as Female EDGE and a Disabled EDGE to help entrepreneurial activities in these groups.
- Act on late payments by suppliers and ensure the Scottish Government routinely pays invoices within 2 weeks.

- We will continue and build on support for women entrepreneurs.
- Help social entrepreneurs by promoting social enterprise, encouraging co-operatives and other forms of mutual ownership.

We will invest in creating and supporting connectivity hubs in our major cities, where the high-tech companies of the future can grow and thrive with ultrafast broadband and strong links to our universities and research.

To make sure the benefits of the connectivity revolution are spread fairly we will create an innovation fund that will improve mobile coverage, and we will invest £50 million to tackle the gap in digital skills in the workplace and in our communities.

We will create a new agency, Skills Scotland, with a clear focus on building the skills communities need, whether people are just joining the workforce or looking to develop their skills and careers. It will bring together the relevant powers and resources of Skills Development Scotland, Scottish Enterprise and the Work Programme, with the apprenticeship levy and further education colleges.

We will help those furthest from the labour market with specialist support programmes, including the implementation of the Commission for Developing Scotland's Young Workforce, to ensure that young, disadvantaged and disabled people who want to work get more tailored help.

We will set up new Strategic Sectoral Forums, for new industries as well as old, covering strategically important sectors such as food and drink, manufacturing, energy, life sciences, financial services, tourism and creative industries. Sectoral forums will bring together employers, government, trade unions and other stakeholders. We will charge them to work together to improve productivity, procurement, investment, competitiveness, skills and delivery of apprenticeships.

Labour will lead the way on sectoral bargaining in areas where government spending can influence, for example in the care sector.

All people who work directly with the public deserve proper protection from assault whilst at work. Scottish Labour will change the law to introduce tougher sentences for assaulting public facing

workers, for example retail or transport staff. Scottish Labour remains committed to taking steps to ensure that large retail stores are closed on New Year's Day and will undertake the necessary research and economic impact studies prior to implementing the Christmas Day and New Year's Day Trading (Scotland) Act in full.

We will continue to support the North Sea oil and gas industry as it reacts to the challenges of low oil prices. We will continue to argue for a fiscal environment that encourages investment and protects jobs. We also continue to support temporary public investment in assets that otherwise might be prematurely decommissioned.

However, even in normal market conditions decommissioning is an area of huge economic potential for Scotland. There has been little effort by government to ensure the jobs that will be created through huge decommissioning projects come to ports on the east coast of Scotland. We will make that effort.

We recognise the value of retail services to the Scottish economy, and in particular to our major cities. Retail is a significant employer, providing jobs to more than 250,000

people in the country. We will work with bodies like the Scottish Retail Consortium to bring forward a sustainable retail strategy that helps to grow the sector.

We will continue to oppose the Trade Union Bill and to celebrate the role of trade unions in bringing employees to work together for better wages, better terms and conditions, improving productivity and tackling wage inequality. We will not comply with the implementation of this unfair piece of legislation. We will bring forward a Work and Trades Unions Bill which, in addition to creating Skills Scotland, will offer a positive vision of the role of unions in boosting productivity and delivering better workplaces.

We will keep Scottish Water in public hands.





ANNE MCDONOUGH BUILDING OPPORTUNITY FOR ALL

"The way to give everybody a fair chance in life isn't to cut the number of staff working in our schools. We need to invest in education, so we can give young people the skills they need to get on in the world. Everybody should have a fair shot at getting on, no matter their background."

Anne is a mother from Musselburgh, who has a young daughter. Anne knows first hand the cost of having a child, and the difference targeted support can make.

INVESTING IN TOMORROW'S SCOTLAND

	Education is the greatest investment we can make for the future so we will stop the slashing of education funding and protect spending in real terms.
	Create a Fair Start Fund to give nursery and primary head teachers more money to help ensure all children get a good education.
	We will begin the roll-out of breakfast clubs to every school.
	Bridge the gap between the richest and the rest in our classrooms.
	Keep university tuition fees free and reverse cuts to student grants.

Preparing our young people for the future

Scottish education was once amongst the best in the world and we produced the engineers, inventors, scientists and writers who invented the modern world. Today, despite the efforts of teachers and the talents of our young people, we struggle to achieve what we did then. The SNP's cuts mean fewer staff in our schools — teachers, support staff and classroom assistants who so often make all the difference to children.

That is bad for all of us. We need a world-class education system to grow our economy,

attract more jobs to Scotland and invest in our public services. But you can't get a world-class education system on the cheap. Labour's fairer tax plans mean we can stop the attack on the funding of our education system and invest more in education.

The single most important economic policy a government can pursue is investment in education. Protecting the education budget in real terms could provide a £2 billion boost to our economy and give everybody the chance to develop the skills they need to compete for the high-tech jobs of the future.

Labour will stop the cuts to schools, nurseries, colleges and universities and protect the education budget in real terms for the lifetime of the next Parliament.

Because Labour will make different decisions on how education is funded, we can expect our schools to aim higher. Our vision for education is unapologetically ambitious.

To prepare our children for the new fast-changing world of work, we will establish a nationwide initiative to introduce first-class education in IT and computer coding in all schools. We will fund primary school teachers to go on a

basic coding course to allow schools to introduce this to pupils from Primary 1, as they currently do in England. Recent years have seen a huge decline in further education computing, from over 10,000 enrolments in 2001 to fewer than 2,500 in 2014. We will establish a software development and coding apprenticeship path to help Scotland develop the skills it needs. We will introduce an annual national schools coding competition to showcase Scottish talent and further develop the skills of the future.

We want to inspire a new generation of world-leading scientists by removing barriers that hold back young people, especially girls, from entering science, technology, engineering and mathematics. We will inspire our new generation of world-leading scientists and innovators to give our country the skills we need to succeed.

We will reform the senior phase of school, creating many more pathways to achievement, both academic and vocational, for senior pupils. This will be achieved through a closer partnership between schools, colleges and universities, and will put colleges back at the centre of opportunity for young people after years of

cuts under the SNP. We will introduce a Scottish Graduate Certificate, for all young people at age 18, accredited and accepted by colleges, universities and employers. This will acknowledge all-round achievement including exam results, vocational training, voluntary achievement and work experience.

The school inspection system will shift towards unannounced inspections. We will demand the highest standards of our schools.

We will continue to support Holocaust education so that young people learn the lessons of history and the terrible cost of unchecked anti-Semitism, racism and prejudice. We will also appropriately fund the national commemoration of Holocaust Memorial Day.

Giving our children the best start in life

Delivering affordable and flexible childcare is key to giving each child a good education. Promises about the number of hours of free childcare are meaningless unless parents and children can make use of them. The current system is inflexible and fails to meet parents' needs. We will match the planned increase in pre-school

entitlement, but will begin to move towards the flexible, all-age, year-round, wrap-around affordable childcare Scottish families need.

As part of our proposals we will fund a breakfast club in every primary school in Scotland. This won't just help more parents to access meaningful childcare so they can fully participate in the world of work — it will ensure more children start the day with a nutritious breakfast to get them ready for a day's learning.

As well as extra support at the start of the school day for primary pupils, we will use the proceeds from the "sugar tax" to support a game-changing investment in after-school sport providing an average of £100,000 to every secondary school. This is not just an investment in after-school provision but an investment in the long-term health of the nation. Recent cuts have continued to undermine sports provision in communities across Scotland. We will start with children and young people, but we want school sports clubs to be part of sports participation for the whole community.

We have seen the success of the "Daily Mile" at St Ninian's Primary School, Stirling, in improving health and

educational outcomes, so we will support its introduction across Scotland as a normal part of the school day.

Schools will be free to go beyond a narrow curriculum and provide broader educational opportunities in music, sport and the arts.

Language development is a crucial element in learning. We will ensure the early years workforce has access to speech and language therapy skills to support parents with the basics of early language, and identify and refer children who need extra help. We will ensure health visitors and others have access to specific opportunities for professional development around young children's language development. Training and qualifications in language and communication development should become a strong 'promotion pathway' for the early years workforce.

Every child deserves a fair start in life and reading is the key to unlocking a child's full potential. In Scotland today, too many of our children are falling behind, so we will ensure that within the next ten years every child leaves primary school able to read to a high standard.

In consultation with COSLA and teaching unions we will introduce an improved version of the Chartered Teacher scheme to ensure teachers can progress their career while staying in the classroom.

Narrowing the gap

To support the education of children from our least well-off families we will set up a Fair Start Fund. This will pay extra money direct to head teachers and heads of centres in nurseries, primary schools and early learning centres to ensure children from disadvantaged backgrounds don't fall behind, regardless of where they live and go to school.

We will pay for this through the re-introduction of the 50p tax rate for those earning more than £150,000 a year. It will be for head teachers to decide how this money is spent, as they know best how to educate our young people.

We remain committed to healthy school meals and ensuring they remain free for children in P1-P3. And we will extend this commitment to cover all 2, 3 and 4 year olds who are receiving free early learning and childcare.

Labour will end educational inequality in a generation. We will create a new statutory obligation on government to report on the attainment gap between children from lower and higher-income backgrounds. We will bring in measures of success in closing the gap as part of the school inspection system.

We know that addressing anxiety, welfare and low level mental health issues in the classroom can be hugely beneficial for young people. We will ensure that all secondary schools in Scotland have access to a qualified and appropriately experienced school counsellor, providing accessible counselling to young people who need it.

Inequality in attainment must be removed. We will reverse the SNP's decision to charge schools for exam appeals, as this disadvantages pupils from poorer backgrounds.

We need to make sure vulnerable children who need extra support get it. But parents and guardians don't have confidence in the Named Person Scheme and that needs to be addressed. Labour will pause the process and ask the Children's Commissioner to carry out a full review of the implementation of the Named

Person Scheme, so that these concerns can be addressed and changes implemented if recommended. The scheme will only be successful in helping vulnerable children if it has the confidence of practitioners and parents.

We must do all we can to protect children from abuse and harm. We want our communities to be the best and safest places for our children to grow up. Today, the internet brings a particular danger to our young people and children. We will ensure that a comprehensive strategy for internet safety is brought forward in the first year of the Parliament, developed in partnership with charities, internet service providers and other stakeholders.

Securing lifelong opportunities

Scotland's looked-after children are all our children. It is a shameful fact that someone with experience of care in Scotland is more likely to go to jail than to university. We will ensure that all care leavers who meet the entry requirements can secure a place at university. We will set up the Care Leavers' Higher Education Fund which will replace existing loans with a non-repayable grant of

£6,000 over and above current support.

We will maintain free tuition for Scottish students at university. We will implement in full the recommendations of the Commission on Widening Access. Our commitment to protect education spending means we don't have to pay for that promise off the backs of poorer students.

We also want to ensure that recent graduates on lower incomes are not saddled with disproportionate payments due to their student loan liabilities. We will change the system so that graduates do not start to make repayments on their loans until they are earning £22,000. We will also extend the repayment period for student loans to 30 years.

Labour will invest in modern apprenticeships with 30,000 new apprenticeships each year, and will match those apprenticeships much more closely to the job market and a proper manufacturing strategy. We will shift the balance of the MA programme towards level three and level four longer-term apprenticeships, and increase the proportion of disabled apprentices and young female apprentices in traditional industries such as construction. Our new agency,

Skills Scotland, will ensure that these are delivered where they are needed.

We will reverse the SNP's shameful cuts to the bursaries of poorer university students and we will ensure that bursaries for those studying in colleges are fully funded so they can access their right to education. We will review and reform the current Further Education bursary and EMA systems so that we provide students with the financial support they need and deserve. We will also make specific improvements to ensure that those on low incomes or in straitened financial circumstances can access further education. To facilitate this, we will establish a transition fund to provide support and assistance to people moving from social security into further education, to ensure that nobody who wishes to attend college is left worse off as a result.

Labour established the Scottish Union Learning Fund and commits to working with the STUC to maintain it. We will extend funding periods and ensure the stability of union learning initiatives and projects, and we will support training of union representatives in representation, organising and bargaining skills.

Creating arts and culture for all

Our artists, writers, designers, musicians, film-makers and actors are at the heart of expressing who we are and who we aspire to be. We must harness that creativity and the contribution it makes to our economy. It's an industry that generates more than £5 billion each year.

That is why, rather than continuing with current cuts, we will protect spending on culture and the arts in real terms – a small investment that will bring massive benefit to our society and economy.

Scottish culture is built on challenging our establishment, an attitude that has resulted in some of the best Scottish works of art and literature, that push our boundaries and expand our understanding of the world.

All politicians talk about valuing cultural activity, and yet evidence shows that too many people are excluded. If you are poor, disabled, elderly or from an ethnic minority you are less likely to benefit from Scotland's cultural life. In a time of financial constraint, the arts can come under pressure, with very little statutory protection.

If we keep cutting culture, we risk losing the next generation of artists who will carry on the tradition of our vibrant cultural life in Scotland. The young person who has an amazing talent but no-one knows — not their teacher, perhaps not even them. That young person who will never discover that talent. That's why we want every child to have the chance to learn to play a musical instrument.

We want arts and culture to remain central to our national life. A Scottish Labour Government will create a First Minister's Committee on the Arts, Culture and Creative Industries with membership from all sectors and regions.

We are proud that a Labour Government opened up museums and galleries to all by making them free. That's why we will maintain free access to Scotland's museums and galleries and continue to ensure that young people are encouraged to visit.

We recognise Scotland's rich cultural heritage including Gaelic, Scots and Nordic. We will meet the current commitment to Gaelic education for all students that desire it.

Local libraries are a source of inspiration, knowledge and enrichment for communities. They are an important focus for community learning and many people have their horizons widened and their imaginations fired by literature. We want to protect them from the threat of closure and help them to modernise with new technology and web based learning, so that the next generation of young people can explore the world from their own neighbourhood. The National Libraries strategy needs to be developed to foster a new ambition for the next generation. We will ask schools to partner with local libraries to give every child a chance to become a member and benefit from the library environment.

Building a future in film and TV

The BBC is one of Britain's most valued institutions and following the Smith Agreement the Scottish Parliament has a contribution to the ongoing charter renewal. The BBC is also a significant provider of jobs and opportunities to the creative industries in Scotland. That is why there must be increased investment for BBC Scotland from within the licence fee settlement and greater

commissioning responsibility for the nations and regions. The BBC and STV also provide the economy of scale required to sustain the skills necessary for a vibrant production sector in Scotland, and we will defend them.

Film is an area where Scotland can compete globally but we face falling behind our UK counterparts due to a lack of film infrastructure, specifically a dedicated film and TV studio. Scottish Labour will work with the sector and interested developers to accelerate progress on a film studio in Scotland that would put Scottish film at the forefront. But this can only be the beginning. There is a clear role for government and its agencies to support the development and retention of skills, talent and work opportunities, ensuring the economic and cultural benefits of a studio are felt in Scotland.

Leadership can be shown through the creation of a single lead body for the screen industry, acting as the first step towards cultivating a vibrant, exciting, and successful Scottish film and TV scene.

Reaching out across the world

Scottish Labour is proud of our international development achievements, including setting up our partnership with Malawi and introducing the Scottish Government's International Development Fund. However, under the current government our International Development and Climate Justice Fund has not increased. A Scottish Labour Government will increase this fund in real terms in the course of the next Parliament.



AMBITION

A FAIRER, MORE EQUAL SCOTLAND

	Increase NHS spending in real terms and oppose privatisation.
	Guarantee an appointment at a GP surgery within 48 hours.
	Cut cancer waiting times.
	Guarantee a social care package within a week.
	Scrap the bedroom tax.
	Double the maternity grant for new mums to lift children out of poverty.

The pursuit of equality is at the heart of everything the Labour Party does. We believe that someone's ability to get on in life should be determined by their potential, ambition and work rate, not by their background.

Making the NHS fit for the future

Inequality in Scotland can be found in almost every section of society – in our workplaces and in our schools, in our communities and in our universities. However, perhaps the most shocking example of

inequality in Scotland is when it comes to people's health.

There are wide divisions in health and life expectancy between the richest and the poorest in our country. People living just a few streets apart in some of our biggest cities find themselves with life expectancies more than 10 years apart. People from the poorest communities are more likely to die from cancer than those from more affluent areas.

In order to tackle health inequalities we must tackle inequality in society in general. Labour will stop the cuts

that do so much to entrench inequality and drive people into poverty.

There is no greater example of Labour's commitment to equality than the NHS, where no matter how much money you have, you get equal treatment.

Because we are making different choices on tax we can promise to increase spending on public services in real terms. That means we can afford to protect NHS spending and to protect a health service free at the point of need.



GEMMA WELSH MAKING THE NHS FIT FOR THE FUTURE

"We need to get our NHS fit for the future. That means investing for the long term. It also means making mental health a priority. People always call me brave for talking about my mental health, but in an ideal world it shouldn't be considered brave to say 'I've had depression'. It should be just the same as saying 'I've got a broken arm'."

Gemma Welsh is a Scottish Labour councillor in East Dunbartonshire and an organiser at the Transport Salaried Staffs' Association trade union. She recently spoke at Scottish Labour conference during our Big Ideas session about how important it is to take action now when it comes to mental health services in our NHS.

We need to address the looming crisis in primary care. Our GP practices are increasingly under-staffed and under-resourced as a result of over £1 billion in cuts from the SNP.

Primary care is essential to taking pressure off our hospitals. But we also need to support our GPs to provide the services that the people in our communities rely on. A Scottish Labour Government will roll out reforms that give GPs the ability to form into 'clusters' and we will invest in staff for local surgeries to support the work of GPs.

But our plans to revitalise primary care go much further.

To make immediate local advice more available, we will extend the minor ailment service in community pharmacies, drawing on their expertise and training. Not every person needs to see a GP, and often a pharmacist can provide the help and advice someone needs. Under our plans people will be able to see the local pharmacist for low-level prescribing, making your life easier and relieving some of the pressure on GPs. Opening this service to everyone and expanding the conditions it covers will cut the pressures

on our local doctors. We will provide increased places for medical students and more GP training places and encourage more people to make general practice a career choice.

We will also invest in more advanced nurse practitioners. Through our reforms and investment we will guarantee an appointment at a GP surgery within 48 hours. If that means you need to see a specialist nurse within 48 hours then that guarantee will be there. If that means you need to see a GP within 48 hours then you can. We also want patients to be able to book these appointments online, just as they can with many other services today.

Scottish Labour will protect our NHS from privatisation — we are opposed to the Transatlantic Trade and Investment Partnership (TTIP) and the threat that it poses to public services such as our NHS.

While the current government has delayed decisions about closing key services until after the election, we will protect local services and look for opportunities to develop them. This will include: the Lightburn Hospital, St. John's Hospital Children's Ward, the Royal

Alexandra Hospital Children's Ward and Community Maternity Unit, Emergency Care and Community Maternity Services at the Vale of Leven, and the Community Maternity Services at Inverclyde Royal. We will keep the promise made by the SNP, now broken, to have four new major trauma centres in Scotland in Glasgow, Edinburgh, Dundee and Aberdeen, in addition to existing services.

We recognise that often hospital catering is not up to the standard we would expect for our loved ones. Proper nutrition is part of the healing process so we will review and invest in hospital food to ensure new nutritional standards.

Caring for Scotland

The entire care sector is struggling, with councils overstretched and under resourced, with cuts to their budgets since 2011 totalling £1.4 billion. Labour will use the powers of the Scottish Parliament to stop cuts to local services and halt the conveyor belt of Tory austerity being passed on by the SNP. We believe it is not only right to invest in social care to support our NHS in years to come, but it is necessary to deliver the care people need.

Improving the situation in social care is vital. More than 270 Scots died last year waiting for care packages. That is a disgrace. Labour will guarantee a social care package in place within a week.

Our plans to improve the sector are built on properly supporting staff and adopting in full the recommendations of UNISON's Ethical Care Charter. That starts with paying a living wage. But Scottish Labour's National Careworkers' Guarantee goes further: ensuring that staff are paid for travel cost and travel time; that no staff are left on zero-hours contracts; and that proper training is given to all staff before they enter the workplace. We will ensure staff have time to care.

Older people across the country are telling us they want a government that understands their concerns, such as loneliness and isolation. As a government, Scottish Labour will develop a National Loneliness Strategy which will include training for doctors and health service staff on helping pensioners with depression.

With the integration of health and social care now in operation we will make sure that there is a single system for Scots to raise concerns,

whether it is about hospital treatment, primary or social care.

We know that people are facing barriers, such as charges to access services, after years of SNP cuts to local budgets. Labour will work to end care charges, so that all aspects of social care are free at the point of delivery. We recognise the scale of this challenge so we will establish an implementation group of the Scottish Government, local authorities and charities representing older people and disabled people.

For the thousands of unpaid family carers we will create a new role and office of Carers' Commissioner to champion their cause, see their rights are respected and their voice heard across central and local government. We will ensure that entitlements like respite care are enforced and backed with the necessary resources. We will use Parliament's new powers to up-rate the Carers' Allowance to equal Jobseekers' Allowance. And where carers do work we will support them to stay in work while fulfilling their unpaid care responsibilities.

We recognise that many unpaid carers can be unfairly priced out of further and higher education due to their caring

commitments. Labour will support unpaid carers in both further and higher education by not financially penalising them if they need to repeat a year because of their caring responsibilities, and we will ensure that where attendance is linked to student support, carers don't lose out.

We know that outcomes for children with experience of care are not good enough. We will commit to improving the experience of care, including for children who are looked after at home. Local authorities need greater support to improve life chances and a stable financial footing for local government will help. We will invest in improving practice and systems of support. Kinship and foster carers need to have access to financial and emotional support. We will review the strategy for looked after children and set challenging targets for improving outcomes.

Improving cancer care

Early diagnosis of cancer is likely to increase an individual's chance of surviving the disease. For example, women who are diagnosed at the earliest stage of breast cancer are five times more likely to survive than those diagnosed at the latest stage. So we will cut the

waiting time for cancer results. If your GP suspects you have cancer you will be entitled to see a specialist and get results within a fortnight. If you are then diagnosed with cancer you will have access to a specialist nurse appropriate to your needs. The next Parliament must ensure that tackling Scotland's biggest killer remains a health priority.

We recognise the need to address the link between inequality and cancer, which is why we are committed to building on the new cancer strategy to prevent people in our communities from developing cancer. We are fully supportive of, and committed to, Cancer Now's 2050 Challenge to end deaths from breast cancer by 2050.

We will ensure every cancer patient is offered an assessment of all their emotional, practical, financial and physical needs, alongside a written care plan to show how their support needs will be met. Scottish Labour recognises the benefits of the Macmillan-funded Transforming Care After Treatment Programme and we will use the evidence from the programme to continue to develop and improve after-treatment care. There can be no greater lessons learned

than from the experiences of those who have lived them, so Scottish Labour will ensure that a regular cancer patients' survey forms the backbone of how we develop future services.

Sport and prevention

Tackling health inequality will require far-reaching interventions, such as delivering a living wage and ending austerity. But there are other interventions that a Labour Government will make to level the playing field of opportunity. Many young people and families are simply priced out of sports clubs and activities, and we can't begin to improve people's health if they are unable to take up exercise opportunities. We know that there are many benefits to increased physical activity — positive impacts on physical and mental health not only benefit those taking up activities but can also relieve pressures and costs to the health service.

Our sports clubs funded by the 'sugar tax' offer the opportunity for a revolution in school sports, to provide new and engaging activities that will encourage far greater participation.

By empowering teachers with these additional resources,

worth on average £100,000 per school, our schools can offer a dynamic new approach to getting young people involved with sports. This isn't just about the skills and confidence that come from getting young people involved in sport, it's about giving them opportunities to make healthier choices throughout their lives.

Outside of school, we know that across the country there are countless committed volunteers who inspire and engage others to practice sport. Despite their efforts and determination there can still be barriers for many people to take up the opportunity to volunteer.

Scottish Labour will work to bring together stakeholders such as Sport Scotland, the Scottish Sports Association and the Scottish Volunteer Forum to create a Sport Volunteer Fund aimed at supporting people to go on coaching courses, child protection courses and mentoring schemes.

Our schools, workplaces, business and communities all benefitted from the success of Glasgow's Commonwealth Games. We will build on the excitement and engagement from delivering such a fantastic festival of sport, by ensuring

Scotland competes to host the very best sporting events in the future.

We will also actively pursue bringing sports events for all levels of physical ability whilst promoting and providing sports opportunities for groups often excluded or unable to access them.

Transplant Bill

We need to reform our health service, established in the 1940s, to be fit for the challenges of the 2040s. That means taking decisions for the long-term, like introducing a soft opt-out system for organ donations. A Transplant Bill will be in the first Labour Programme for government.

Scottish Labour will increase the number of full cycles of IVF available to couples from two to three.

Moving to a different system of organ donation will save lives across Scotland. It's time for Scotland to reclaim a radical tradition on public health. We will introduce a Transplant Bill as soon as possible because the faster we change the law the more lives we can save. The last Labour-led Scottish Government took bold and radical action on health policy

with the smoking ban. We will do so again and deliver real change for Scots waiting on transplant lists today.

Promoting good mental health

Our vision is for a Scotland where mental health is given the same priority as physical health, and we support SAMH's call for delivering a 10 year plan for improving mental health services. But Labour recognises that we need immediate interventions as well. So we will create a cabinet level responsibility for mental health to ensure that it receives the level of attention and political leadership needed.

We want mental health professionals throughout our health service, from primary care settings to A&E departments.

Our ambition to end austerity will target many of the causes of poor mental health and in particular will focus on the links between poverty, deprivation and mental ill health.

We recognise that good employment opportunities with decent pay also play a significant role in improving quality of life for individuals and their families. We will utilise our

new employment agency and Scottish social security system to provide opportunities to prioritise good mental health.

Our plans on cutting the attainment gap, increased maternity grants and giving care leavers full HE grants, are all part of a comprehensive approach to closing the gap between the richest and the rest, cutting the link between deprivation and poor health, and giving young people the best start in life.

The Scottish Government set a standard for the NHS in Scotland to deliver a maximum wait of 18 weeks from December 2014 for Children and Adolescent Mental Health Services. The standard should be delivered for at least 90% of patients.

Yet less than 75% of those young people were seen within the target time last year. This cannot continue.

It is not acceptable that so many people waiting to access mental health services have had to wait longer than the target time, particularly for our children and young people. We know that early intervention is key.

We will invest in educational

psychologists and community mental health professionals trained in talking therapies to widen access and end the scandal of missed waiting times.

Neurological care and research

Scotland is a country which has innovated in medical science throughout our history. We will invest in research funding for a cure to MS, MND, and other neurological diseases to ensure Scotland is leading the world in this vital research.

Research is not all that is required. We want everyone to have the dignity and care they deserve in their community, which means providing dedicated neurological care and support services – regardless of whether someone lives at home or in residential care – delivered by specialists who understand these complex conditions, crucially ensuring nobody aged under 65 has to live in an older people’s nursing home. Scottish Labour will re-write the standards for neurological care to place people who use health and social care services at the centre of the work they do, allowing people to live life as fully as possible. We will institute a review of end-of-life and palliative care, the quality and availability of which too often depend on where

patients live; this will include services for children and young people.

Delivering for women

Scottish Labour is proud of its record on promoting women’s rights and has led the way in consistently encouraging women into public life. In the last Parliament three out of four of the leaders of the largest parties were women. We support the Women 50:50 Campaign and as a party, Scottish Labour is proud to have a gender balanced list of candidates.

We will appoint a Cabinet Secretary for Equalities responsible for mainstreaming gender equality, who will introduce a Gender Equality Bill and support efforts to deliver equal pay. This legislation will require gender mainstreaming and a statutory requirement for gender budgeting across all policy areas. We are committed to delivering a 50:50 balance at all political levels and public positions. We have committed to implement the recommendations made by the Scottish Government’s poverty advisor, which includes setting up a commission to tackle occupational segregation in Scotland’s workplaces. We believe that standing up against women’s inequality

means standing up for women’s rights. Scottish Labour is committed to ensuring equal access, irrespective of geographical location, to contraceptive advice, family planning services and abortion services. We have no plans to change the law on abortion.

Tackling poverty

The SNP commissioned a major anti-poverty report from one of the most respected academics in the UK, Naomi Eisenstadt. This report set out 15 recommendations for tackling poverty and giving everybody a fair chance in life. A Labour Scottish Government will implement all 15 recommendations through an Anti-Poverty Bill. We will report to Parliament on an annual basis on the progress towards implementing the 15 recommendations and how they are helping to alleviate poverty in Scotland. Alleviation of poverty will be a major focus for a Labour Government.

Designing social security for Scotland

With new social security powers on their way to the Scottish Parliament, there are new responsibilities to act in a way that is fair.



Labour will create a new Scottish Social Security Agency to manage these new powers. It will be based on the principles of dignity and respect, not cuts and punitive sanctions.

We will ensure that it undertakes its work following a rights-based, person-centred, flexible and responsive approach. Future social security policy will be developed on clear entitlements and geared towards people achieving their full rights without barriers to access. As part of this flexible, responsive and person centred approach, we want to make the transition to Universal Credit as easy as possible. So we will ensure that, where a tenant requests it, the housing element can be paid direct to social landlords, and that, for those that require it, the option is available to have Universal Credit paid fortnightly instead of monthly.

We want a system that is trusted, not just by those in receipt of benefits, but by wider society. We want the system to be culturally and socially sensitive, respecting people's situation and designed to support people into employment and out of poverty. We will establish a statutory Scottish Social Security Advisory Committee which will

review changes to benefits. Any changes to welfare policy in Scotland will have to be reviewed by the committee, which will include charities representing disabled and older people, and the comments they make on the policies will have to be laid before the Scottish Parliament.

We will immediately abolish the unfair bedroom tax, a policy that has caused so much misery. This was cruelly introduced by the Tories but it will be scrapped in Scotland once and for all by Labour.

We will give people the option of either cash or in kind payments through the Scottish Welfare Fund, returning to something we attempted to do in the Welfare Funds (Scotland) Bill last year.

We will protect housing benefit for young people aged 18-21 if their entitlement is removed by the Tories.

Disability benefits will be rights-based not means tested, the application and appeals process will be made more straightforward and transparent. The financial value of such benefits will be protected. Those with long term or terminal conditions will not be asked to requalify,

and we will explore removing assessment from the hands of the private sector. The Scottish Welfare Fund will be protected and ensure that crisis grants and loans are administered fairly.

For so many people, poverty and inequality start before they are even born. Too many new parents struggle to make ends meet and can't afford even the basics, like nappies and a pram. We will more than double the Sure Start Maternity Grant for new mums in need to £1,030. This is an example of where we can use the new powers to lift children out of poverty and give them a fair chance in life.

We support the approach borrowed from Finland's Kela system, where expectant mothers receive a maternity package, however we need higher ambitions than this. We want Scotland to be a country where every child has the healthiest start in life possible, and in addition to our increased maternity grants we will ensure our children and parents get the support and advice they need with 500 new health visitors. Using the new powers for social security, we'll help those families with children who receive the highest care component of Disability

Living Allowance to meet their energy costs by enabling them to receive the Winter Fuel Payment.

It's unjust that families with severely disabled or ill children are currently penalised when their loved ones have an extended period of time in hospital meaning they lose DLA and Carer's Allowance. We'll make that right by abolishing the 84-day rule.

The social security safety net was created by Labour to support people from cradle to grave. A Scottish Labour Government will ensure that this remains central to the new Scottish Social Security Agency.

Scotland's pensioners deserve to be able to enjoy their retirement with dignity and respect. We believe it's wrong that women born between April 1951 and 1953 face inequality with men of the same age because of changes to retirement ages and pensions allowances by the Tory Government. Through no fault of their own they are going to be on average over £6 a week worse off because of these changes. We will use the new powers of the Scottish Parliament to top up the pensions of this cohort of women and make sure that none of them are worse off.

Labour will deliver real change and protect these women's pensions.

Labour has led the opposition to the wider changes to women's pensions in the UK Parliament and we will carry on fighting for other women who have been affected so that better transitional arrangements are implemented.

We will use the new powers of the Scottish Parliament to support pensioners using off-grid energy to bring forward the payment of their Winter Fuel Payment.

LGBTI

Scottish Labour is proud of the action it has taken to advance lesbian, gay, bisexual and trans equality. From repealing the homophobic section 2A to increasing the sentencing for homophobic hate crimes and creating civil partnerships, which paved the way for equal marriage, Labour led the way.

While inequality still exists we must do more to promote LGBTI individuals in public life. We are committed to delivering public services which support and engage with LGBTI communities, staffed by professionals who are responsive to the health needs

of LGBTI people.

We recognise that there is compelling evidence regarding the effectiveness of PrEP. A Labour Scottish Government will establish a review into prescribing PrEP as a priority.

To promote the wellbeing of Scotland's youth we will ensure that all young people, regardless of location, will have access to consistent sex education which considers LGBTI relationships and sexual health. We want to ensure that the professionals who work with our young people can provide support, tackle bullying and respond to homophobia, biphobia and transphobia. We support the Time for Inclusive Education campaign. We will provide a strategy which will underpin this ambition, deliver an update to the Toolkit for Teachers, and set out clear standards detailing how best to meet their needs and support LGBTI young people.

We will ensure that Scotland's transgender communities gain new rights. A Scottish Labour Government will change the law to provide legal recognition for people who do not identify as men or women and remove the psychiatric diagnosis requirement from legal gender recognition process. Scotland's young people who wish to seek

legal recognition of the gender they live would be entitled to do so from the age of 16 under Scottish Labour.

Scottish Labour was proud to support the introduction of equal marriage and to legislate for civil partnerships when in government. Scottish Labour will ensure that all couples will be afforded the right to enter into a civil partnership.





SHONAGH MUNRO STRENGTHENING OUR COMMUNITIES

"I think it's everyone's dream to be able to buy their own house but it has become such an unrealistic dream lately — and it's something I'm really happy to see Labour fighting for. I feel like what Labour has done with the housing plan is put back into young people's minds the ambition to own their own home. It's something I never thought about before because I assumed I wouldn't be able to afford it."

Shonagh is a modern languages student at the University of Edinburgh. For Shonagh, the prospect of owning her own home is not something she ever thought she would be able to do. Everybody deserves a home and a chance, but whether you are a private renter, a social tenant or looking to buy for the first time it has been a difficult few years.

STRONGER AND MORE RESILIENT COMMUNITIES

	We will scrap the unfair council tax.
	Help first-time buyers save for a deposit.
	Tackle rogue landlords and ban rip-off rent rises.
	Build 60,000 affordable homes.
	Reform the planning regime.
	Support a debt amnesty for local councils.
	Stop the spread of Fixed Odds Betting Terminals.

We will scrap the council tax

A decade ago the SNP came to power promising to scrap the unfair council tax. Labour will scrap the council tax and replace it with a new property tax that leaves 80% of households better off. Labour is committed to local devolution, so we will devolve new powers to local government. This will give councils the ability to raise an additional £150 million in revenue for local services.

These powers – which we will put into the hands of local councils – include a Tourist Tax, a Land Value Tax on vacant, economically inactive land, and revenues from the Crown Estate, which will benefit rural and island communities in particular.

Homes for all

We stand for the right to a safe, affordable and suitable home for everyone. That needs bold action.

Scotland is in the midst of a housing crisis. Just over a quarter of people under the age of 34 now own their own home. That's down from just under half in 1999. A whole generation are feeling the impact of austerity, because they simply can't afford to save for a house. What previous generations took for granted is now out of reach for too many people.

Too many young people are stuck in a cycle from which



COMMUNITY

there seems to be no escape. They rent to save for a deposit to buy a house, but because the rent is so high they can't afford to put much money away at the end of the month.

There are 150,000 households on local waiting lists for social housing — because there is simply not enough housing for people to rent at affordable prices. We will build 60,000 affordable homes, with 45,000 of those for rent by councils, housing associations and co-operatives. These homes will be built to the highest standards of thermal insulation and at least 10% will be built to wheelchair accessibility standards. This will create jobs and help grow our economy.

We will regulate private rents — capping rent increases, so rogue landlords can't get away with charging rip-off rents. We'll consult on introducing a Charter — similar to that in the social rented sector — to drive up standards in the private rented sector.

Scotland still faces the challenge of homelessness. In recent months, we've seen a rise in the number of homeless children living in temporary accommodation and people sleeping rough. This should shock us into action. We cannot

allow homelessness to fade from our action on housing. We will therefore consult on and adopt a new cross-departmental strategy for tackling homelessness.

We will make more land available in the coming years to build homes, especially the consistently large areas of economically inactive land which blight our communities.

Empowering local government and communities

Local government provides the services on which so many people depend. Scottish Labour will always ensure local government is properly funded and locally accountable.

We will support local government to secure a debt amnesty on historic debt to the Public Works Loan Board which is often at fixed rates well above current market rates. This will allow them to reduce the burden of debt interest charges on pre-devolution debt, which Unite the Union estimates to be the equivalent of 10p from every pound currently raised in council tax. We will also review the PPP (PFI, NPD & Hub) contracts and projects, used by all Scottish Governments, to ensure that the public are

getting the best deal and our public services have the resources that they need.

The planning system should strike the right balance for communities and developers. It should also ensure the quality of both our environment and the buildings we inhabit are maintained. We believe it now needs reform to make the public interest stronger while providing certainty for developers to attract investment. We will improve the effectiveness of the plan-led system to ensure it respects local communities and holds the confidence of the public, developers and locally elected members.

Local communities get frustrated when they see land lying derelict while people they know don't have a place to call home. We will create legal powers, where needed, to allow councils to compel the sale of derelict and brownfield land for early development. Our reforms to local taxation will include, as part of a basket of taxes, a Land Value Tax which will help address this issue. We'll also empower local communities to take over assets and run them as co-operatives, building on the work of so many community development trusts.

We will address local infrastructure problems so that good developers aren't put off from proceeding with projects.

We recognise the problem that unrestored opencast mines pose for communities across Scotland. We will work with the UK and local governments to tackle environmental concerns and restore these sites for the good of local communities.

Scotland's third sector is vibrant and active. It is vitally important to communities, providing services which they rely on. Not only that, the third sector drives the principles of equality and opportunity.

We will always support third sector organisations and social enterprises because when government and the voluntary sector work together we can tackle disadvantage together.

We will continue to support fan ownership of football clubs in Scotland, recognising that clubs are more than just businesses. They hold a special place in the heart of so many communities.

For those who fall into debt or money problems, we'll introduce a financial health service to support them. Too often, people in debt are driven into the arms of loan sharks and high-street pay-day

lenders, who charge exorbitant interest rates on loans. We'll invest in credit unions to offer communities affordable alternatives that give them greater financial control.

In towns and cities across Scotland, our high streets have become overrun with betting shops and the highly addictive gaming machines known as Fixed Odds Betting Terminals. We will use the powers under the Scotland Act 2016 to stop the spread of these terminals and we will set up a commission to examine the impact of gambling in communities across Scotland.

The Scottish Parliament will shortly have responsibility for consumer advice and advocacy. We want to see Scottish consumers empowered so they can make the right choices and know where to seek redress when they aren't satisfied. We will work with consumer and business representative bodies to develop a consumer strategy.

We will retain the Islands Working Group and develop an Islands Plan to support the Our Islands Our Future campaign. We will support the development of island economies and introduce a Scottish Islands Bill to ensure island interests are protected.

Welcoming communities

We know that diverse communities are stronger for what each part of the community brings to the whole. We have a responsibility to ensure that refugees who come to Scotland are given more than just a home. They must be given hope of a better future. We will work with local authorities and third sector organisations to welcome and support refugees and we will continue to argue that the UK should take a more humane approach to welcoming those fleeing conflict and persecution. The humanitarian crisis has filled our TV screens, bringing stories which have filled our hearts with emotion, none more so than the image of a toddler boy, Alan Kurdi, washed up on a beach.

The Scottish Labour and trade union movement responded doing what they do best: organise, prioritise and help. Wishaw to Calais was the seed from which grew a wider Labour and Scottish response to refugee protection.

The rise of worldwide human displacement is a generational challenge. Scotland can be a beacon for the human right of refugee protection. We must put the structures in place to welcome and integrate those

forced to flee their own countries, right across all of Scotland's communities. That is why we will introduce a Refugee Integration (Scotland) Bill setting out refugees' rights to access services, enshrine national standards for integration in law, especially around language and interpretation, and simplify the many provisions in Scots law relevant to refugees.



A MORE SUSTAINABLE SCOTLAND

	We will ban fracking in Scotland.
	Make it cheaper and easier to travel with a single smartcard ticket.
	Tackle fuel poverty through a Warm Homes Act.
	Deliver a publicly owned 'People's Scotrail'.
	Immediately halt the CalMac privatisation process.

Delivering a cleaner, greener future

Protecting and shaping the places in which we live directly improves our prosperity, our community and our health. The natural world is essential to our well-being, the food we eat and the air we breathe. Yet we know more can always be done to preserve it. If we protect the natural world today our children and grandchildren will inhabit a better world in the future.

We are proud of our landscape and its history. Yet many of our towns and villages bear the scars of past environmental injustice and a poverty of aspiration today.

Ensuring our country and communities can prosper without exploiting and damaging our environment will sustain and protect Scotland's potential for future generations. We need to be proud of our environment and the biodiversity which makes it so valuable. We also need to make stronger progress to meet our climate protection targets.

It is because of the need to tackle climate change that we will ban fracking in Scotland. The science is very clear that the last thing we need is to burn another fossil fuel. Rather than a temporary freeze, or studies which report a few years down the line, our position is very clear — no

ifs, no buts, no fracking under Labour.

We need to use our powers to ensure future generations will be able to produce the energy that creates jobs, renews communities and protects Scotland's rich environment. We are fortunate because Scotland is well placed to generate electricity from clean sources. Within a generation we will find the ways to green the heating of our homes and offices, to green our transport systems, both private and public, and support manufacturing to a green transition. We will move ahead with the low-carbon investment and support needed to develop new skills, new jobs and green workplaces,



CONNOR CUNNINGHAM A MORE SUSTAINABLE SCOTLAND

"Nobody wants fracking in their community. People don't want a temporary freeze — they want an outright ban. No ifs, no buts, no fracking."

Connor is a maths student from Paisley. Like many people, Connor is concerned about the environmental impact of fracking, and instead believes we should invest in green industry to unlock the many potential jobs and opportunities that will come from it.

with the public sector taking the lead.

As well as contributing to a balanced energy mix, Carbon Capture and Storage (CCS) represents a viable way to decarbonise essential industrial processes. Investment in CCS should be a priority. We will continue to oppose the decision by the UK Government to end investment in the Peterhead CCS project and will work with stakeholders to secure the project's future.

We will ensure that the Scottish Government's budgets, regulations and legislative programme are compatible with Scotland's Climate Change Act.

Scottish Labour brought through the first recycling targets in 2003, when Scotland relied on landfill for 91% of its municipal waste, with deplorable levels of recycling at 4%. By stopping the cuts to local services we will ensure every household in Scotland can reduce their waste going to landfill, with 100% of food waste being recycled by 2020.

We want to prevent climate change but we know some damaging change is now inevitable. Our first step will be a major review of the new standards and funding we'll

need for flood defences on our rivers and coasts.

We support a balanced energy mix. We believe in a 'civic energy' future — a future that grows local schemes to produce green energy, and heat for local use. A Scottish Labour Government will pursue new ownership models — community, co-operative, and public - to both generate and supply our energy. We will support businesses and communities, in islands and rural areas, in towns and cities, including those people currently off-grid, to reduce their energy demand, stimulating the development of commercially viable energy production.

We will pursue a major drive for energy efficiency and remove the carbon from Scotland's electricity needs. To underline our ambition to green our energy use, a Scottish Labour Government will aspire to generate 50% of our electricity, heat and transport demand from renewables by 2030. By doing that we will be on target to deliver 100,000 jobs working in Scotland's green sector.

Half of pensioners live in fuel poverty. No one should have to live in a hard-to-heat, draughty and damp home. So we'll introduce a Warm Homes Act to bring clean and affordable

warmth to thousands of households and businesses in Scotland, supporting the growth of district heating, renewable heating and investment in energy efficiency.

We will use the Scottish Parliament's new powers to support pensioners using off-grid energy by bringing forward their Winter Fuel Payment.

Getting Scotland moving

Our transition to a sustainable future requires greater emphasis on public transport and active travel.

Good public transport is vital to our prosperity and our environment. Public transport works best when it is publicly regulated and owned, so we will make the changes needed to deliver real reform. We need a transport system that works for commuters, not transport bosses. Right now, the Scottish public transport system is a patchwork of services and many areas are left behind with no decent provision.

When the Scotrail franchise is available for renewal we will seek a publicly owned 'People's Scotrail.'

We will undertake a strategic review on the next generation of transport investment so

that our rail network meets the needs of commuters and helps to drive freight off the roads. We will accelerate the process of reopening our rail lines, the creation of new routes, both urban and rural, and new stations to serve communities across Scotland. This will include projects such as the extension to the Borders Railway, the Levenmouth line, the Edinburgh South Suburban line and Edinburgh to Berwick via Dunbar, with new investment in stations such as those at East Linton, Reston and Plains. We want to see progress with other important rail projects such as the long-awaited Glasgow Crossrail scheme.

We will make it cheaper and easier to get to work. That's why we will integrate Scotland's transport system, accessible with one smartcard ticket for use on all modes of public transport, the length and breadth of our country.

So someone touching in with a card on a bus in Tobermory can touch out at the end of a journey from Hillhead underground station, having travelled by bus, ferry, train, and underground, using just one smartcard ticket.

Our ambitious vision doesn't stop there. We will also explore

the introduction of contactless payment across all modes of public transport in Scotland by the end of the next Parliament.

We will protect concessionary travel for the over 60s introduced by Labour in 2006. We will work with veterans' organisations to extend the eligibility for free bus travel to former service personnel who would benefit the most. We want to ensure that young people can take up the opportunities available to them so we will also extend the concessionary travel scheme to cover apprentices.

We want all bus services to be run for the benefit of communities, not simply the private profit of a few wealthy individuals. We want to see democratic control of transport and municipal ownership of buses as happens in the Lothians. So we'll regulate Scotland's buses to give local communities and councils greater say over the services they need and want.

As well as providing good quality, affordable public transport we also want to see more investment in active travel, not just to improve people's transport choices, but to improve people's health and wellbeing, and make our communities safer.

Extra investment in the city of Edinburgh is driving up active travel and we want to see more investment across the country.

We want CalMac to remain in public hands. These lifeline services are too important to privatise. We will immediately halt the unnecessary tender of the lifeline Clyde and Hebrides services and take our case to the EU to keep Calmac in the public sector.

Sustaining our rural and island communities

We will protect island communities by retaining Air Discount Schemes, Road Equivalent Tariffs on lifeline ferry routes, and seek to reduce fares to Orkney and Shetland.

We have land and sea in plenty, but too many in Scotland rely on food banks in order to eat, while farmers and fishermen find it hard to make a living. Industrial-scale agriculture is contributing to climate change and harming our wildlife. Much of our food system isn't working as it should. For the sake of our health, our prosperity and our environment it is time government - national and local - took up the challenge.

Growing the rural economy



We would introduce a Health, Food and Farming Act. This legislation will retain the Scottish Agricultural Wages Board and establish a statutory Scottish Food Commission, incorporating Food Standards Scotland. The Board is vitally important in setting minimum wage levels and conditions, and maintaining strong health and safety practices across the farming and horticultural sectors. A statutory Scottish Food Commission would work with stakeholders to report and advise on the sustainability of our food and supply chains, promote best practice to strengthen rural economies, develop binding recommendations on the reduction of food poverty, and reduce agricultural climate change emissions.

We will address the causes of food insecurity by campaigning for a real living wage, the end of exploitative zero-hours contracts and for a more humane approach to social security. We will support community responses to food poverty.

Farming and fishing communities are under pressure. The current Scottish Government has botched Common Agricultural Policy (CAP) payments to farmers and the Land Reform Act. We are

committed to conducting an immediate review of both.

Our review of the Land Reform Act will be tasked with identifying improvements to the legislation, including mechanisms which will ensure land in Scotland is registered within the EU, making good on the Land Reform Review Group's recommendations. When the time comes for CAP renegotiations, a Scottish Labour Government will argue for reforms which work for and strengthen rural economies, deliver reductions in agricultural climate change emissions, and are compatible with our Health, Food and Farming Act.

We will encourage protection for Scotland's seas and coasts, coupled with a comprehensive marine monitoring strategy, to ensure our seas are all in good environmental condition by 2020. We will bring forward sustainable fisheries policies to give consumers confidence in Scottish-caught fish.

We are committed to supporting Scotland's crofting community and its heritage. We will work to empower crofting communities.

Scottish Labour in government established the Cairngorms and Loch Lomond & The Trossachs National Parks to conserve and

enhance the natural heritage of these areas of beauty. We will review the future of National Parks to protect them and consider options for establishing a new National Park.

We are committed to doing more for Scotland's animals by tackling all forms of cruelty. We will ensure that the welfare of all wild and domesticated animals is protected. Where present legislation, including the Protection of Wild Mammals Act (Scotland) 2002, is shown not to protect them, we will act to strengthen it. To ensure legislation can be enforced, we will establish a unit within Police Scotland to specifically investigate wildlife crime.

We believe that snaring is a cruel, ineffective means of land management and will bring forward a consultation on banning snaring. We support the review of the pet trade, and would ban the use of electric dog collars in Scotland. We would develop 'positive lists' of animals suitable for domestic environments. To ensure the welfare of the owner and animal, we will require owners to keep a license for animals not listed. There are no financial, conservation or educational grounds for animals to be used in circuses and we will ban this practice in Scotland.



BEA JONES JUSTICE FOR OUR COMMUNITIES

“At present there is no continuity of support - practical, emotional, psychological — for families of homicide victims in Scotland. The Scottish Labour Party is aware of this and I am so pleased that they are determined bring about change.”

Bea and Hu Jones set up the Moira Fund, a grant-making charity, after their daughter Moira was murdered in 2008. The Moira Fund, working in partnership with other agencies, offers practical support which currently is not available from government funds.

A JUST, SAFE AND SECURE SCOTLAND

	Restore local accountability to Police Scotland.
	Prioritise the prosecution of domestic abuse.
	Reform and improve the support given to victims of crime.
	Scrap the Football Act.
	Adopt a zero-tolerance approach to hate crimes.
	Tackle sexual exploitation.

Restoring faith in our police

Everyone expects and wants to live in communities which are safe and secure. We want to know that the emergency services will be there for us when we need them. That means that government must do all it can to fight crime and anti-social behaviour, making our neighbourhoods safer to live in.

The choices we will make on tax allow us to commit to protecting the budgets of Police Scotland and the Scottish Fire

and Rescue Service. That is our starting point – these vital services need to be funded properly.

Despite the hard work and dedication of frontline officers and staff, there have been failures in the formation of a single police force. It has damaged the links between local communities and the police. Cuts to civilian police staff have seen frontline police officers moved to back office jobs, making it more difficult to tackle the problem of housebreakings, anti-social behaviour and other crimes.

That’s why we need to get back to the kind of community policing that made Scotland the envy of the world. Labour supports a balanced police workforce.

We will implement the findings of the Pearson Review of Policing in Scotland. This will see the creation of local police committees, which will ensure communities get the policing they need. They will be tasked with undertaking a community police audit. We will build a strong link between local committees and the Scottish Police Authority (SPA) with local

committee convenors able to attend meetings of the SPA to air and resolve local issues.

The police are part of our democracy, not apart from it. Many in the police question whether reporting to a single government minister, and being scrutinised by the Scottish Police Authority appointed by that same minister, is sufficient to guarantee that. The next stage of reform should be both to strengthen democratic links to communities up and down the land, and to give our elected Parliament a stronger role.

So we will review the Police and Fire Rescue Service Reform Act, including composition of boards. To make sure Government Ministers do their job, we will establish a committee of our Scottish Parliament to oversee the national emergency services of police, fire and rescue, ambulance and coast guard.

The problems at police call centres exposed last year were deeply worrying and underline how vital accurate information and intelligence support systems are to policing. The current absence of dependable end-to-end IT provision is too big a risk for our security, so we will urgently review police IT infrastructure.

The attacks from France and Belgium to Nigeria and Pakistan, in recent months, have shown the threat that terrorism continues to pose. We will support our emergency services so they can keep our communities safe and will ensure they are equipped and properly resourced.

We will ensure that any consideration given to the arming of police officers on our streets is based on the threat we face and that the Chief Constable consults the Scottish Police Authority (SPA) and relevant government Ministers.

We will also continue to lobby the UK Government to restore the VAT exemption for Scottish emergency services, which was lost when they were centralised by the Scottish Government. We have consistently made the case to the UK Government for the exemptions to be restored, most recently by tabling amendments to the Scotland Act 2016.

It is simply not fair that Police Scotland should be the only force in the UK unable to recover its VAT, and we will work to ensure that the exemption is restored to both Police Scotland and the Scottish Fire and Rescue Service, and that the money saved is invested in the frontline.

Reducing reoffending

We believe that addressing the causes of crime, whether these be disadvantage, substance abuse, or poor mental health, is essential to crime prevention.

We will pursue preventative measures to stop people offending in the first place or reoffending. For those who are sentenced to time in prison, we want to make prison work – it shouldn't just be a place to hold people who have committed crimes but should provide meaningful rehabilitation to reduce reoffending with opportunities for education, training and voluntary work. Making prison work will reduce crime, save money and will reduce the prison population.

Our justice system should pursue sentences that deliver proper rehabilitation. Short sentences under six months are particularly ineffective, and we believe in a presumption against sentences of less than six months. There should be more alternatives to custody and an increase in community-based sentencing. Those who have been convicted of serious offences and are a risk to the public should remain in prison. We support ending automatic early release for those who have committed the most serious crimes.

We will ensure that the Scottish Prison Service prioritises the safety of all members of staff by making sure that all employers, whether public or private, meet a set of minimum safety standards. We will tackle the high rates of assaults on staff by making sure that prisons and custodial services are adequately staffed.

Justice for victims

We will put victims at the heart of the justice system. The courts are where the victims of crime seek justice and recompense. However, too often our justice system is focussed on pointing the finger of blame at the perpetrators rather than providing the information and services that victims need. Victims, as well as witnesses and jurors, often feel they are not treated with either sympathy or respect. Scotland needs a compassionate justice system fit for the 21st century.

Victims of crime deserve compassion and support, so we will review and reform the Victim Information and Advice service. Losing a family member as a result of a criminal act must be among the most traumatic things that can happen to anyone. In those tragic circumstances we will support people far more than

we do now, providing upfront help with funeral arrangements and costs. We will extend the provision of psychological support to victims of crime.

We will consult on allowing the evidence of vulnerable witnesses to be pre-recorded and undertake an urgent review of the Victim Notification Scheme. Those convicted of crime should pay back to victims and communities they have affected. We will ensure a greater use of asset confiscation and forfeiture to ensure a higher proportion of criminal profits are returned to the communities most affected by crime.

Where the justice system has failed people and victims, such as in cases of historic abuse, we will act to put those injustices right and create opportunities for appropriate redress.

We recognise the vital work of the Children's Hearing System and Children's Hearing Scotland in supporting children and young people at risk, and will ensure their work continues to be integral to the justice system of Scotland.

We will abolish the system of Employment Tribunal fees to ensure that affordability is not a barrier to workers having

proper access to justice. The Employment Tribunal system should be more accountable to Parliament.

We will review the legal aid system to ensure it enables equality of access to justice. In particular, we'll protect legal aid for family law cases, recognising it's often a lifeline for women.

We'll support victims of rape to come forward and train more police officers to handle the issue of rape sensitively and without judgement.

We will support education around issues of sexual consent for young people.

Scottish Labour aims to tackle commercial sexual exploitation by challenging demand and by supporting those involved. It has a three-pronged framework: criminalising the buying of sex, decriminalising people involved in prostitution, and providing long-term support and exiting services for those exploited through prostitution.

Stopping violence against women and girls is a priority for Scottish Labour. We will introduce specific domestic abuse courts within Scotland's sheriff courts so that dealing with these serious crimes



is a priority. As part of this reform, we will consult and bring forward a Bill which sets domestic abuse as a specific offence.

Alongside many in Scottish civil society and prison reform campaigners, we campaigned successfully to scrap the building of the women's 'Super Prison' in Scotland. We believe that when mothers are imprisoned, the impact is wider than an individual.

That's why there needs to be a new approach to female prisons. We will aim to halve the population of women prisoners and will implement the recommendations of the Angiolini Commission on Women Offenders.

Developing our approach to drugs

This year we have seen a record high in recorded drug deaths which shows tackling illegal drugs needs a renewed focus and action. We will continue to combat the scourge of illegal drugs in Scotland through education and treatment alternatives, while prosecuting those who push drugs on Scotland's streets.

The abuse of new psychoactive substances needs to be

addressed to protect our citizens and particularly our young people.

That's why we will support the development of a centre of excellence for forensic analysis and a database of information and intelligence that will help to fill the current knowledge gap about these substances. This will support the development of new treatment protocols and pathways to divert young people from substance abuse, alongside better education of the impact of drugs, including so-called 'legal highs.' Youth work services do a vital job in providing that education and helping to steer vulnerable young people away from drugs. We'll continue to support them so that young people make the right choices.

We will ensure that the use of licensing regulations can prevent 'legal high' shops from operating at special events, such as festivals and concerts, and use planning regulations, where possible, to manage the presence of those shops in town centres.

Standing up against hate crime and exploitation

Labour believe that there should be a clear message that

hate crime will be dealt with using the full force of the law in Scotland. We will adopt a zero-tolerance approach to hate crime, particularly that which is motivated by religion, race, sexual orientation and gender identity. Victims need to feel confident in coming forward and reporting incidents of hate crime – they want certainty that it will make a difference and that support will be there for them.

Our blindness to the dark world of human trafficking - where vulnerable people are exploited - needs to be challenged, and the Human Trafficking and Exploitation (Scotland) Act 2015 was an important part in addressing that.

We will ensure all our communities are aware of traffickers and that there is no hiding place for those who seek to exploit the vulnerable. We will therefore bring forward a robust strategy to bring traffickers to justice, and bring forward an awareness campaign to ensure we can help victims escape the clutches of these gangs.

Scrap the Football Act

The Offensive Behaviour at Football and Threatening Communications Act was

railroaded through Parliament even though it was opposed by every opposition party and leading anti-sectarianism charities. The legislation has been repeatedly and successfully challenged in court, and criticised by sheriffs, by anti-sectarian campaigners, academics, clubs and supporters groups. It has clearly eroded trust between football fans and the police.

The Football Act is a bad piece of legislation, we will repeal it. Instead, we will tackle sectarianism through education and prevention, working with anti-sectarianism charities, churches, football authorities and fans to develop positive measures to stamp out sectarianism in Scotland once and for all.



A NEW DEMOCRACY AND A NEW POLITICS

	Freeze the pay of government ministers and ban second jobs for MSPs.
	We will devolve power to local communities.
	Deliver equal gender representation on the boards of public bodies.
	Reform the way the Scottish Parliament works to ensure better accountability of ministers.
	Rule out a second independence referendum.
	Back the UK remaining in the European Union.
	We will promote workplace democracy.

Restoring trust in politics

Trust in politics is at an all-time low. The expenses scandal and now the recent Panama Papers on tax avoidance have shown that too often it's one rule for the rich and powerful, and another rule for the rest of us.

A new approach is needed. We will involve people in the decisions that have an impact on their lives. We will reverse the position that has existed

for decades where power was concentrated in the hands of just a few ministers, civil servants, financiers and corporations, and place it back into the hands of the people. Decisions should be made, and services provided, at the most local level possible.

We want to find effective ways to encourage the voices of workers to be heard in the workplace. We will build on the Fair Works Convention, encouraging workplace

democracy based on union representation and collective bargaining. We want to see workers and trade unions more involved in strategic and operational decision-making. As a start, we will ensure that employees are represented, through their unions, in an adequate and meaningful way, on public boards and workplace forums, while encouraging private company boards to do the same.



RYAN MCMULLAN RESTORING TRUST IN POLITICS

"Trust in politics is really low today. The Scottish Parliament is 17 years old but it hasn't changed with the times. There needs to be reform of our democracy to restore the faith of the people of Scotland."

Ryan McMullan is from Killinchy, and now lives and works in Edinburgh. He is a disability campaigner working with Inclusion Scotland and the One in Five campaign, which aims to encourage, empower and increase political participation amongst disabled people in Scotland.

We are proud that the last Labour Government fought for and created the Scottish Parliament. It is now time to reform how the Parliament works to ensure Holyrood does not have a monopoly on powers in Scotland, and that local communities share power – ending the SNP centralising agenda.

We will freeze Scottish Government ministerial pay.

We need to return to the democratic, pluralist principles of the early Parliament. Scrutiny of government is critical to making good laws and ensuring democracy is transparent. If a party has a majority in the Parliament, then that party should not also hold the majority of committee convenorships and should not nominate a Member for the position of Presiding Officer. We will bring these proposals to Parliament when it returns.

Serving the people of Scotland in the Scottish Parliament is a privilege. It should be the only job MSPs do. We will ban MSPs from holding paid directorships and consultancies because our politics should continue to meet the highest possible standards of openness and transparency. We will support proposals for greater transparency in public life.

We will ensure that there is broad gender equality, and public, community and employee representation on appointments to the governing boards of public agencies and institutions. We will deliver equal representation between women and men on the boards of public bodies. Labour remains committed to gender equality, fielding more than 50% of women candidates in this election, and will ensure a gender-balanced cabinet team. Labour will legislate for a 50:50 gender-balanced Parliament.

Labour remains committed to comprehensive race equality, and will consult with all communities and publish a strategy to break down the barriers still faced by Scotland's black and minority ethnic communities.

We support the One in Five Campaign to increase the participation of disabled people in politics. We will ensure rules about election expenses don't unfairly disadvantage disabled candidates and will provide further support for disabled people standing for selection and election.

We will consult with communities to develop a strategy laying out how we break down the barriers that disabled, black and

ethnic minority people face to participate in public life. We will expect every part of government to offer internships, specifically for Scotland's disabled, black and minority ethnic communities, opening up experience of public service to people from more diverse backgrounds.

Without evidence, government makes arbitrary decisions that have the potential to negatively affect the daily lives of Scots. We need reliable economic indicators and data for sound economic policy, and to provide other governments, businesses, and civic society with the tools to enrich our national life. A Labour Government will mandate the Scottish Fiscal Commission to independently scrutinise the public accounts and income and spending commitments of the Scottish Government, as part of our plan to improve collection and publication of good quality data on the Scottish economy.

We will legislate to enshrine both the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the United Nations Convention on the Rights of the Child (UNCRC) into Scots law.

A Scottish Labour Government will stand up for citizens'

individual rights and protect the Human Rights Act. We will right the wrongs for the people denied that basic human right to work — a Scottish Labour Government will deliver a full inquiry into the practice of blacklisting trade unionists in Scotland.

Labour is committed by the decision of our Conference to oppose the Transatlantic Trade and Investment Partnership (TTIP) because of its potential to drive privatisation in public services and undermine democracy.

Following a vote at Scottish Labour Party Conference, we will make a submission to the UK Party's National Defence Review opposing the renewal of Trident, subject to a Defence Diversification Agency guaranteeing the retention of all existing jobs.

Our Freedom of Information laws have shone a light into the darker corners of government and are a crucial check on the power of the executive. We will extend their scope so that they include those who take public contracts.

On 18 September 2014 the people of Scotland voted to remain in the United Kingdom. We believe this was the right decision for Scotland. It is time

for both sides to move on. The major new powers of the Scottish Parliament mean we can make different decisions, and act in the best interest of the people of Scotland by rejecting further cuts to public services. We rule out another referendum on independence during the lifetime of the next Parliament.

We believe the UK remaining part of the European Union is the best way to protect jobs and rights for workers in Scotland. We will campaign for a 'remain' vote in the EU referendum on 23 June 2016.



ACKNOWLEDGEMENTS

The Scottish Labour Party would like to thank the hundreds of individuals and organisations who have met with us, shared their ideas, hopes and ambitions for Scotland. We thank the party members and trade unionists who have argued passionately within Labour's democratic process. This manifesto is richer for having been informed by your submissions.

Aberdeen & Grampian Chamber of Commerce
Aberdeenshire Environmental Forum
Action for Children Scotland
Action on Hearing Loss Scotland
ADES
Age Scotland
Amnesty International
Arthritis Care Scotland
ASH
ASLEF
Association of British Bookmakers
Association of Film & Television Practitioners Scotland
Barnardo's Scotland
BECTU
BEMIS Scotland
Bite The Ballot
Blue Cross
BMA Scotland
Breast Cancer Now
British Ecological Society
British Healthcare Trades Association
British Heart Foundation Scotland
Building Societies Association
Campaign for Science and Engineering
CAMRA
Cancer Research UK
Carers Trust
CBI Scotland
CHAS
Chest Heart & Stroke Scotland
Child Poverty Action Group
Children 1st
Children in Scotland
Christian Aid Scotland
Christians on the Left
CIPD
Citizens Advice Scotland
Coalition for Racial Equality and Rights
College of Occupational Therapists
Commission for the Provision of Quality Care in Scotland
Commission on Health Inequalities
Community Pharmacy Scotland
Community Union
Construction Scotland
CoSLA
Council of Mortgage Lenders
Crisis
Crossroads Caring Scotland
CSP Scotland
CWU
Diabetes Scotland
Edinburgh International Science Festival
Edinburgh Tenants Federation
Educational Institute of Scotland

EIS
Electoral Reform Society
Scotland
Electrical Safety First
Enable Scotland
Energy Action Scotland
Engender
Entrepreneurial Spark
EPLS
Existing Homes Alliance
Fair Funding for our Kids
Families Need Fathers
Scotland
Families Outside
FBU Scotland
Federation of Master Builders
Federation of Small Business
Fèisean nan Gàidheal
Field Studies Council
Fracture Liaison Services (FLS) in Scotland
Friends of the Earth
Scotland
Glasgow and West of Scotland Forum of Housing Associations
GMB Scotland
Go Run for Fun
Foundation
Grounds for Learning
Health and Social Care Alliance
Scotland
HIV Scotland
Homes for Scotland
Home-Start Scotland
Howard League for Penal Reform
Humanist Society Scotland
INCAS
Includem
Inclusion Scotland
Institution of Civil Engineers
Scotland
Joseph Rowntree
Foundation
Keep Scotland Beautiful
Kidney Cancer Scotland
Labour Housing Group
Labour Movement for Europe
Law Society of Scotland
League Against Cruel Sports
Leonard Cheshire
Disability
LGBT Youth Scotland
Macmillan Cancer Support
Scotland
Marie Curie
MCL
Melanoma UK
Midas Display Systems Ltd
Minority Ethnic Carers of Older People Project
MND Scotland
MS Society Scotland
Musicians Union
NASUWT
National Centre for Universities and Business
National Deaf Children's Society
National Farmers Union
Network for Animals
NHBC

NSPCC Scotland
NUM Scotland
NUS Scotland
Oil and Gas UK
One In Five
OneKind
Our Islands: Our Future campaign
Outward Bound Trust
Oxfam
Play Scotland
Positive Prison? Positive Futures
Poverty Alliance
Prince's Trust Scotland
Prison Reform Trust
Prostate Cancer UK
Ramblers Scotland
RICS
RNIB Scotland
Roy Castle Ling Cancer Foundation
Royal College of Midwives
Royal College of Nursing
Royal College of Psychiatrists in Scotland
Royal College of Speech and Language Therapists
Royal Environmental Health Institute of Scotland
Royal Incorporation of Architects
Royal Pharmaceutical Society in Scotland
Royal Society of Edinburgh
Royal Town Planning Institute
Scotland
RSPB Scotland
Sacro
SAMH
Save the Children
Scotland
SCIAF
Scotch Whisky Association
Scotland in Union
Scotland IS
Scottish Ahlul Bayt Society
Scottish Cancer Coalition
Scottish Children's Services
Coalition
Scottish Co-operative Party
Scottish Council for Development and Industry
Scottish Council of Jewish Communities
Scottish Council of Voluntary Organisations
Scottish Council on Deafness
Scottish Environment LINK
Scottish Families Affected by Alcohol & Drugs
Scottish Federation of Housing Association
Scottish Grocers Federation
Scottish Health Action on Alcohol Problems
Scottish Labour Students
Scottish Land & Estates
Scottish National Parks Strategy Project
Scottish Out of School Network
Scottish Refugee Council

Scottish Renewables
Scottish Retail Consortium
Scottish Rural Parliament
Scottish Seniors Alliance
Scottish Sports Association
Scottish Tourism Alliance
Scottish Wholesale Association
Scottish Women's Aid
Scottish Working Group on Women Offenders
Scottish Young Carers Services Alliance
Scottish Young Labour
Scottish Youth Parliament
SERA
SharedCare Scotland
Shelter Scotland
Smart Energy GB
Social Care Alliance
Scotland
Social Enterprise Scotland
Socialist Education Association
Socialist Health Association
Solar Trades Association
Spark of Genius
Specialist Engineering Contractors' (SEC) Group Scotland
Stonewall Scotland
Stop Climate Chaos
STUC
Student Sport Scotland
Students Association University of the West of Scotland
Sue Ryder
Supporters Direct
Scotland
SURF
Sustrans
The Brain Tumour Charity
The Co-operative Party
The Law Society of Scotland
The National Autistic Society
Scotland
The Open University
The Queens Nursing Institute
Scotland
The Scotland Institute
The Scottish Sports Alliance
The Woodland Trust
Together - Scottish Alliance for Children's Rights
Together for Short Lives
Transform Scotland
TSSA
UCATT
UCU Scotland
Unison Scotland
Unite the Union
USDAW
Victim Support Scotland
Which?
Who Cares? Scotland
Women's Environmental Network
Women's Equality Network
WWF Scotland
YMCA Scotland
YouthLink Scotland



THANK YOU

BOTH VOTES LABOUR



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Call 0141 572 6900 to request.