



Citizens' Assembly
of Scotland
Seanadh Saoranaich
na h-Alba

Doing Politics Differently

The Report of the
Citizens' Assembly of Scotland





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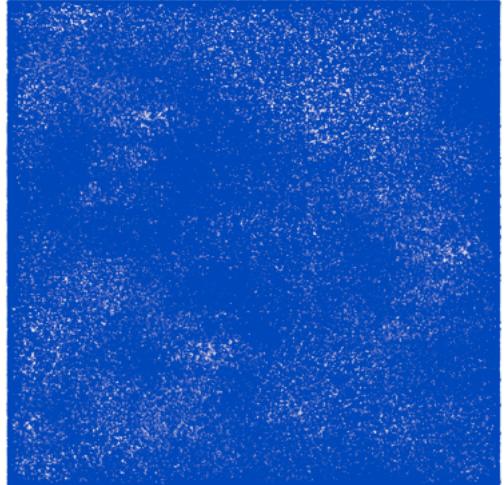
**Independence
Transparency
Inclusion
Access
Balance
Cumulative learning
Open mindedness**

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Members' introduction



We, the people of Scotland, present this report to the Scottish Government and to the Scottish Parliament for consideration, action and delivery.

The world has changed and Scotland now faces many new and different problems. We, as ordinary people, have been challenged to think of other ways to plan and make decisions. Scotland has convened a Citizens' Assembly to help formulate new policies to shape the country and consider the following questions:

- What kind of country are we seeking to build?
- How best can we overcome the challenges Scotland and the world face in the 21st century, including those arising from Brexit?
- What further work should be carried out to give us the information we need to make informed choices about the future of the country?

Scotland is a modern country made up of many ages, abilities, cultures, languages, beliefs, geography and interests. The Assembly has sought to represent all of those people, all of those views and all of those interests.

We are ordinary people that came together and found a way to work together. A Code of Conduct was agreed by all members present. Everyone had the chance to express their own views and opinions, share life experiences, explore new ideas and even to change their minds. Everything that has been done over the past year has been done by consensus, supported by balanced evidence and shared learning.

As the Citizens' Assembly work began, we as members were empowered to assist and direct how the process evolved, where we got evidence from and how we would agree the way forward.



Citizens' assemblies are new to Scotland and we hope that our report is well received. We want people to know that politics doesn't have to be about the politicians, it is about us as citizens of Scotland. Recent years have seen us lose confidence and trust in politics and we wanted to hear the facts, the honest reality, the truth of how Scotland is governed and the difficult choices that we face, to help us think about the future, how to plan ahead and achieve good outcomes with a positive mind set.

The recommendations in this report are to be commenced after the election of the next parliament in May 2021 and we understand that this is not an overnight thing but is a long term plan that may take many years to achieve.

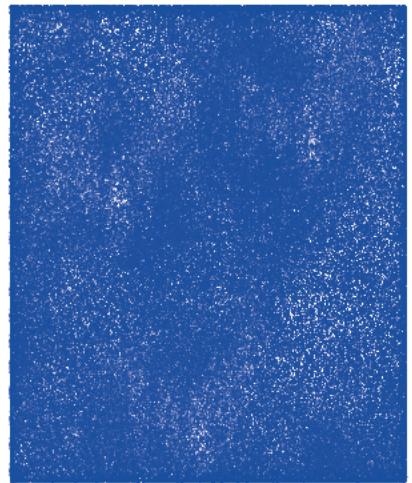
Too often discussions are about what other people should do for me, but they should be about what I can do and what I can contribute. This is not just about the government, we should all be working together as one nation. The onus is on us – everyone.

We gathered, talked and agreed. We believe our vision and recommendations represent all of the people of Scotland. We ask the Scottish Parliament and the Scottish Government to consider our words as they plan and decide our future, and to listen closely to what we have said.

The work we have completed through the Citizens' Assembly is an example of a fair Scotland, filled with pride and hope and one that others can look to and follow.



Foreword from the Convener



In October 2019 over 100 ordinary citizens from all over Scotland came together for the first ever meeting of a Citizens Assembly in Scotland. It was an extraordinary moment. With the buzz and energy in the room it was obvious that something special was happening. We created special bonds which have only been strengthened as time has gone on.

And it has been some journey. We came together in challenging times but no one could have predicted just what would happen to the world around us.

There are many remarkable things about the Assembly, as this report demonstrates. Above all, it has restored my faith in what can be achieved when we work together, respecting differences of view but putting these aside to find common ground. Members have worked incredibly hard and with determination to see the process through to completion. They have developed skills and confidence. They have tackled complicated and contentious policy issues, working through challenges and identifying solutions. Many of them felt that in the past their voice would not be heard but in this report it shines through clearly, articulately and urgently.

This truly has been politics done differently. And it works. I have no doubt about that.



This Assembly has now completed its work with the vision and recommendations set out in this report. These are entirely the words of Assembly members. The rest of the report has been prepared by the Secretariat drawing on the themes identified by and in consultation with Assembly members. Chapters 1 to 3 explain the Assembly journey, chapters 4 and 5 provide more detail on how the vision and recommendations were prepared. The final word on the Assembly of course should also be in the words of Assembly members; chapter 6 is a collection of diaries from members who chose to provide them setting out their personal reflections on the journey.

Our friendships will last a lifetime but the next stage of this journey is for others. The Assembly vision and recommendations set out what citizens think is important for the future of the country and the actions they think should be taken to fulfil these ambitions. The Assembly will present the report to the Scottish Government and the Parliament, the Government will seek an early opportunity for a parliamentary debate and produce a plan for how the recommendations will be taken forward.

The Assembly has been a memorable experience. I am delighted to add my name to this report, which we hope is of interest to and discussed by everyone interested in the future of our country and that the Assembly vision and recommendations are supported more widely.

The vision and recommendations of the Citizens' Assembly

We, the Citizens' Assembly of Scotland, were asked to consider the following topics:

In response, and by consensus, we have agreed the following vision for the country.

What kind of country we are seeking to build?

How best we can overcome the challenges Scotland and the world face in the 21st century, including those arising from Brexit?

What further work should be carried out to give us the information we need to make informed choices about the future of the country?

The Scotland we want to see should lead with integrity, honesty, humility and transparency, in a self-sufficient and innovative way, and actively include the people of Scotland in decision making.

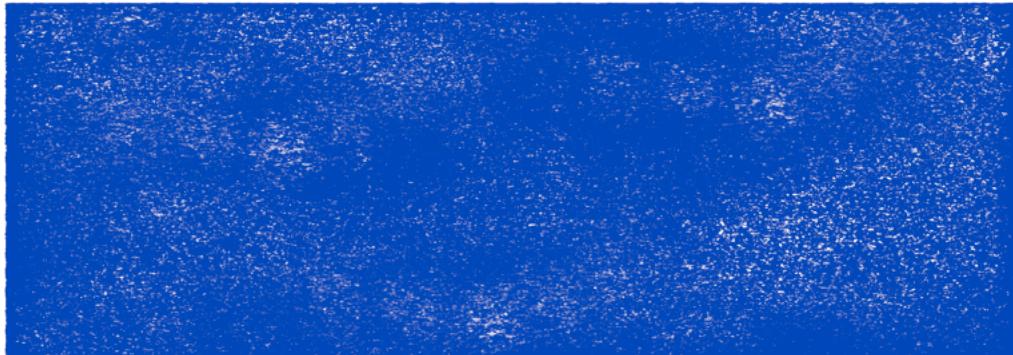
Authorities have a duty to publish information that is valid, accurate, reliable, verifiable and accessible to all.

Scotland should be a country where the people and government communicate with each other honestly and respectfully; whilst working together with concise and factual information, based on openness and accountability.

The Scotland that we would want to see would be leaders in innovation, with an obligation to invest in people to create jobs, confidence, development and growth.

Scotland should be a country where the people of Scotland have properly resourced and managed health and social care services, built around individuals and communities to achieve good health and wellbeing for all.





In order to achieve a better standard of living and opportunities for all we must invest in accessible, relevant training, support and improved income through a realistic living wage.

Scotland should be a country where people are supported out of poverty by identifying and removing barriers to employment, education and housing.

Scotland should be a country where all taxes are simplified and made more proportionate so that everyone is taxed accordingly; taxation is transparent and understandable; measures are introduced to minimise tax avoidance; and companies are incentivised to adopt green values.

The Scotland we want to see will provide support, education, growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country.

Scotland should be a country where we encourage and support everyone to reach their full potential through support and training. Providing fair and equality-driven opportunities, through personal development, with a focus on life and vocational skills, apprenticeships and hands-on experience.

Recommendations



And we have prepared the following recommendations for action

In voting on the Assembly recommendations we were invited to say whether we 'strongly agreed', 'agreed', 'disagreed' or 'strongly disagreed' with each recommendation. The results of this vote are reported below according to those which were 'strongly supported' where more than 75% of us either 'agreed' or 'strongly agreed' with the recommendation and those which were 'majority supported' where more than 50% of us 'agreed' or 'strongly agreed' that a recommendation should be supported by the Assembly.

As this report shows, we strongly support 58 of the 60 recommendations and a majority of us support the remaining 2 recommendations. There were no recommendations which received less than 50% support.

The recommendations are numbered and grouped as they were presented in weekend 8. These groups bring together recommendations which cover related topics. The breakdown of actual votes cast is also included.

For a full account of the voting process see [Annex 14](#).

Strongly supported

(Recommendations which received more than 75% support)



How decisions are taken

Why this is important

1.

The Citizens' Assembly recommends that in order to allow citizens to make informed decisions in relation to Scotland leading with integrity, honesty, humility and transparency in a self-sufficient and innovative way the Scottish Government and Parliament should:

Voting results: Strongly Disagree 3.88% Disagree 6.80% Agree 26.21% Strongly agree 63.11% Total votes 103

2.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making the Scottish Government and Parliament should:

Action required

make further use of citizens' assemblies to gather people's views and ideas on issues of national importance, e.g. to involve citizens in reviewing existing legislation in key areas and suggesting which should be simplified or reviewed.

make decisions jointly with citizens through mini assemblies on issues that affect everyone, including all under-represented groups. These should be called at the start of each parliamentary session and be set up to examine specific issues. Their recommendations must be debated in Parliament before the assemblies are disbanded.

Voting results: Strongly Disagree 1.94% Disagree 11.65% Agree 42.72% Strongly agree 43.69% Total votes 103

3.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making the Scottish Government and Parliament should:

set up a 'house of citizens' to scrutinise government proposals and give assent to parliamentary bills. Membership should be time-limited and representative of the population of Scotland, similar to the way this CA was selected. There should be an oversight body to ensure this.

Voting results: Strongly Disagree 5.83% Disagree 10.68% Agree 41.75% Strongly agree 41.75% Total votes 103

4.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making the Scottish Government and Parliament should:

set up a citizens' committee in Scottish Parliament. This would be a randomly selected body, with members being encouraged and supported to take part. It would offer advice and opinions on government proposals, review the work of parliament and hold the government to account. It would be for a fixed term with members receiving a gift of thanks.

Voting results: Strongly Disagree 4.85% Disagree 9.71% Agree 38.83% Strongly agree 46.60% Total votes 103

5.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to having citizens influence changing laws and making decisions the Scottish Government and Parliament should:

make more use of Citizens' Assemblies to involve communities and citizens in deliberating on major policies. They should be used regularly. There should be an independent body to make the decision on when and on what topics when politicians cannot come to agreement, and to ensure accountability for follow up.

Voting results: Strongly Disagree 2.91% Disagree 14.56% Agree 37.86% Strongly agree 44.66% Total votes 103

6.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to rebuilding their communities the Scottish Government and Parliament should:

establish community-based citizens' assemblies to assess what is happening in our communities (including the effects of COVID-19), identify gaps and recommend actions, including through digital technology, that can bring people together and make our communities more inclusive.

Voting results: Strongly Disagree 3.88% Disagree 5.83% Agree 52.43% Strongly agree 37.86% Total votes 103

7.

The Citizens' Assembly recommends that in order to allow citizens to make informed decisions in relation to Scotland leading with integrity, honesty, humility and transparency in a self-sufficient and innovative way the Scottish Government and Parliament should:

ensure the honesty, transparency and integrity of politicians, the existing standards of behaviour should be promoted and strengthened if required, to increase accountability of those elected for their actions within government.

Voting results: Strongly Disagree 0.97% Disagree 2.91% Agree 32.04% Strongly agree 64.08% Total votes 103

8.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making the Scottish Government and Parliament should:

encourage MSPs to act on the views of their constituents, rather than sticking with party lines. They should actively consult with constituents on matters which may have an impact on their community and on matters about which a significant number of constituents have shown concern.

Voting results: Strongly Disagree 0.97% Disagree 7.77% Agree 43.69% Strongly agree 47.57% Total votes 103

9.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to the lack of public trust in politicians the Scottish Government and Parliament should:

appoint a non-political independent review body to do a forensic investigation to deliver:

- a more accountable parliament with acceptable standards of behaviour
- responsibility for delivery on commitments
- faster public access to information on what is happening
- acknowledgement of all those who supported society during Covid-19

Voting results: Strongly Disagree 2.91% Disagree 12.62% Agree 39.81% Strongly agree 44.66% Total votes 103

10.

The Citizens' Assembly recommends that in order to overcome the challenges of/failure to deliver on policy the Scottish Government and Parliament should:

be held accountable and consequences in place when goals are not met.

Voting results: Strongly Disagree 0.97% Disagree 9.71% Agree 31.07% Strongly agree 58.25% Total votes 103

11.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to the Government sharing good quality, honest information with the public the Scottish Government and Parliament should:

make an annual presentation of major commitments and policies and progress against them. Presented simply and without jargon. Pitched at a level that is accessible but meaningful using media channels in a non-biased and honest way as a true representation of what is happening and what is ongoing.

Voting results: Strongly Disagree 2.91% Disagree 4.85% Agree 38.83% Strongly agree 53.40% Total votes 103

12.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to publishing information that is valid, accurate, reliable, verifiable and accessible to all the Scottish Government and Parliament should:

regularly publish all tax-payer funded documentation (including legislation, research, expert advice, curriculums, etc.) in a free and publicly available space with all relevant links and sources attached in formats that are easily understandable and searchable.

Voting results: Strongly Disagree 2.91% Disagree 5.83% Agree 42.72% Strongly agree 48.54% Total votes 103

14.

The Citizens' Assembly recommends that in order to ensure that transparency is maintained the Scottish Government and Parliament should:

treat the public as equals and publish all relevant information which informs local and national government decisions in one central location which is easily searchable and cross-referenced. Information should be available for all (e.g. in other languages and in formats suitable for people with disabilities such as using screen readers).

Voting results: Strongly Disagree 2.91% Disagree 9.71% Agree 39.81% Strongly agree 47.57% Total votes 103

Incomes and poverty

Why this is important

16.

The Citizens' Assembly recommends that in order to overcome the challenges of work poverty the Scottish Government and Parliament should:

Action required

make the payment of a living wage a legal requirement for all employers.

Voting results: Strongly Disagree 0.97% Disagree 1.94% Agree 22.33% Strongly agree 74.76% Total votes 103

17.

The Citizens' Assembly recommends that in order to overcome the challenges of unstable work and low incomes the Scottish Government and Parliament should:

work with Westminster to make zero hours contracts illegal.

Voting results: Strongly Disagree 3.88% Disagree 10.68% Agree 25.24% Strongly agree 60.19% Total votes 103

18.

The Citizens' Assembly recommends that in order to overcome the challenges of Scotland's poverty the Scottish Government and Parliament should:

set up a task force to overcome poverty – there should be one in each council area and with guidelines from government including fair representation of citizens affected by poverty on the task force.

Voting results: Strongly Disagree 3.88% Disagree 7.77% Agree 37.86% Strongly agree 50.49% Total votes 103

19.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to defining poverty the Scottish Government and Parliament should:

ask citizens 3 questions:

- Do you have a roof over your head?
- Can you heat your house?
- Will you be able to put hot food on the table?
- If the answer is no, you are in poverty.

Voting results: Strongly Disagree 6.80% Disagree 15.53% Agree 24.27% Strongly agree 53.40% Total votes 103

20.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to preventing poverty the Scottish Government and Parliament should:

identify issues that lead people falling into poverty and intercept people before they reach poverty, e.g. address job losses, push for the abolishment of zero hour contracts, etc.

Voting results: Strongly Disagree 2.91% Disagree 3.88% Agree 35.92% Strongly agree 57.28% Total votes 103

21.

The Citizens' Assembly recommends that in order to overcome the challenges of working poverty the Scottish Government and Parliament should:

push for the abolition of the zero hour contract, make companies more flexible and accountable and have all companies pay staff at least the living wage.

Voting results: Strongly Disagree 3.88% Disagree 4.85% Agree 25.24% Strongly agree 66.02% Total votes 103

22.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to support for poverty the Scottish Government and Parliament should:

require the 32 local councils to establish local task forces and appoint a poverty representative as a bridge between local and national level.

Voting results: Strongly Disagree 2.91% Disagree 7.77% Agree 50.49% Strongly agree 38.83% Total votes 103

Tax and economy

Why this is important

Action required

23.

The Citizens' Assembly recommends that in order to overcome the challenges of the tax gap the Scottish Government and Parliament should:

provide legislation and power to a proactive, independent, specialist body that is responsible for finding evaders and avoiders of tax, with power to recover tax due.

Voting results: Strongly Disagree 3.88% Disagree 4.85% Agree 29.13% Strongly agree 62.14% Total votes 103

24.

The Citizens' Assembly recommends that in order to overcome the challenges of adverse business practices the Scottish Government and Parliament should:

develop tax incentives for all businesses to encourage good employment practices such as:

- good environmental choices;
- higher salaries/wages so that people have more money to spend in the Scottish economy;
- apprenticeships and opportunities for young school leavers and graduates in trades and skills as well as academic pursuits;
- large businesses being motivated to invest in research to contribute to creating jobs;
- invest in and develop workforce skills (engineering and new industries like green energy, entrepreneurial skills, etc).

Voting results: Strongly Disagree 1.94% Disagree 0.00% Agree 28.16% Strongly agree 69.90% Total votes 103

25.

The Citizens' Assembly recommends that in order to make tax more transparent and understandable the Scottish Government and Parliament should:

provide an information hub for everyone about tax and why it is important. Individuals should be signposted to this hub when they receive their National Insurance number.

Voting results: Strongly Disagree 4.85% Disagree 4.85% Agree 51.46% Strongly agree 38.83% Total votes 103

26.

The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax the Scottish Government and Parliament should:

publish a register of organisations which shows compliance with tax and employment measures using the green/amber/red system.

Voting results: Strongly Disagree 1.94% Disagree 12.62% Agree 46.60% Strongly agree 38.83% Total votes 103

27.

The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax the Scottish Government and Parliament should:

appoint a credible, engaging and independent figure who can communicate government tax and spending information every quarter in a way that involves and educates the public. This could be done by creating a public information post using graphics and delivered either in person or using characters and voice overs through animation.

Voting results: Strongly Disagree 2.91% Disagree 21.36% Agree 44.66% Strongly agree 31.07% Total votes 103

28.

The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax the Scottish Government and Parliament should:

provide a public statement available on all platforms from the Finance Minister every quarter about how taxes of all types have been spent and what remains in all budgets.

Voting results: Strongly Disagree 1.94% Disagree 9.71% Agree 46.60% Strongly agree 41.75% Total votes 103

29.

The Citizens' Assembly recommends that in order to overcome the challenges of growing Scottish industry sustainably the Scottish Government and Parliament should:

- Identify and invest in industries conducive to making Scotland a global leader and a hub for scientific and technological innovation
- Build on Scotland's scientific, industrial and technological strengths and its extensive natural resources

Have a strong innovative leadership and culture that takes the necessary action to motivate and allow others to realise their aspirations and abilities.

Voting results: Strongly Disagree 0.00% Disagree 3.88% Agree 38.83% Strongly agree 57.28% Total votes 103

30.

The Citizens' Assembly recommends that in order to overcome the challenges of encouraging individuals and companies to engage in the process of innovation the Scottish Government and Parliament should:

invest and incentivise through research grants and tax breaks, etc.

Voting results: Strongly Disagree 0.97% Disagree 5.83% Agree 55.34% Strongly agree 37.86% Total votes

31.

The Citizens' Assembly recommends that in order to overcome the challenges of ensuring that the very best and most talented people and businesses in the new technological industries are located in Scotland, the Scottish Government and Parliament should:

- Establish more centres of excellence in new technologies in every area of Scotland. For example, the Rowett Institute in Aberdeen and Roslin Innovation Centre.
- Inspire children from an early age to have an interest in, and to consider a career in, science and technology. This would be achieved through education and other initiatives such as an educational theme park like the Epcot Centre

Voting results: Strongly Disagree 3.88% Disagree 11.65% Agree 41.75% Strongly agree 42.72% Total votes 103

32.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way the Scottish Government and Parliament should:

develop a plan for investment in business in Scotland to secure jobs in the wake of COVID-19. To concentrate on Scottish small and medium size businesses needing support rather than multinationals. Investment should favour those businesses willing to behave ethically.

Voting results: Strongly Disagree 0.97% Disagree 7.77% Agree 26.21% Strongly agree 65.05% Total votes 103

Young people

Why this is important

33.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's mental health issues the Scottish Government and Parliament should:

Action required

fund compulsory, permanent mental health support liaison officers in every school, increase and ring-fence funding for CAMHS (Child and Adolescent Mental Health Services) and better support for the transition into adult mental health services.

Voting results: Strongly Disagree 1.96% Disagree 3.92% Agree 34.31% Strongly agree 59.80% Total votes 102

34.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to affordable and quality housing the Scottish Government and Parliament should:

work with councils and other stakeholders, including tenant associations (such as Living Rent), to implement rent caps across the country, give all young people entitlement to affordable social housing, simplify the information available to young people about welfare support for housing, strictly enforce rules for landlords including housing associations, to maintain good quality repair of housing, and make buying property more accessible.

Voting results: Strongly Disagree 1.96% Disagree 1.96% Agree 46.08% Strongly agree 50.00% Total votes 102

35.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's unemployment and underemployment the Scottish Government and Parliament should:

create more apprenticeships and increase apprentice wages, guarantee further opportunities at the end of college training courses and apprenticeships, including through employer incentives, and create an apprenticeship database for employers to find qualified young people.

Voting results: Strongly Disagree 0.00% Disagree 0.98% Agree 38.24% Strongly agree 60.78% Total votes 102

36.

The Citizens' Assembly recommends that in order to overcome the challenges of poverty the Scottish Government and Parliament should:

raise the minimum wage for young people aged 16–24 to a national living wage.

Voting results: Strongly Disagree 0.00% Disagree 10.78% Agree 38.24% Strongly agree 50.98% Total votes 102

37.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's health and wellbeing the Scottish Government and Parliament should:

invest in and provide opportunities for all young people to access extra-curricular activities, including sports and the arts, with support and guidance for young people to pursue opportunities that are right for them.

Voting results: Strongly Disagree 0.98% Disagree 8.82% Agree 38.24% Strongly agree 51.96% Total votes 102

Sustainability

Why this is important

Action required

38.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way the Scottish Government and Parliament should:

reduce waste and unnecessary use of non-biodegradable products and be the first to ban these and become a world leader in this area. This must be accompanied by a consistent approach to recycling throughout the country which minimises pollution and the use of landfill.

Voting results: Strongly Disagree 1.00% Disagree 3.00% Agree 43.00% Strongly agree 53.00% Total votes 100

39.

The Citizens' Assembly recommends that in order to overcome the challenges of how people can contribute to a sustainable future the Scottish Government and Parliament should:

educate the public that we all need to play a role in saving the planet and contributing to a sustainable future. They should raise awareness through an approved government website of the changes people can make (including schemes they can benefit from, support available and behavioural changes).

Voting results: Strongly Disagree 2.00% Disagree 10.00% Agree 37.00% Strongly agree 51.00% Total votes 100

40.

The Citizens' Assembly recommends that in order to overcome the challenges of protecting the energy that can be produced in Scotland the Scottish Government and Parliament should:

invest in, and incentivise wider investment in, the infrastructure that will enable us to harness our renewable energy resources to their full potential, including improved distribution and storage capacity.

Voting results: Strongly Disagree 0.00% Disagree 3.00% Agree 37.00% Strongly agree 60.00% Total votes 100

41.

The Citizens' Assembly recommends that in order to overcome the challenges facing high streets and the sustainability of Scottish businesses the Scottish Government and Parliament should:

investigate how best to support and give tax breaks to small local businesses who are impacted most by Covid-19, to urgently help them begin to participate in a green recovery and encourage new local business to open with green values.

Voting results: Strongly Disagree 1.00% Disagree 4.00% Agree 42.00% Strongly agree 53.00% Total votes 100

42.

The Citizens' Assembly recommends that in order to overcome the challenges of providing sustainable, affordable housing the Scottish Government and Parliament should:

make it easier and cheaper for people to invest in the energy efficiency of their houses (particularly the upgrading of older houses) by subsidising the costs of eco-friendly building materials for everyone (e.g. VAT reductions, government grants or schemes, or capped pricing) so that it encourages the use of these types of materials.

Voting results: Strongly Disagree 1.00% Disagree 6.00% Agree 33.00% Strongly agree 60.00% Total votes 100

Health and wellbeing

Why this is important

Action required

43.

The Citizens' Assembly recommends that in order to overcome the challenges of current ineffective health promotion and education to support people to live healthier the Scottish Government and Parliament should:

invest in research on why this is, to what extent people know about support available and what would help people to utilise local facilities, groups, services that exist. A range of support and services should be available to all that need or want them for example cooking skills, exercise classes, healthy lifestyle forums.

Voting results: Strongly Disagree 2.02% Disagree 19.19% Agree 36.36% Strongly agree 42.42% Total votes 99

44.

The Citizens' Assembly recommends that in order to overcome the challenges of NHS's over-dependency on Agency staff, the Scottish Government and Parliament should:

ensure that all NHS staff receive higher wages and enhanced employment packages to facilitate the retention of staff and strengthen recruitment.

Voting results: Strongly Disagree 3.03% Disagree 7.07% Agree 32.32% Strongly agree 57.58% Total votes 99

45.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions about the underfunding of health despite 50% of tax going towards it the Scottish Government and Parliament should:

make people more aware of how much the NHS costs them at an individual level and use examples to highlight these costs (such as invoices) to build a sense of value and respect for the service.

Voting results: Strongly Disagree 2.02% Disagree 17.17% Agree 32.32% Strongly agree 48.48% Total votes 99

46.

The Citizens' Assembly recommends that in order to overcome the challenges of dominance of management/business consultants in the NHS the Scottish Government and Parliament should:

ensure that there is a higher proportion of medically trained staff and the inclusion of community members at management/board level.

Voting results: Strongly Disagree 0.00% Disagree 11.11% Agree 43.43% Strongly agree 45.45% Total votes 99

47.

The Citizens' Assembly recommends that in order to overcome the challenges of hospitals doing everything and being inaccessible for many the Scottish Government and Parliament should:

create social and minor health care hubs in the community in order to build proactive community resilience but also to reduce the strain on hospitals. These hubs could be available for, for example, Drugs, Alcohol, Smoking, Healthy eating, Physiotherapy, Mental Health groups.

Voting results: Strongly Disagree 1.01% Disagree 6.06% Agree 48.48% Strongly agree 44.44% Total votes 99

48.

The Citizens' Assembly recommends that in order to overcome the challenges of creeping privatisation of the NHS the Scottish Government and Parliament should:

be transparent about contracts or services that are being passed over to private companies.

Voting results: Strongly Disagree 0.00% Disagree 2.02% Agree 27.27% Strongly agree 70.71% Total votes 99

49.

The Citizens' Assembly recommends that in order to overcome the challenges of looking after every person in society the Scottish Government and Parliament should:

undertake a root and branch review of public services in order to prioritise good mental health care and holistic wellbeing for every individual through education, awareness, person-centred care and appropriate resourcing.

Voting results: Strongly Disagree 1.01% Disagree 9.09% Agree 44.44% Strongly agree 45.45% Total votes 99

Further powers

Why this is important

Action required

50.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way the Scottish Government and Parliament should:

have more devolved powers over how the tax system can be made fairer for all citizens and how tax revenue can be used. For example, to become more self-sufficient and have control of industries like fishing and renewable energy, in terms of investment & financial benefits.

Voting results: Strongly Disagree 2.02% Disagree 10.10% Agree 33.33% Strongly agree 54.55% Total votes 99

51.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to a healthy work-life balance the Scottish Government and Parliament should:

investigate the feasibility of a four day working week.

Voting results: Strongly Disagree 5.05% Disagree 19.19% Agree 33.33% Strongly agree 42.42% Total votes 99

52.

The Citizens' Assembly recommends that in order to overcome the challenges of Scotland raising more of its own income the Scottish Government and Parliament should:

explore how it can gain greater powers to gather, keep and use more tax income from companies based in Scotland, and from products such as Whisky, Fishing Industries, Oil, Tourism and Energy, etc.

Voting results: Strongly Disagree 1.01% Disagree 10.10% Agree 30.30% Strongly agree 58.59% Total votes 99

53.

The Citizens' Assembly recommends that in order to overcome the challenges of Scotland being restricted in its ability to make trade agreements and develop international relations the Scottish Government and Parliament should:

seek to gain greater powers which would allow us to negotiate and agree our own international and trade relations.

Voting results: Strongly Disagree 3.03% Disagree 14.14% Agree 24.24% Strongly agree 58.59% Total votes 99

54.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to Scotland's diverse community and workforce the Scottish Government and Parliament should:

work and negotiate with the UK government and others to seek to gain maximum control, and be able to manage its own immigration laws and arrangements to the benefit of Scotland and its people.

Voting results: Strongly Disagree 4.04% Disagree 9.09% Agree 29.29% Strongly agree 57.58% Total votes 99

Mixed group

Why this is important

Action required

55.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to providing equal internet access to all the Scottish Government and Parliament should:

invest in infrastructure (and utilise existing infrastructure) to widen mobile networks and remove black spots, ensuring all communities have access to the internet through free community hot-spots and publicly available hardware. Internet should be considered as a basic need, free to all.

Voting results: Strongly Disagree 0.00% Disagree 11.11% Agree 47.47% Strongly agree 41.41% Total votes 99

56.

The Citizens' Assembly recommends that in order to overcome the challenges in relation to building a truly integrated society which works in the best interest of everyone, ensuring its needs are met ethically, morally and legally by individuals, corporations and government, and these should be supported, protected, nurtured and financed fairly by all, the Scottish Government and Parliament should:

legislate upon clear and simple standards and ways of working (for example, IT and public information systems) to improve collaboration, accessibility and communication locally and nationally, which achieves cost efficiencies, and streamlines services and working practices across both private and public organisations to ensure they are understood by all and run for the benefit of citizens.

Voting results: Strongly Disagree 1.01% Disagree 9.09% Agree 56.57% Strongly agree 33.33% Total votes 99

57.

The Citizens' Assembly recommends that in order to overcome the challenges of unemployment the Scottish Government and Parliament should:

work with Westminster to lower the age of the state pension, ensuring that retiring at state pension age is not enforced by employers.

Voting results: Strongly Disagree 3.03% Disagree 10.10% Agree 32.32% Strongly agree 54.55% Total votes 99

58.

The Citizens' Assembly recommends that in order to overcome the challenges of building a stronger, fairer and more equal Scotland the Scottish Government and Parliament should:

implement the recommendations of the existing Social Renewal Advisory Board and measure it against the National Performance Framework.

Voting results: Strongly Disagree 1.01% Disagree 18.18% Agree 56.57% Strongly agree 24.24% Total votes 99

59.

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to criminal justice reform the Scottish Government and Parliament should:

undertake a full review of the criminal justice system to improve outcomes for communities, offenders and victims. This would include the reintroduction of community policing, involving citizens in improving local communications and services.

Voting results: Strongly Disagree 2.02% Disagree 9.09% Agree 37.37% Strongly agree 51.52% Total votes 99

60.

The Citizens' Assembly recommends that in order to enable citizens to make informed decisions in relation to how they self-empower the Scottish Government and Parliament should:

guarantee free education for life as a right and not a privilege, that vocational studies/life-skills are compulsory beginning at primary school and that apprenticeships are open to all ages including a voluntary national service scheme supporting education, health or other key national services.

Voting results: Strongly Disagree 1.01% Disagree 6.06% Agree 34.34% Strongly agree 58.59% Total votes 99

Majority supported

(Recommendations which received more than 50% support)



How decisions are taken

Why this is important	Action required
13. The Scottish Government and Parliament should:	financially invest in national and community libraries and a complementary online library to house all Scottish Government information for the public domain which is easy to search and accessible for all.
Voting results: Strongly Disagree 7.77% Disagree 17.48% Agree 38.83% Strongly agree 35.92% Total votes 103 15. The Scottish Government and Parliament should:	ethically invest in our society by ensuring everyone has a central bank account provided at birth for every citizen (for example, £1000 which cannot be spent until you reach a certain age) contributed to on a regular basis throughout a citizen's lifetime by means of a Universal Basic Income, which provides a real living income to ensure people don't worry about food, living costs and creates our own model of working by blending our own ideas with the best tried and tested methods from other countries.

Voting results: Strongly Disagree 8.74% Disagree 27.18% Agree 25.24% Strongly agree 38.83% Total votes 103

Chapter One

About the Citizens' Assembly of Scotland





Introduction

This chapter sets out the background to the Assembly and an overview of how it worked. It describes why the Assembly was established and outlines the roles and responsibilities undertaken to deliver it. The chapter also describes the impact of Covid-19 and moving the Assembly online to complete our work.

What is a Citizens' Assembly?

Citizens' Assemblies bring together citizens selected at random from a cross section of the population to take evidence and discuss an issue and make recommendations. Assemblies have been established around the world on a range of topics, often on complex or controversial issues that cut across traditional political party lines. Assemblies normally operate independently of existing institutions, and are supported by skilled facilitators and support teams.

The Citizens' Assembly of Scotland is Scotland's first ever such Assembly. A second, Scotland's Climate Assembly, has also now been established and met for the first time in November 2020.¹ These Assemblies build on a wide range of earlier participation and engagement initiatives in Scotland, for example, Social Security Experience Panels and Citizens' Forums on attitudes to agriculture.

Political context for the Citizens' Assembly of Scotland

The intention to establish the Assembly was announced in April 2019 against the backdrop of uncertainty and controversy about the future of the country in light of Brexit and the debate about a second independence referendum. In announcing the Assembly the First Minister cited the success of similar initiatives in helping people to find common ground and move forward by agreement where opinions are divided.² In a subsequent parliamentary debate the Cabinet Secretary for Government Business and Constitutional Relations, Michael Russell, noted that in the 20th anniversary year of devolution the Assembly represented an important innovation in democracy and citizen participation.

1 <https://www.climateassembly.scot/>

2 The Assembly was announced in a debate on Brexit and Scotland's future alongside 2 other initiatives: a decision to introduce the Referendums (Scotland) Bill and proposed cross-party talks to identify areas of agreement on constitutional and procedural change. <https://www.gov.scot/publications/first-minister-statement-brexit-scotlands-future/>

Not all political parties supported the establishment of the Assembly. The Liberal Democrat and Scottish Conservative parties, whilst supporting the use of assemblies, expressed concerns that this Assembly would be skewed towards making a case for independence. Throughout the process the Assembly Convener has engaged with representatives of the political parties and there has been some shift in opinion as the breadth and diversity of our work has been demonstrated in practice. As described below, with the exception of the Liberal Democrats, all of the parties in the parliament attended an Assembly session and engaged in discussion with members.

Assembly remit and terms of reference



The Assembly was established by the Scottish Government but has operated entirely independently under the stewardship of a Convener. The Assembly remit and terms of reference set out the main requirements of the Assembly and how it should operate. These were determined by the Scottish Government and published on the 27 August 2019. They are published on the Assembly website³ and included in this report at [Annex 1](#). The remit and terms of reference were complemented by a memorandum of understanding agreed between the Convener and the government covering practical arrangements and resourcing. This memorandum is also published on the Assembly website⁴ and included in this report at [Annex 2](#).

The remit sets out the following topics to be addressed by the Assembly:

- **What kind of country are we seeking to build?**
- **How best can we overcome the challenges Scotland and the world face in the 21st century, including those arising from Brexit?**
- **What further work should be carried out to give us the information we need to make informed choices about the future of the country?**

The remit set out that it was for the Assembly to decide which specific challenges to consider and asked that in doing so that the constitutional arrangements for dealing with those challenges and options for constitutional reform be examined. It required the Assembly to produce a report with recommendations and submit this to the Government and Parliament. It explains how the Government will respond to the report, including through a parliamentary debate and a published plan on how the recommendations will be taken forward. The Assembly terms of reference include practical requirements for operations, including the number of meetings, overall timetable, roles and responsibilities for delivery and member recruitment.

Attached to the remit and terms of reference are a set of key principles. These were developed by the Government in partnership with experts on the delivery of citizens' assemblies and draw on extensive knowledge and experience of similar initiatives. The principles have been a constant reference point throughout the Assembly journey and along with the other requirements of the remit and terms of reference, are crucial to understanding Assembly design and delivery.

³ [Remit and terms of reference](#)

⁴ [Memorandum of Understanding](#)

The principles are:

- **Independence from government:** including through the appointment of impartial and respected Conveners, an arms-length Secretariat, and expert advisory groups
- **Transparency:** at all levels of the operation of the Assembly, from the framing of the questions, to the selection of members and expert witnesses, through to proactive publication and live-streaming of deliberative sessions and clarity about what the outputs will be used for
- **Inclusion:** extending not just to those invited to take part as members, but also to the operations of the Assembly itself
- **Access:** the wider public must be able to see and comment upon the work of the Assembly, and stakeholders must feel that they and their interests have a route into the Assembly
- **Balance:** the information used to build members' (and the wider public's) learning must be balanced, credible and easily understood
- **Cumulative learning:** embedded into the design of the Assembly, to ensure members develop a rich understanding of the issues considered and have time to do so
- **Open-mindedness:** the Assembly will be a forum for open-minded deliberation between participants, ensuring the public see it as a genuine process of enquiry, and to help ensure that it receives an open-minded response from the parliament and government

Meetings of the Assembly

The Assembly was intended to meet over 6 weekends between autumn 2019 and spring 2020 and to submit its report in early summer 2020. However, meetings 5 and 6 scheduled for March and April had to be postponed in line with the public health measures put in place in response to the Coronavirus pandemic. The Assembly reconvened when the initial public health measures were relaxed in the summer and met on an online basis, completing its work through four shorter meetings held between September and December 2020.



The first meeting of the Assembly took place in the Grosvenor Hotel in Edinburgh and included a welcome reception at Edinburgh Castle. Weekends 2 to 4 were held at the Golden Jubilee hotel and conference centre in Clydebank. Key considerations on determining the venue for Assembly sessions included the size and availability of conference facilities and accommodation, and ease of access for members travelling from throughout Scotland. The Golden Jubilee had the added advantage of being owned by the NHS so the public sector benefitted from the booking and all staff were paid the living wage.

At the outset consideration was given to rotating meetings to different venues. However, this would have resulted in substantial logistical challenges for members and additional costs. A single location was also considered preferable as members would become familiar with the venue and how to get there.

Roles and responsibilities in Assembly delivery

The Assembly website provides extensive information on who has been involved in delivering the Assembly.⁵ The main roles and responsibilities are summarised below.

Conveners

The Scottish Government appointed Conveners to lead the Assembly. This followed the approach taken in Ireland, and was intended to provide additional assurance on the Assembly's independence from government. The Conveners, who are not Assembly members, were responsible for:

- **Stewarding the Assembly** by overseeing the planning arrangements to ensure the Assembly delivers its remit
- **Convening meetings of the Assembly** by hosting and contributing to them
- **Representing the Assembly** in the media and in public

The Assembly Convener is Kate Wimpress. Kate has an extensive background in community engagement and cultural initiatives, and has worked for arts and social justice organisations across Scotland and Northern Ireland. Trained in Fine Art and European Cultural Planning, Kate is currently the Director of North Edinburgh Arts and Chair of Scotland's Regeneration Forum. Further details about Kate are set out on the website and included at [Annex 3](#). Until December 2019 when he stepped down for personal reasons, the Scottish politician David Martin was co-Convener.

Secretariat

The Convener is supported by a Secretariat primarily staffed by civil servants seconded from the Scottish Government. The Secretariat is responsible for day to day operations, member liaison, management of contracts and resources, liaison with witnesses and the preparation of materials and reports.



⁵ www.citizensassembly.scot/about/convener



Stewarding Group

The Stewarding group consisted of a group of independent experts and advisers who were mainly tasked with providing advice and support to the Convener. The group generally met on a monthly basis. Details of the membership and remit of Stewarding group members is published on the Assembly website and included at [Annex 4](#).

Members Reference Group

Once the Assembly was firmly established a Members reference group was put in place. Membership of the group was voluntary and initially was undertaken on a rotating basis. After the Assembly reconvened in the summer an open invitation was extended to all members to participate and the group subsequently met on a weekly basis. A core group of members consistently attended the group, a commitment which required substantial additional time from them. This group has provided invaluable insights on the Assembly experience and significantly contributed to the delivery of the Assembly.



Politicians Panel

All of the political parties represented in the parliament, with the exception of the Liberal Democrats, provided a representative to participate in a panel. The panel members attended the 3rd meeting of the Assembly during which they engaged in discussion about political priorities and how politics is conducted in Scotland.⁶ A further meeting with the panel was due to take place in weekend 5 but did not take place due to COVID. The discussion with panel members was important to Assembly members' deliberations.⁷

Assembly design and facilitation

A range of contractors have provided specialist services to the Assembly. All contracts were awarded by the Scottish Government in compliance with public procurement rules. Contract management was undertaken by the Secretariat.

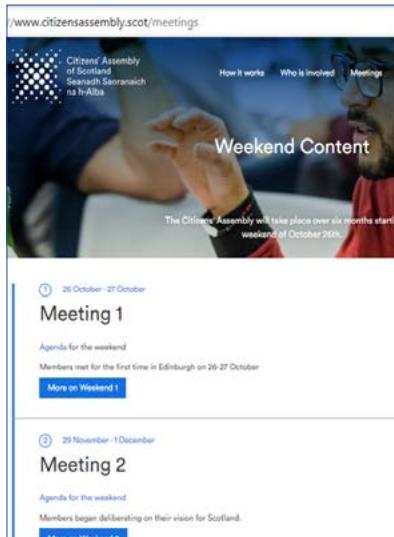


A design and facilitation contract was awarded to a partnership between The Democratic Society (Demsoc), Involve and Mark Diffley Consultancy and Research Ltd (MDCR)⁸. Demsoc have extensive experience of delivering stakeholder engagement and citizens' participation events. Examples include delivering the Innovation in Democracy Programme and the European Citizens Panel. Involve is a leading public participation charity who have designed and delivered many of the citizens' assemblies that have taken place in the UK, including the Citizens' Assembly for Wales, the Citizens' Assembly for Northern Ireland and the UK Climate Assembly. MDCR is a social research provider with experience in all kinds of qualitative research.

⁶ Members of the political panel in weekend 3 were: Angela Constance, SNP; Jamie Halcro Johnston, Scottish Conservatives; Richard Leonard, Scottish Labour and; Lorna Slater, Scottish Greens.

⁷ 93% of members found the political panel 'very much' or 'quite a lot' helpful for their learning in weekend 3 ([Member Survey, weekend 3](#)).

⁸ Now the Diffley Partnership.



Communications and engagement

The partnership was responsible for the design and delivery of Assembly meetings, working closely with the Secretariat and the Convener. Responsibilities included providing a team of facilitators sourced from 3 partner organisations and subcontracted from the Scottish Community Development Centre (SCDC). The SCDC is a leading body for community development in Scotland. At weekends 1 to 4 there were 14 table facilitators working with groups of around 8 to 9 members. Online working in weekends 5 to 8 was undertaken in smaller groups, with 16 table facilitators.

Digital and PR services

Digital services were provided by Whitespace, who designed the Assembly website and many of the online resources. Through Whitespace, filming services were provided from Glocast, including livestreaming of Assembly plenary sessions. In addition 3x1 were initially appointed as the PR agency for the Assembly, tasked with developing the Assembly's profile and building awareness amongst stakeholders and the media in the initial Assembly phase.

Our communications and engagement work has responded to the unique challenge of sharing the story of the very first Citizens' Assembly to be held in Scotland. The work aimed to establish the value of deliberative democracy and promote awareness of the Assembly's vision and recommendations.

Social media channels (Facebook⁹, Twitter¹⁰ and Instagram¹¹) provide avenues for informing stakeholders and the general public, making the Assembly's work accessible and transparent. Livestreams appeared on Facebook and our YouTube channel¹² in addition to the Assembly website accompanied by BSL and closed captions. Our YouTube channel hosts a range of additional video content created around weekend meetings, including highlights videos featuring members' reflections and distilling key evidence from expert speakers. The Convener posted regular blogs¹³ and updated our subscribers via email on the progress of Assembly work throughout.

Assembly Budget

The Scottish Government provided resources to deliver the Assembly. A budget of around £1.4 million was set, in line with similar national Citizens Assemblies, for example, Ireland. The main elements of the budget are accounted for by the gift of thanks to members and the travel and other expenses incurred through Assembly attendance, venue and accommodation hire as well as payments to contractors for Assembly design, facilitation and digital and PR services. The initial budget is set out in the report at [Annex 5](#).¹⁴

⁹ <https://www.facebook.com/citizensassemblyofscotland>

¹⁰ <https://twitter.com/citassemblyscot>

¹¹ <https://www.instagram.com/citassemblyscot/>

¹² <https://www.youtube.com/channel/UCxJBL9VtPxrWlunVyaq5jlg/videos>

¹³ <https://www.citizensassembly.scot/stories/conveners-blog>

¹⁴ The Scottish Government will publish the full Assembly costs in due course

Assembly Research



The Scottish Government commissioned an independent research initiative to run throughout the Assembly.¹⁵ This research was been undertaken collaboratively by Scottish Government Social Research in partnership with 3 independent academic researchers: Dr Oliver Escobar and Professor Ailsa Henderson, University of Edinburgh and Dr Stephen Elstub, University of Newcastle. Research plans were reviewed by a Research Advisory Group set up to support the project, consisting of those who have international experience of conducting research in the field of democratic innovation and representatives from the Citizens' Assembly Secretariat and the Scottish Government.

The overall aims of the research were to provide learning about the process to support the delivery of the current Assembly and to meet the Scottish Government's commitment to review and learn from the experience as well as to situate the Scottish experience within a wider body of international evidence on Citizens' Assemblies. The specific objectives were to:

- provide ongoing evaluative evidence about the Assembly process to convenors and the Secretariat
- evaluate the success of the CA as a model of democratic engagement in Scotland
- produce a research dataset on the CA that will be available for use by researchers, practitioners and leaders and ensure Scotland's contribution to the developing global evidence on democratic innovation

The research provides evidence about both the internal operation of the Citizens' Assembly and the external relationship between the Assembly and wider Scottish society. The methods used to address the external dimension involved a population survey, analysis of media coverage of the Assembly and interviews with stakeholders. The internal dimension gathered data on assembly members' understanding, attitudes and experiences as well as the quality of deliberation and facilitation through:

- **Member Surveys** – to track members' experience, knowledge and learning, members have completed surveys throughout the course of the Assembly meetings
- **Non-participant observation** – Members of the research team have attended all assembly meetings to collect observational data during the course of the weekend, including facilitator briefings. During the online weekends the research team also observed a small number of the breakout room discussions
- **Audio recordings of facilitated group discussions** – a small sample of the discussions have been recorded each weekend and analysis has focused on quantifying the quality of deliberation

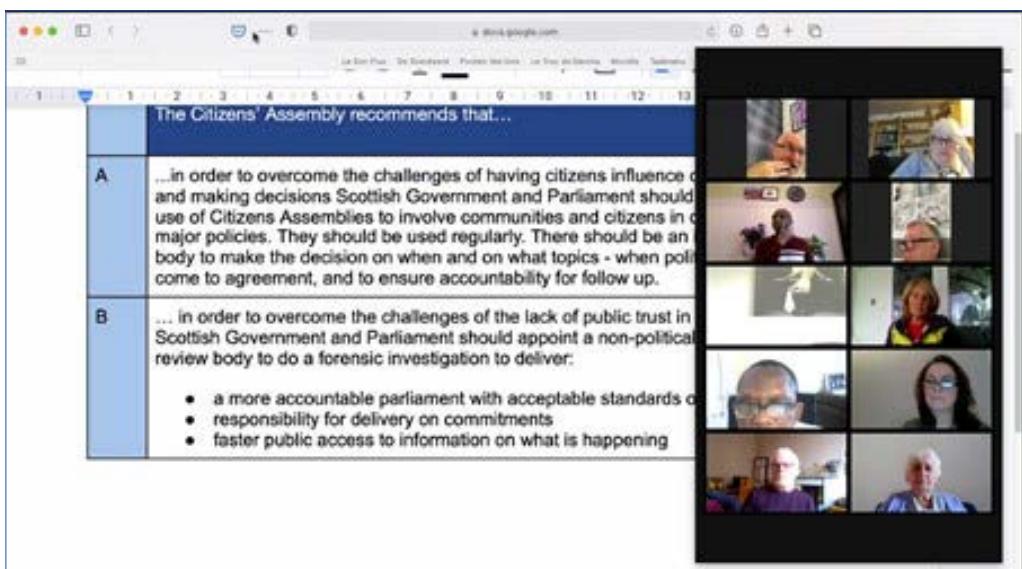
¹⁵ <https://www.citizensassembly.scot/research>

Following each Assembly meeting the research team prepared research briefings. These briefings, which are published on the Assembly website, provided important evidence to support Assembly design and operations. Once the Assembly has reported, the research team will conduct a range of further qualitative interviews. Findings will be published in a Scottish Government Social Research report in September 2021. This report will provide lessons for informing similar democratic processes in Scotland and beyond.

The impact of Covid-19 on the Assembly

The public health measures put in place in March 2020 in response to Covid-19 resulted in the cancellation of weekends 5 and 6 and a temporary suspension of the Assembly. Over this period most of the Secretariat volunteered to temporarily return to the Scottish Government to assist with the pandemic response effort. Communication was maintained with members during this time and the Assembly reconvened on an online basis in September 2020.

On reconvening, it was important for members to consider the effect of the pandemic on the country and the wider world, including its possible impact on their own lives. Given its already broad nature, the Assembly remit did not have to change to take this into consideration. Minor technical amendments were made to the terms of reference and memorandum of understanding to reflect the move online, notably the move to shorter sessions over four weekends and an extended timeframe for reporting and members took part in online induction sessions prior to the Assembly reconvening online. Overall the move online was very successful with adjustments to design and the length of sessions being made to accommodate the changed approach. As ever, members rose to meet the challenge in whatever way was necessary.



“

To get online, I had to borrow my 78 year old mother's ipad! Who has to do that?! Another funny one was when I had to stop my dog barking as it was upsetting another member's cat who was in the background in their house!

”

“

My sons a gamer and I've had to pay him £20 last weekend to stay off line to make sure I get a good signal

”

Members continued to report high levels of satisfaction about the Assembly through the move online, although they very much missed the informal social engagement which had been such an important feature of face to face meetings.



Chapter Two

The members of the Citizens' Assembly of Scotland

Two



Introduction

“

What we shared was remarkable. Even with all the differences – and there are many huge differences in terms of unionists or nationalists or partisans – there are certain core values, beliefs and principles that we share. We've been through a process where we've actually agreed what the priorities are and what the principles are that we want to build on.

”

Citizens' Assemblies are based on the idea that involving ordinary citizens in consideration of policy and political issues through deliberation on high quality and objective evidence can improve decision making and strengthen democratic processes. Ensuring a broadly representative membership is essential to the integrity of this process.

This chapter describes who the members of the Assembly are and how they were recruited and supported throughout the process.



How recruitment worked

Key decisions about the approach to member recruitment were taken by the Scottish Government drawing on advice from experts and international good practice. Member recruitment was undertaken by independent contractor, Mark Diffley Consultancy and Research Ltd¹⁶, following a competitive tendering exercise. An Advisory Group, which included researchers from the Scottish Government and National Records of Scotland was established to oversee the recruitment process and ensure it met the highest possible standards, including in relation to the profile of membership and methodology.

The main requirements were that there should be over 100 Assembly members who should be broadly representative of the wider adult population in terms of socio-demographic characteristics, geographical location and political attitudes.

The eligibility criteria for membership were:

- Eligible to vote under the Scottish Government's proposed franchise for Scottish Parliament and local government elections as set out in its Electoral Reform Consultation in 2017
- Available and willing to attend all six meetings of the Citizens' Assembly

In addition, members should not be:

- Elected or appointed representatives (including MSPs, MPs, MEPs, Councillors and Members of the House of Lords)
- Staff or officers of political parties
- A public appointee or senior public or civil servant whose job restricts them from participating in political activity
- A participant in a market research discussion group or focus group in the last 6 months

Consideration was given as to whether it was appropriate to try to exclude individuals on the basis of their membership of certain lobby or pressure groups. However, the decision was taken that as the remit was so wide it would be very difficult to appropriately identify which types of groups would be relevant. Instead members were asked to confirm that they were participating as an individual and not as a representative of any organisation.



The following socio-demographic variables were selected to determine the profile of members:

- Geography
- Age
- Gender
- Ethnic group
- Educational qualifications
- Limiting long term conditions/disability
- Attitudes towards Scottish independence and the UK's membership of the EU
- Scottish Parliament voting preferences

The expected and achieved profile, including data sources and recruitment methodology, is described in detail in a report prepared by the contractors and published on the Assembly website.¹⁷

In recognition of likely changes over the course of the Assembly, in particular the possibility of members being unable to continue for any reason, 120 members were initially recruited following visits to around 10,500 households across Scotland. Over the course of the Assembly circumstances did change for some members. However, over 100 members continued attending to the end of the Assembly. This high level of participation is above all a testament to members' commitment to the work of the Assembly. The support provided by the Convener and Secretariat is also likely to have been important. It is notable that Covid-19 and the break in the Assembly generally served to reinforce members' determination to see the process through to the end.



¹⁷ <https://www.citizensassembly.scot/sites/default/files/inline-files/Recruitment%20Report%20-%20final%20for%20upload.pdf>

“

What an amazing team of people and to me they truly represented that disparate nature that is modern Scotland that is its people.

”

A condition of participation was that members' names and geographic location are published. The members who attended over the whole of the Assembly period are listed at [Annex 6](#).

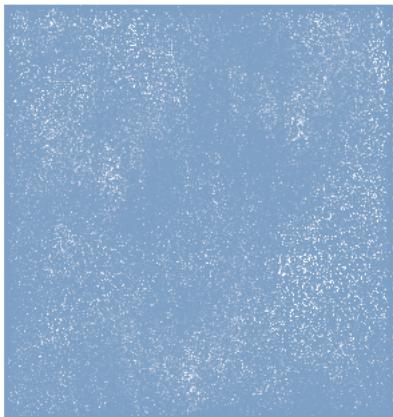
Support to Members

Assembly members received a gift of thanks of £200 for attendance at each of the weekends 1 to 4. All travel and subsistence costs were reimbursed and accommodation was provided. The move online significantly reduced the formal time involved in Assembly attendance, but in recognition of the extended duration of the commitment and the preparation required, a gift of thanks of £150 was provided for attendance at each of the four online weekends.

Maintaining relationships with members and providing them with a high level of support were key responsibilities of the Secretariat. Survey data from members gathered during Assembly weekends shows that members consistently felt supported during the Assembly process, with between 94% – 98% of respondents feeling 'very satisfied', or 'satisfied' with the support and assistance provided by the Secretariat across Assembly weekends.¹⁸

Members support needs were identified at the beginning of the process and arrangements put in place to ensure everyone was able to fully participate. These arrangements ranged from the provision of additional resources to cover the costs of caring responsibilities, such as childcare or personal assistants to attend meetings to support individual members, and the provision of materials in large print. In addition to these measures, steps were taken to work closely with members who required other support. A safeguarding policy and procedure was set in place to ensure the safety and wellbeing of all members during the in person and online meetings.

Moving the Assembly online brought additional challenges, including around access to equipment and the internet. These issues are likely to be very important for similar initiatives in the future.



Code of conduct and conversation guidelines

A code of conduct was drafted which members signed up to at the first meeting. The code put in place a process for dealing with any behaviour or action which could be harmful to the Assembly or its members.¹⁹ In addition, members prepared their own Conversation Guidelines.²⁰



19 <https://www.citizensassembly.scot/sites/default/files/inline-files/Code%20of%20conduct%20-%20final%20for%20publishing.pdf>

20 <https://www.citizensassembly.scot/sites/default/files/inline-files/Conversation%20guidelines%20for%20publishing%20online.docx.pdf>

Chapter Three

The Assembly learning journey





Introduction

This chapter describes the learning journey of the Assembly. Chapters 4 and 5 describe in more detail the work leading to formulation of the vision and recommendations.

Above all, the Assembly journey has been about the evolution of democracy in Scotland. It has provided us with a roadmap for doing politics differently in the future. On this journey, new and lasting friendships have been formed and a shared commitment setting out a new direction for the country has been forged. Regardless of age, background, experience or political view, Assembly members have travelled together, learning about the country and worked together on the challenges and choices we face.

As shown in their individual diaries, the Assembly has been a very positive experience for members. Anyone who has been involved, including through presenting evidence or observing proceedings, has seen this for themselves.

“

It feels like we're all in on it now, a real hive mind. We're striving forward with a set of ideas. I think it's all coming together. We're slowly landing on it and seeing the shift.

”

It is this direct experience – the energy, buzz and creativity in the room and over the airwaves, the banter, humour and sharing of stories – where the Assembly has come to life. Assembly members truly have been a mirror of the nation; reflecting our strengths and diversity, our independence of spirit and thought, our personal integrity and the positive values that we share of tolerance and acceptance of difference.

“

I was taken with how everyone seemed to suspend their judgements, and took the chance to understand, even accept the others more, despite the to-be-expected disagreements on certain topics. This requires compassion, patience, and a good heart, and I would say that we achieved more understanding than separation. I think there was some big learning for many of us.

”

The context within which the Assembly has undertaken its work have been extraordinary. It met against the backdrop of the greatest political, economic and social upheaval in the post-war era, and it examined the really important policy issues and challenges of our time such as climate change, rising inequalities, health and wellbeing, the future of work and the economy, public finances and taxation. Members heard from experts on a broad range of topics and explored how politics is conducted and how decisions are taken.

Whilst this stage of the Assembly journey is now largely complete, there are enormous opportunities for Scotland to learn from and build on to create a more progressive modern democracy fit to deal with the challenges we face; a democracy where citizens are fully involved in discussion and decision making, including on the topics covered in the recommendations in this report.

“

It has been very intense and we're now finding our level in the whole process. And the way I'm seeing this forum, we are now a buttress. We sort of support the establishment from the bottom up as we can evaluate and find out what the people of Scotland need and we can sample the issues as we come from lots of different areas and that is all good. We can collect all this information which we can feed back into the system for it to be implemented. How it is implemented is up to the government. How they do it is up to them, but they have to do something.

”

An overview of the learning journey

An important and unusual feature of this Assembly has been the very broad nature of the remit and the requirement that members be involved in deciding what should be covered. Assembly design and planning has not been easy and it has not been possible to cover issues in the depth that would have come with a more narrowly drawn agenda. However, the approach has undoubtedly also brought significant benefits in putting members in charge and giving them the freedom to range widely across a broad spectrum of topics.

“

Sometimes you sit at a table and get so frustrated, but at other times you feel so humbled by what you've learned at this Assembly. We've all learned to be more patient and tolerant. Every group I've been in we've come to an agreement at the end and nobody has left on bad terms and I think that's proof that this works. We care about each other and this country.

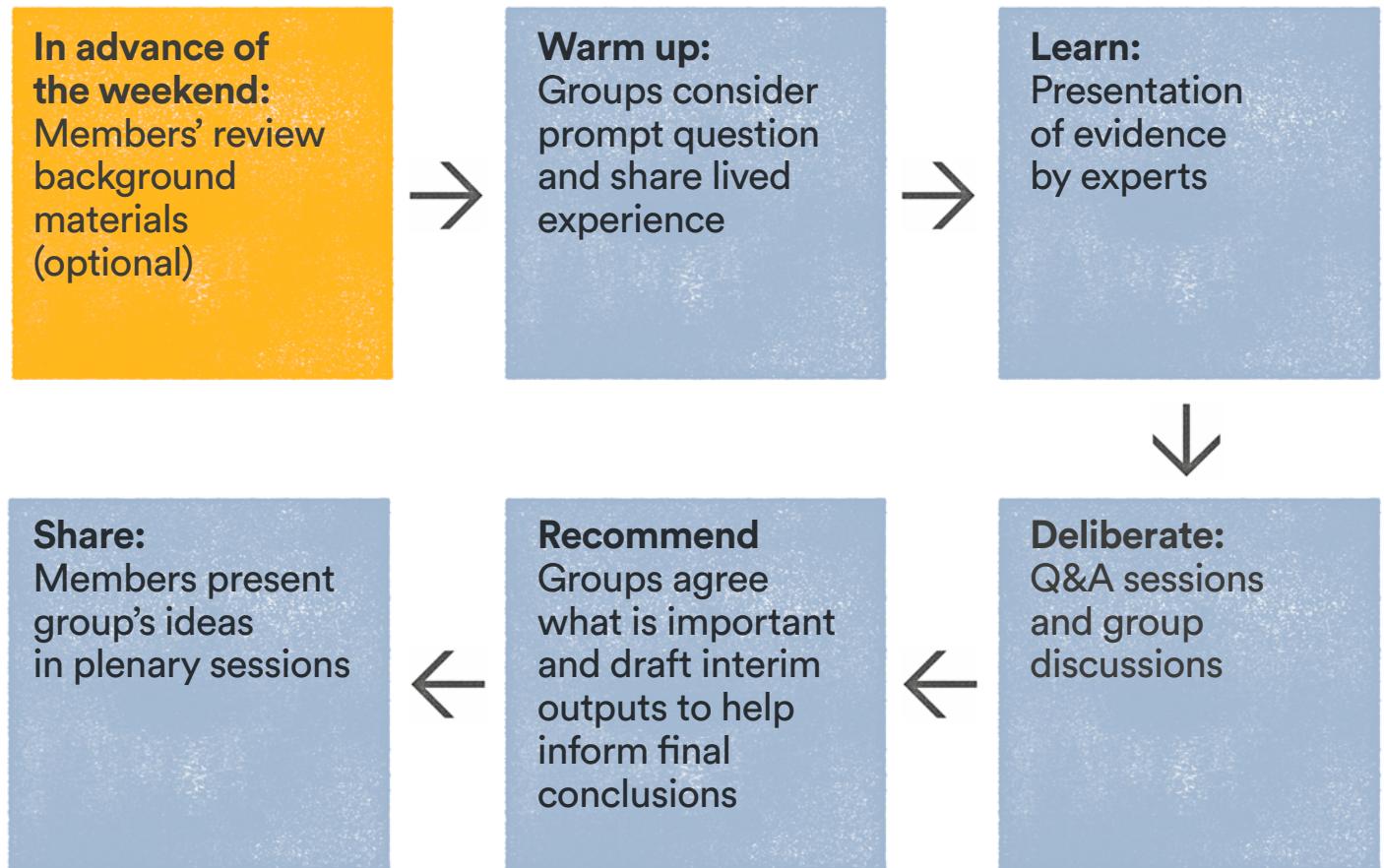
”

At its core the Assembly journey has been about developing knowledge and awareness about the country, discussion about the things that matter most to citizens and setting an agenda for the future. It included exploration of challenges around a broadly definition of building a sustainable country and on the resources to support this, specifically public finances and taxation. The Assembly reflected on the impact of Covid-19 and prepared a collective vision for the future of the country and agreed priorities for action. These outputs have been informed by all that members heard, discussed and learned through the process. In structural terms, weekends 1 to 4 mainly involved learning, development of skills in deliberation and familiarisation with techniques, typically through presentation of evidence and discussion with experts, deliberation in small groups and agreement on interim outputs, often including voting to indicate levels of support for the range of outputs. Weekend 5 involved considering the impact of Covid-19 and weekends 6 to 8 involved members working together in small groups to consider this earlier work, preparing statements of vision, developing the scope and text of recommendations and supporting materials, and voting to decide the final Assembly vision and recommendations.

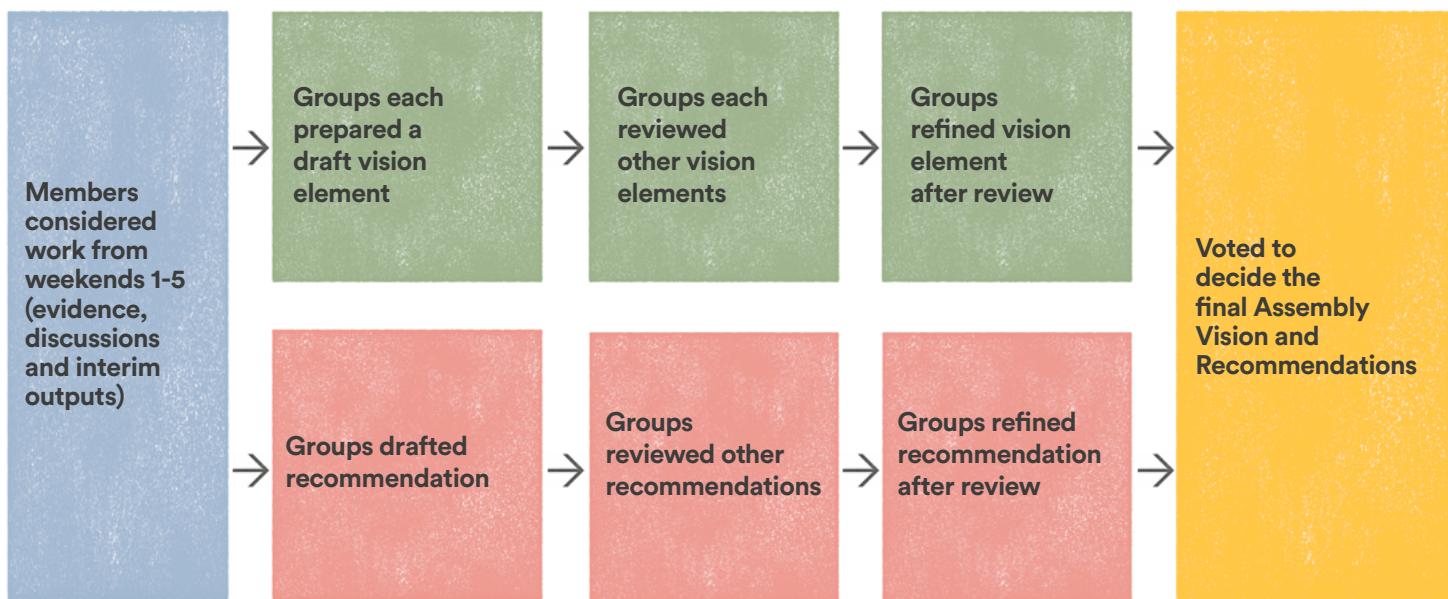


The following diagrams summarise the deliberative process undertaken across the weekends:

Deliberative Process: Weekends 1-5



Deliberative Process: Weekends 6-8



A key aspect of the journey has been the ways in which members have grown as informed, critical and committed citizens. Members' skills and confidence in engaging with evidence and in deliberation and working together to prepare outputs, have grown enormously over the course of the Assembly. Members themselves have reflected in formal and informal feedback on the deeper complexity, volume and breadth of evidence that has been presented over the course of the Assembly, on how hard they were pushed and how they rose to the challenge, gaining new and deeper knowledge of the topics, insights into the complexities of policy making and a growing belief in the significance of their own and the Assembly's collective views on these issues.

“

People were confident within themselves...they knew they were allowed to be themselves. They knew they were ‘enough’ no matter who they were or what their background was.

”

Committed to continuing as an Assembly member remained strong throughout the Assembly process, despite the delay in operations resulting from the lockdown and through the subsequent move online.²¹



²¹ The number of members 'strongly agreeing' that they would wanted to continue as an Assembly member ranged from 73-84% across the Assembly weekends ([Member Survey, weekends 1-7](#)).



Whatever their background, age or experience, Assembly members engaged positively with complex evidence and with the tools and techniques of deliberation. Along the journey they produced a valuable set of interim outputs, including material which has not found its way fully into the final vision and recommendations, but which provides important insights into their thinking and the breadth and diversity of views. These outputs are discussed in chapters 4 and 5 below. The picture below provides a visual representation of the learning journey.



Assembly evidence

All of the work of the Assembly, including the agenda for meetings, the evidence presented at the weekends, key points in discussions and interim outputs prepared on specific topics can be found in the weekend reports and in the recordings of plenary sessions on the Assembly website. Much of the learning from weekends 1 to 4 was brought together in the interim report²² and ‘journey so far’²³ summary papers and in the accompanying videos prepared by the Secretariat in advance of the Assembly reconvening in September.

[Annex 7](#) provides a table of the agenda for each weekend together with a list of the evidence sessions and the outputs that were produced. [Annex 8](#) provides a more detailed account of the evidence of the Assembly, including information on the expert speakers, links to their presentations and the full range of supporting materials that were provided to members in advance of Assembly meetings.

“

Each week we've been given a piece of that puzzle: to learn and understand and ask questions that will lead us to making decisions at the end. But I'm also getting an understanding of really where the politics lies in all these things. I think before there might have been some kind of bubble over politics, that nobody is able to get in and ask questions, and shake them up! And I think we're able to do that here. And I feel quite privileged and excited – – and energised! – – to say: I want to do that. I wouldn't have done it before.

”



A shared understanding of facts and figures and engaging in discussion using information that is accurate, trusted and presented in an accessible form is key to a successful Citizens' Assembly. Only on the basis of deliberation on such evidence can Assemblies come to informed conclusions that those involved can agree are fair, even if not everyone agrees with them. The breadth of the Assembly remit and limits of time meant that it was not possible to explore any single topic in detail and members noted the challenge in making recommendations which have a broad base of evidence to support them. There is no doubt that the process would have been even stronger if it had been possible to investigate issues in more detail.

22 https://www.citizensassembly.scot/sites/default/files/inline-files/SCA_Report_OurStorySoFar_0.pdf

23 <https://www.citizensassembly.scot/journeyssofar>

Nonetheless ensuring the quality, reliability and accessibility of the evidence to be presented was central throughout the process. A key role of the Stewarding group was to help decide on the evidence provided and at an early stage evidential standards²⁴ were prepared and discussed as part of a wider consideration of using evidence and engaging with trusted sources. Expert speakers were identified in line with the principles and approach set out in the evidential standards. Those invited to present were drawn from a range of reputable organisations and institutions from across the UK. A full breakdown of participating speakers and the evidence given across Assembly weekends is provided in [Annex 8](#).

Given the remit of the Assembly it was not practicable to seek general submission of evidence, which would have been desirable to allow the wider public to contribute to the process. Instead, the Secretariat with advice from the Stewarding group, identified acknowledged experts to provide a range of perspectives on the issues being discussed.

The breadth of the Assembly remit made it important to provide a rich definition of evidence, with all aspects of the Assembly learning journey being relevant. Members were invited to consider evidence as including:

- General evidence about the country, including the constitutional position, provided by expert witnesses in line with the evidential standards
- More detailed evidence on the challenges of building a sustainable country and relating to the public finances and tax, including some of the key constitutional aspects of those challenges, provided by expert witnesses in line with the evidential standards
- Evidence presented on different approaches to the economy, what makes for happiness, and how values influence decision-making, provided by expert witnesses in line with the evidential standards
- Evidential standards and how to interpret these

As well as learning from these sources, evidence also includes the Assembly experience, including reflections from the skills that members developed, the 'lived experience' of Assembly members, and from the discussion with the politicians' panel about their priorities for action and how decisions are taken in and for Scotland.²⁵

All of these sources of evidence have been part of the Assembly learning journey and members were encouraged to draw from in preparing recommendations. Members views on the quality and accessibility of evidence and what has been most useful to them in the work have been carefully tracked through the research initiative and published in the weekend data briefings.

24 https://www.citizensassembly.scot/sites/default/files/inline-files/Weekend%20Evidence_Evidential%20standards%20for%20Citizens%20Assembly_1.pdf

25 The Secretariat also prepared a series of '[horizon-scanning](#)' materials on the impact of COVID to assist members' discussions when the Assembly reconvened.

The picture below provides a visual overview of the breadth of evidence considered in the Assembly



“

We felt comfortable enough to challenge each other, and that speaks volumes in terms of how we worked as a team. I know that I changed my opinion a couple of times on the basis of what other people had said.

”

“

It was empowering for me as a Scottish citizen to see that the politicians were actually listening to us. They were being influenced by what we were saying, and not the other way around for a change! And I thought it was quite nice that you got to know them, because they gave you some personal background. So you actually thought “Okay, this is what you’re about.

”

“

It was major amounts of information. Really complex. Challenging, but very interesting.

”



Chapter Four

The Assembly vision

Four



Introduction

“

We accepted that there will always be difference, but we have a common goal and we can draw on all the strands of our collective experience to add value to that. It was like a common woven thread through the whole weekend that bound all our hopes and ideals and disagreements because they were all relevant they were all enough, but they couldn't all be included.

”

The Assembly was established to give citizens a platform to say what matters to the people of Scotland, to identify what unites us, and to find common ground in what are often highly contested political discussions. Never before has such a broadly representative group been drawn together to work in such a way on behalf of all citizens of Scotland.



Earlier in this report are set out the 10 statements of vision agreed by the Assembly in response to the remit topic ‘what kind of country are we seeking to build’. The vision is a hugely important output of the Assembly, telling the story of the values, outcomes and ideas on how decision are taken for and about the country that are most important. These statements are entirely the words of Assembly members.

The vision was agreed by consensus by the Assembly, it includes only those statements that were supported in a vote by 90% or more of members. It genuinely captures the common ground in the Assembly. Of course the ten statements are not the whole story of the vision of Assembly members. Many ideas were discussed throughout the process. This chapter describes the journey which resulted in the vision, including the ideas members shared at the beginning of the process, the breadth and diversity of views along the way and how the vision evolved over the course of the Assembly.

How the Assembly vision was developed

Beginnings

One of the first activities members did together was to share their experiences of living in Scotland and to describe what they think is special about living here and the kind of country they would like to build. These discussions produced the word cloud below.



What kind of country are we seeking to build?



The word cloud provided valuable insights into the range of views across the Assembly and it shaped decisions about the challenges that were investigated in more detail in weekends 3 and 4. The areas that came through most prominently at this stage included sustainability and use of resources, building strong communities, investing in public services, tackling poverty and inequalities, and values relating to both the kind of people we are and how decisions are taken.

Preparing an initial vision – what kind of country are we seeking to build?
Weekend 2 concentrated on more detailed work to develop vision statements. The report and supporting materials for the weekend describe the processes followed.²⁶ Members began by crafting statements in their own words. These were condensed to 107 statements through grouping at tables and then reviewed and refined further to prepare a final set of 67 statements. These 67 statements, which are included in [Annex 9](#), represented the ‘breadth and diversity of views’ across the Assembly. Finally, members selected their top three priorities and the outcome of this vote was that 22 statements (identified as top priorities by at least 3 groups) were identified as the ‘common ground between members’.²⁷



26 <https://www.citizensassembly.scot/meetings/weekend-2>

27 89% of members either ‘tended to agree’ or ‘strongly agreed’ with how the final statements on the kind of country we are seeking to build were agreed upon (Member Survey, weekend 2).

The 22 statements agreed at this stage were:

The Scotland we are seeking to build will...



be socially responsible, taking care of the most vulnerable in society

be a sustainable society where we balance our environmental, economic and social impact for the good of the country and its citizens

provide housing for everyone

have a strong and stable public service for all

invest in and provide a thriving and fit-for-purpose health service

be a prosperous and financially secure country

be a safe country

provide a free, world-class education for all

be free of poverty

have a greater and stronger state pension

be accountable, transparent and professional by providing informed information to the people

encourage and support all citizens to reach their full potential throughout their lives.

have an honest and accountable government

be democratic, fair, honest, transparent and inclusive

have better incomes and a better living wage to reduce poverty

have equal opportunities for all

will improve on living standards and quality of life for everyone now and in the future

will be more transport accessible to everyone over the full country

include the diversity of its citizens in making policy

build enough amenities at the same time as homes

have a government that will treat the population with fairness, compassion and transparency

provide a tolerant, safe, secure and stable environment for all people to grow

Reflecting on the impact of Covid-19

The original Assembly design envisaged finalising the Assembly vision in weekend 5 following the more detailed evidence sessions in weekends 3 and 4. However, circumstances changed and before turning to this final stage members discussed the impact of Covid-19 and how it may have influenced their views on what is important in a vision for the future of the country.

“

The lay of the land has changed since we last met. There's a huge obstacle in the road ahead. It's now clear that we need systemic changes, in healthcare, social policy, employment, and protection of the vulnerable. I've seen it first-hand through the pandemic. People are living different lives.

”

Many of the priorities coming out of this discussion resonated with earlier ideas and provide a powerful insight into the concerns of citizens. Members identified a pressing need for a more equal and socially responsible country, for prioritising health and wellbeing, including an increased focus on mental health, and improving resilience planning. Supporting economic recovery and recognising the challenges around public finance were important. Strengthening devolution and improving working between governments, as well as improving decision making through citizen involvement, were highlighted as means to secure positive progress going forward. Members also recognised that the pandemic had not reduced the urgency of addressing the climate crisis. [Annex 10](#) provides a summary of these reflections.

Finalising the vision

In weekend 6 members came together to reflect on all of the work so far and prepare a final for the future of the country. Working in small groups they crafted the words to represent the culmination of this long and rich journey, reviewed texts prepared by other groups and came together to vote in a series of stages to decide the final vision.

This final stage was a very challenging exercise, especially working online rather than in person when it is so much more difficult to ensure that everyone is fully engaged and that their views are included. For some members it was disappointing that some statements which otherwise were widely supported did not make it into the final list. However, findings from the weekly research survey show that 80% of members felt that the requirements for each element to be agreed was fair.²⁸

“

It's not easy to reach consensus. We're talking about 90% agreement and that makes it very reliable, very authentic, and valid. You can't just dismiss it with the wave of a hand. This was the people of Scotland speaking.

”

All of the ideas developed during over the course of the Assembly are important and are captured in this report. The voting outcomes on weekend 6 are set out at [Annex 11](#).

“

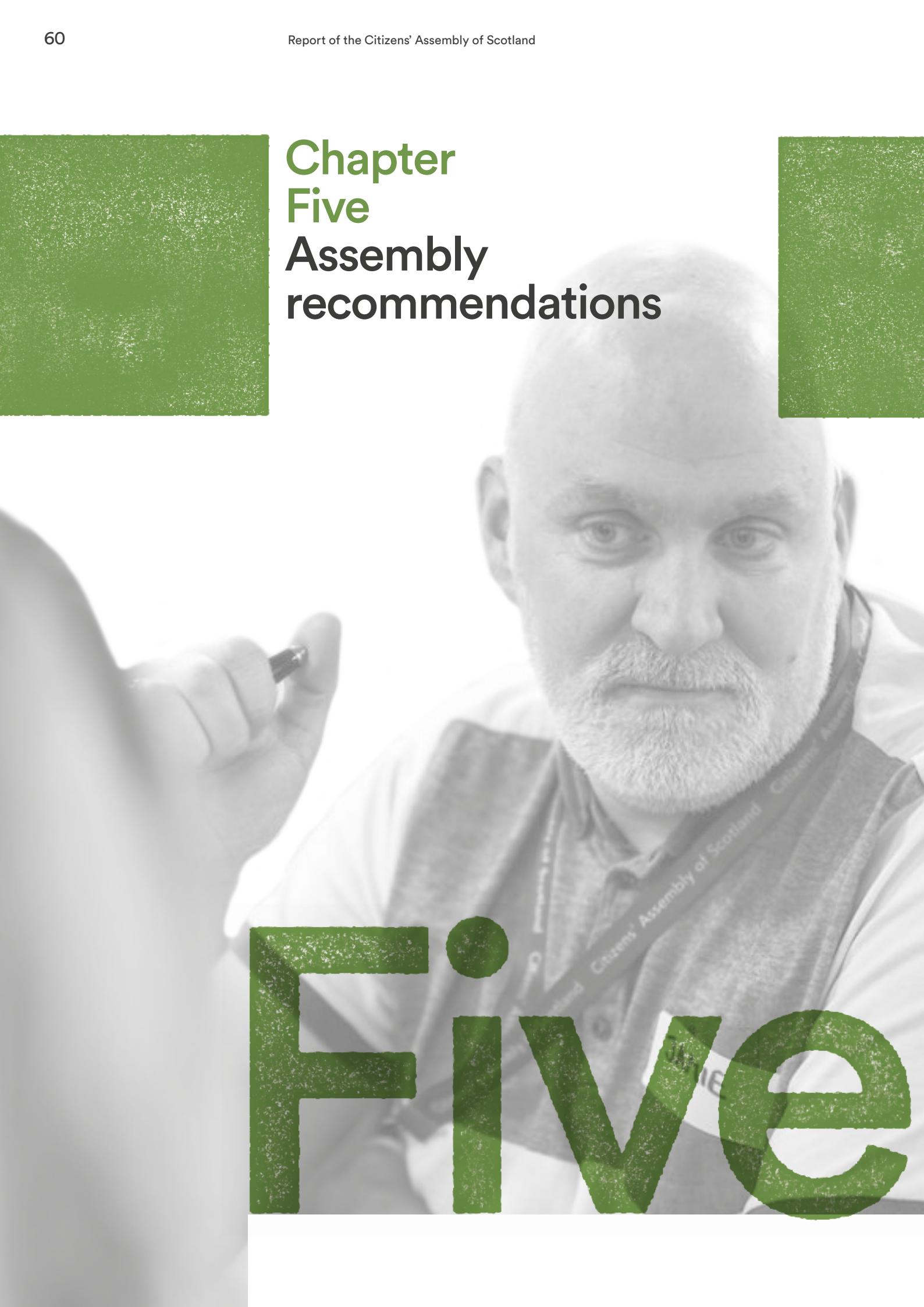
The weekend brought together all the work and all the words that we've considered over various weeks, and represent the view of the people of Scotland as represented by the Citizens' Assembly. We were trying to distil all the work down into meaningful, powerful and actually achievable statements. Because we could write to the moon, but actually what we need is to have a document that tells our citizens, politicians, managers and authorities what it is we think is important.

”



Chapter Five

Assembly recommendations



Five



Introduction

“

I think the work of the Assembly is important, but not for me, for my children and grandchildren. Other members have said similar. It's been eye opening learning about politics and the country and nice to learn. I didn't know anything about the Assembly before I joined, but it's nice to listen to others' views and understand where they are coming from. Everyone gets their chance to speak. It will be good to see it going to parliament as it'll be nice to see that it's taken seriously and been worthwhile.

”

A key consideration in Assembly design was how to address the 2nd and 3rd remit topics and the requirement that members identify specific challenges and consider constitutional aspects of those challenges. This was especially difficult given the very limited preparation time between Assembly sessions.

The 60 recommendations and levels of support for each of them set out earlier in this report are the response to these aspects of the remit. They are the actions that members think are most important to take forward in the next parliament. The recommendations mainly relate to achieving the Assembly vision, but also cover a range of other ideas which have been discussed over the course of the Assembly.

The Assembly prepared and voted on the recommendations over the course of weekends 7 and 8. The full text of all of the recommendations and the supporting information is set out at [Annex 12](#). This material is entirely the work of members and was drafted together working in small groups with the support of facilitators. The voting process for deciding and reporting on the recommendations was agreed by members during weekend 7 and is included at [Annex 13](#). The detailed results from the voting in weekend 8 can be found in [Annex 14](#).



The recommendations draw on every aspect of the journey since October 2019 – the evidence, learning from each other and the skills and techniques of deliberation. Bringing together such an array of material from over a year of work was very challenging and is a great achievement. It would have been ideal if more time had been available to review and revise draft recommendations and further develop the supporting material, but in no way does this diminish the importance of the work. The breadth and depth of the Assembly's vision and the direction members have set is clear and unambiguous. The recommendations are a testament to the journey travelled and the enduring commitment of Assembly members, who are fully committed to the recommendations and look to the Government and Parliament to act upon them.

This chapter outlines how the recommendations were prepared and provides commentary on the key themes involved and the processes for taking decisions. It describes the work in weekends 3 and 4 on the challenges relating to sustainability, finance and tax, and includes the interim outputs from that earlier work which are an important starting point for many of the final recommendations.

How the recommendations were developed

Beginnings

The process of considering evidence, identifying key challenges to investigate and producing potential areas for action began at the start of the Assembly. As described above members began by exploring general evidence on the country, including looking at the constitutional position and how decisions are taken and then explored different ways of looking at issues such as different approaches to the economy, what makes for happiness and how values influence decision making. Members also learned about the different kinds and sources of evidence and how to interpret these. They met with a politicians' panel, heard about their priorities and discussed how politics is conducted and decisions are taken.

Investigating challenges

Over the course of weekends 3 and 4 members investigated challenges facing Scotland in more detail. Deciding which topics to investigate was not straightforward but the starting point was the vision statements prepared in weekend 2. The statement below was one of the most strongly supported and brought together a wide range of topics:

The country we are seeking to build will be a sustainable society where we balance our environmental, economic and social impacts for the good of the country and its citizens



In weekend 3, members took evidence on this topic from a range of speakers who considered different aspects of the statement and prepared interim outputs in the form of 14 ‘canvasses’ covering difficult choices and trade-offs and potential areas for action. These canvasses are an important interim output which laid the foundations for many of the final Assembly recommendations. Through a voting exercise, levels of support for each potential area for action were identified. All of the materials from the weekend can be found on the Assembly website.²⁹

“

Very illuminating. I found the discussions very energising. It's the kind of topic I love to get my teeth into. It was informative and, equally, combative but good-natured.

”

More difficult was selecting the focus for discussion in weekend 4. There was very limited time to prepare for the weekend and a range of different approaches would have been possible. One approach considered was to explore in more detail challenges around health services, which was important to members. However, members had also indicated that they wanted to know more about Scotland’s financial resources. Given how important the topic is to achieving all other outcomes and to understanding how decisions are taken, weekend 4 therefore developed the discussion of the challenges of building a sustainable country looking in more detail at finances and taxation.

Weekend 4 was both a difficult and a rewarding weekend. Members were presented with a daunting array of evidence and were asked to explore challenges in different ways; they again developed canvasses which recorded key findings and also undertook an exercise to consider how taxes might be gathered and used differently. They came out of the weekend feeling significantly better informed about the country and empowered and confident about setting a direction of travel for the country. All of the work from weekend 4 can also be found on the Assembly website.³⁰

“

Tax – a dreaded, feared word! Before today, tax for me was you open up your pay packet and you think, “Oh, do I have to pay that?” Today we learned about the bigger picture: UK tax, Scotland’s tax and other countries’ tax system. That was a lot of information and, for me, very informative. I didn’t know half of that.

”

29 <https://www.citizensassembly.scot/meetings/weekend-3>

30 <https://www.citizensassembly.scot/meetings/weekend-4>

Across weekends 3 and 4, the canvasses produced by the Assembly collectively set out a range of ideas on how to address the challenge of sustainability and the resources to achieve it. These ideas were brought together for members in the interim reporting paper prepared by the Secretariat in the summer Journey So Far: Challenges paper³¹, which drew out three overarching themes:

Fair Work and Taxes – where members highlighted the importance of fairness and equality for all citizens, noting the need for fairer work through review of employment regulations and pay conditions and increased work opportunities for all, such as through apprenticeships. Members explored how fair work policies as well as some specific tax raising ideas could contribute to increases in income tax revenues to resource a sustainable country. Members also advocated building an equal society through a tax system that taxes wealth more fairly, through increasing taxes for those individuals who can pay and for large corporations.

A Greener Scotland – where members suggested a range of ideas to improve energy efficiency, invest in Scotland's renewable energy potential and green technologies, develop sustainable community infrastructure including accessible public transport, and to ensure green behaviour from business through taxation and eco-laws.

Citizen information and improving decision making – where members commented on how difficult it is for citizens to be well-informed in order to be properly involved in decision-making and how valuable it had been to be discuss these issues with fellow citizens. Ideas focused around need for better information to the public on issues of climate change and taxation, and a need to improve the quality of political discussion and decision-making to deliver a sustainable country.

Preparing the final recommendations

As described earlier in this chapter the final recommendations were drafted and voted on in weekends 7 and 8. The Secretariat provided an extensive pack in advance of weekend 7 with an overview of the evidence considered to date and other relevant information, together with key points of reflection from previous sessions, including the interim outputs prepared in weekends 3 and 4 and guidance on how to prepare recommendations. The materials were organised in 15 different topics which broadly related to key aspects of the Assembly vision. All of these materials are available on the Assembly website.³²

Preparing recommendations was exceptionally challenging. Over the course of weekend 7 members worked tirelessly and patiently, sharing ideas, agreeing key themes and preparing the text of the recommendation and supporting material. Preparing 60 carefully considered recommendations in such a short period of time is an extraordinary achievement demonstrating the commitment and ambition of Assembly members; that these were prepared in a truly collaborative manner, as is shown by survey data, is even more remarkable.³³

³¹ <https://www.citizensassembly.scot/challenges>

³² <https://www.citizensassembly.scot/meetings/weekend-7>

³³ Member Survey, [weekend 7](#), noted that across weekends 1–7, 81-94% of members either 'tended to agree' or 'strongly agreed' or that fellow participants respected what they had to say even if they did not agree with them and that 90% of members in weekend 7 say they were very happy with the options presented for voting.



“

This weekend was so intense, I let some emotions out, tears. There was tiredness, feeling of accomplishment. I did have the feeling of [an] exam falling into place. I'm very proud I took part in it, I had my say and I look forward to next weekend.

”

“

To me, this weekend's an overwhelming success and it's saved the day. To the point now where I personally am very reluctant to let it go. It's a shame we're coming to the end of the process now, but we've got to hand it over, I get that.

”

To support voting in weekend 8 the recommendations were organised into the following thematic groups:

- **How decisions are taken** – covering a range of ideas to improve citizen participation in decision-making, the provision of information and the accountability of the Scottish Government and Parliament.
- **Income and poverty** – a range of proposals to improve incomes and wages and to both prevent and tackle poverty.
- **Tax and economy** – covering a range of ideas to improve tax collection, incentives positive behaviours and make taxation fairer, more transparent and better understood, and initiatives to develop new industries and employment opportunities, including through investments in research and development and innovation.
- **Young people** – a strong focus on supporting young people to realise their potential, including support for their health and wellbeing, access to housing, skills development, employment and incomes.
- **Sustainability** – ideas to improving Scotland's environmental sustainability, including through technological innovation and use of taxes.
- **Health and Wellbeing** – a strong focus on prioritising mental health, improving health promotion, on NHS governance, increasing the wages for healthcare staff and a focus on community health.
- **Further powers for Scotland** – including a range of recommendations around tax powers, to negotiate own trade agreements and control immigration law, as well as other recommendations that do not explicitly reference constitutional change but which have constitutional implications, for example, around green tax breaks, reducing the pension age and around employment laws.
- **Mixed group** – a range of other recommendations such as education and vocational opportunities, equal internet access and a review of the criminal justice system.

The outcome of voting

In weekend 8, members voted on the 60 draft recommendations. The voting took place across two sessions with voting and reporting of voting conducted in line with decisions made by members in weekend 7 (which can be found in [Annex 13](#)). In voting on the Assembly recommendations members decided whether they ‘strongly agreed’, ‘agreed’, ‘disagreed’ or ‘strongly disagreed’ with each recommendation. They further decided to report the results according to whether each recommendation was:

- ‘strongly supported by a majority’ (where more than 75% of members either ‘agreed’ or ‘strongly agreed’ with the recommendation)
- ‘supported by a majority’ (where more than 50% of members ‘agreed’ or ‘strongly agreed’ with the recommendation).
- ‘Supported by a minority’ (where over 25% of members either ‘agreed’ or ‘strongly agreed’ with the recommendation)
- ‘not supported’ (where less than 25% of members either ‘agreed’ or ‘strongly agreed’ with the recommendation)

103 members voted in the first round of voting on recommendations 1-37 and 100³⁴ members voted in the second round of voting on recommendations 38 – 60. The detailed breakdown of voting on each recommendation can be found in [Annex 14](#) of this report.

All of the recommendations were supported in final voting, with 58 of the 60 being ‘strongly supported’ and the other 2 ‘supported by a majority’. Some recommendations secured near unanimous support. Levels of support within the thematic groups are further discussed below, highlighting where overall levels of support were highest in that group and also where voting was highest for ‘strongly agree’:

- **How decisions are taken** – All recommendations were ‘strongly supported’, with the exception of investment in national and community libraries which is a ‘majority supported’ recommendation. The highest levels of overall support were for those recommendations: calling for increased accountability to ensure the honesty, transparency and integrity of politicians; an accessible and honest annual presentation of major commitments and progress against them; encouragement of MSPs to consult and act on the views of constituents; and the publication of accessible tax payer documentation. The recommendation in this group where the highest number of members ‘strongly agreed’ relates to making further use of citizens’ assemblies to gather people views and ideas on issues of national importance.
- **Income and poverty** – All recommendations were ‘strongly supported’, with the exception of the suggestion of a universal basic income for all citizens, which was a ‘majority supported’ recommendation. The highest overall support and where the highest number of members ‘strongly agreed’ concerns a legal requirement for a living wage and abolishment of zero hour contracts. Members were aware that these recommendations might relate to reserved matters of employment law.

³⁴ While there were 100 respondents to the second round of voting, one respondent only voted on recommendations 38,39, 40 and 41. This is likely due to a respondent exiting the survey before pressing ‘done’ on the survey.

- **Tax and economy** – All recommendations were ‘strongly supported’. The highest overall support in this group was for recommendations relating to: tax incentives for all business to encourage good employment practices in terms of green values, job creation, wages, apprenticeships and workforce skills; and for investment in Scotland being a leader and hub in scientific and technological innovation. While not as high on overall support, the recommendation that secured the highest level of ‘strongly agreed’ votes covers a plan for small and medium business focused investment in Scotland to secure jobs in the wake of COVID-19.
- **Young people** – All recommendations were ‘strongly supported’. The highest levels of overall support relate to: apprenticeships (in terms of increased opportunities and wages); the funding of mental health support and access to housing (social housing and making buying property more accessible), with the first two of these also those with the highest number of votes that ‘strongly agree’ with the recommendation.
- **Sustainability** –All recommendations were ‘strongly supported’. The highest overall levels of support relate to: consistent recycling approaches and reduction of waste and unnecessary use of non-biodegradable products; and to investment in infrastructure to harness our renewable energy potential and green tax breaks to small businesses affected by COVID. The highest number of votes that ‘strongly agree’ were for recommendations related to improving energy efficiency of homes; and harnessing our renewable energy potential.
- **Health and Wellbeing** – All recommendations were ‘strongly supported’, with the highest levels of overall relating: to improving transparency of NHS governance in terms of contracts being passed to private companies; increasing the wages for healthcare staff; and creating social and minor health care hubs in the community to build proactive community resilience and reduce the strain on hospitals. The highest votes that ‘strongly agree’ were also those recommendations covering transparency and wages.
- **Further powers for Scotland** – All recommendations were in the ‘strongly supported’ quartile. Those receiving the highest overall levels support in this category were those relating to: tax powers; aspects of employment law, such as, abolishing zero hours contracts and the payment of a living wage; and green tax breaks to small businesses affected by COVID. The recommendation with the highest number of ‘strongly agreed’ votes relates to the living wage and zero hour contracts.
- **Mixed group** – All recommendations were ‘strongly supported’, with the highest overall levels of support relating to: guaranteed free education, vocational studies and apprenticeships open to all ages; and improved public information systems to ensure collaboration, accessibility and communication. The recommendation on education and vocational opportunities had the highest number of ‘strongly agreed’ votes.

The recommendations capture the ideas and issues that have been important to members throughout the Assembly. The breadth of the recommendations and the levels of support for them send a very clear message to the Government and Parliament about the action the Assembly believes is needed to achieve its vision for Scotland.

Chapter Six

Reflections on the Assembly – members' diaries



Six



Introduction

The final word on the Assembly must come from members themselves. The Assembly has been an extraordinary journey for everyone involved, and its influence should spread far wider, providing the opening words of a new chapter for democracy in Scotland. We asked members to set out in their own words who they are, why they agreed to get involved, what the experience has meant to them and what they hope will be achieved as a result. These are the responses, in members own words. They speak for themselves and provide powerful testimony. They are essential voices to be listened to by politicians and everyone else concerned with Scotland's future and who is committed to working as one to find common ground and move forward together whilst respecting different views. Over 100 citizens spent over a year doing exactly that and they have set out an agenda for action and a way of working for others to follow.

**Ibraheem Khan ↑**

I am a Scottish Asian medical student in his final year. Originally from Glasgow but have been living in Aberdeen for the last 5+ years.

I was curious and excited to see what being an Assembly member would mean. I have always enjoyed meeting new people and hearing their stories and this gave me the perfect opportunity to do so.

I will remember the stories I heard from people all over Scotland and getting an idea what there different lives are like. People live vastly complex and beautiful lives. And due to our differences we have different needs and desires.

I want to see more accountability of politicians and big companies as a result of the Assembly. Increase engagement with the public and get them involved into politics.

**Jamie Donaldson ↑**

I live in Aberdeen with my wife, we have 5 children, I work as an occupational health assistant in mental health.

I agreed to become a member because I felt I had a wide knowledge of current issues that affect everyday life. The most memorable part has been meeting people from every walk of life, meeting the political parties and putting questions to them.

I have learned so much over the session but most of all what a diverse nation we are and what we find important going forward as a nation. I want to see more citizens assemblies so that more people can get involved in shaping our nation going forward.





David Farrell ↑

I live just outside Falkirk in a rural setting. I used to do joinery work but gave it up due to health reasons, I'm a keen angler and love debates too.

I agreed to become a member because I felt I could have an impact on the way Scotland should move forward. I thought about the opportunities it would lead to and hoped I could help make a difference to the way politics was dividing the soul of our country because I felt the people weren't getting heard.

The most memorable part has been meeting like-minded people with the same goals, to help build a better Scotland. I also enjoyed the healthy discussions with members in the social environment of the hotel. Listening and learning from such a diverse group of people who all had a common interest.

I have noticed that my opinions of how we move forward are shared by many members both older and younger than me. This tells me that I'm not too far off in the balanced view I have to develop a better Scotland for all ages. I've learned a lot about the people we shared groups with, their own stories about their communities had a common thread running through them. That is no matter which part of Scotland we live on, there needs to be change and support everywhere.

Mainly I want a responsible government to be held to account if they fail to meet manifesto promises. Invest in the poverty issues and rights of realistic fair pay structures in accord with ongoing inflation. Appropriate new tax laws to stop wealthy tax companies avoiding paying their fair share of revenue made on the back of tax paying Scots purchasing their products.

I would love to see Scotland thrive towards a brighter future for young people to help them achieve the maximum potential they can in life. Also I hope this assembly has laid the foundation stones for further voices to be heard within the parliaments in the future regardless of party politics. The assembly members represent all parties so this in turn means it represents all the people of Scotland.

Dennis Ashcroft ↓

I'm a 57 year old male from Glasgow. I'm married with a grown up son. I was a heavy goods driver for most of my adult life. I am currently unemployed due to long running depression.

I was delighted to be asked to be a member of the citizens assembly, for Scotland. Scotland is a wonderful country and has lots to offer the world. It's an honour to have an opportunity to do something positive for Scotland and its people.

The positivity of the members throughout will stick with me for a long time, I've met some wonderful people from all walks of life. What I found out was that most of us agreed on the important issues even with our different political views.

I've learned so much about Scotland and how welcoming we are to people from other parts of the world. I've learned to listen to others point of view and respect them for that. I've learned in my view that Scotland needs more powers to make a real difference in our country.

I desperately want Scotland to be an independent country and be able to make the right decisions for Scotland.



Charlotte Beagley

I am 41, I live in Edinburgh and am not working due to long term illness. I felt this was such an amazing opportunity, once in a lifetime. And that I could not refuse to take part.

I enjoyed listening to the various speakers, I enjoyed meeting new people from different parts of the country, from different walks of life, I absolutely loved the zoom sessions!!!

I have learned that the citizens of Scotland all agree we need a fairer, sustainable and better Scotland and the people need more say. I want to see our vision statements accepted and acted upon. I want to see Scotland and its citizens and future generations thrive



Shirley Marzella ←

I am a Freelance Artist living in New Lanark. I was born and raised in Shotts, before moving to Lanark just before my daughter was born. I travel around the Central belt, giving art workshops and working as a Scenic Artist for Film, TV & Theatre.



I agreed to become a member because I was very curious, and positively intrigued about the whole idea. The thought that normal citizens could actually have a say, in politics!

The most memorable part has to be the opening weekend reception held in Edinburgh Castle's Great Hall! I felt as though I was part of something historic! I also felt somewhat empowered, witnessing our vision statements coming together, projected onto the screens.

I have learned, with pride that our people want kindness, fairness and tolerance, to be the norm in Scotland. However, I have also learned that the Assembly was never going to be allowed to make any real constitutional change. It had the (historic) potential to be brave, hard hitting and gutsy. But after COVID-19, all the fire from our bellies was removed, and we were left with lists of weak generalisations. All very nice and placated, with no punch. Very disappointing.

I really do agree with the premise of Assemblies, as they reflect a true cross section of society. Their ideas & opinions should be an integral part of the Scottish Parliament. I would be interested in Assemblies of other countries, meeting and comparing government policies, to devise a more holistic and global way of solving the world's problems.





Janette McBain ↑

I stay in Glasgow with my husband I have worked as a catering manager for 40 years a job I love & fills me with passion My family are the most important people in my life and I love spending time just hanging out chatting and having fun with all my nieces and nephews over 30 of them.

I became a member because I thought it's a once in a life time opportunity and to be part of such an iconic group is just wonderful I have learned so much about politics, friendships and other cultures.

The most memorable moment was Edinburgh castle – wow, I will never forget that night. A memory that will last a lifetime. I just felt so honoured to be in this beautiful castle with so many fantastic speakers. The atmosphere was electric.

I have learned about other cultures, that we all have a voice irrespective of our position or job every one matters in this process and united we can achieve great things through listening to everyone's opinions and agreeing through the process to get a final result.

I want people to be more understanding of other options, beliefs, and culture. Together we can make Scotland a country we are all proud of, our country to flourish and everyone, no matter their status, can enjoy peace, love, and harmony together, with a better understanding of our beautiful country.



Kirsty Hutcheson ↑

I live and work in East Renfrewshire. I am an additional support needs teacher. I became a member because I felt it was important for Scottish people's opinions about Scotland to be heard and I wanted to learn more about the running of our country.

The most memorable thing was meeting a wide variety of the people of Scotland, listening and sharing views and learning from professionals.

I've learned a lot more about Scotland's devolved powers and their limitations. I now know more about taxation than I previously did and have discovered I am very passionate about environmental issues.

Having learned about the possibilities of environmental developments in Scotland I would like to see Scotland be pioneers in this area.



John Punshon ↑

I am 77 years old and live with my wife Mary-Jo in the Lanarkshire area. I retired from my work as a Social Work Manager approx. 12 years ago.

When I was asked if I would like to be part of the Citizens Assembly, I gladly accepted. Having been told an outline of what the assembly would be working on I felt it was an excellent opportunity to contribute to how the future of Scotland could possibly be shaped.

The first meeting of the assembly was very memorable. Meeting fellow members for the first time was exciting and going to the great hall in Edinburgh castle was the icing on the cake. The continuing work with the members and the support staff was most enjoyable and challenging.

Listening to the views of other members was, for me, a big learning curve. It seemed to me all of the members I worked with were willing to express their views during discussions and accept the views of others. This, I believe, made reaching a consensus possible.

There is a number of changes I hope the work of the Assembly will help to facilitate, including more help for the poor e.g. housing, benefits and support. A fairer tax system would go a long way to help this happen. Investing in renewable energy etc. would help make Scotland a cleaner country for its citizens. There are many other issues that I believe need addressed to make Scotland fit for the safety of future generations.



Lynsay Walton↑

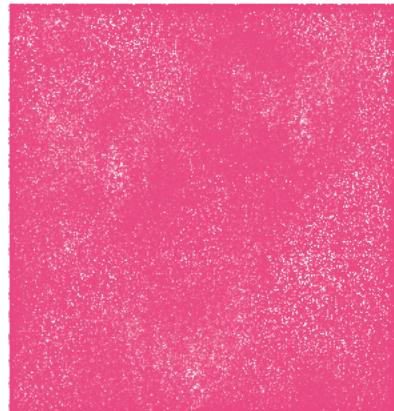
I am a 62 year old Scottish working class wifie. I am a cleaner and live in Arbroath. I have 2 sons, 4 grandsons and 2 granddaughters. I am divorced. I enjoy a good night out with friends or family and I love to travel when I can.

When I first heard about the Scottish assembly, I was interested and intrigued and a wee bit nosy. It goes without saying, I love Scotland and if I could be a part of this intriguing event ... then I'm definitely saying YES.

I've enjoyed the whole process ... from our introduction night out at Edinburgh castle , to listening to experts and guests ... helping to understand more about Scotland than I did before. I've also really enjoyed getting to know a lot more of my fellow Scots from different backgrounds and different parts of Scotland. Then the pandemic came along to test us, and it wasn't a problem for our fantastic secretariat, facilitators etc. We went digital! Wow, no bad for an old wifie lol.

I've learned to listen! Let others talk and be willing to change my mind. Though I still like to have my wee say too. I've learned about the Scottish tax system, the difference between 6 train stations in Glasgow [an illustration of social inequality] .. being poorest to richest. I've learned about happiness is very important as part of keeping our mental health .. healthy. I've learned we have a great country ... but we have a lot to work on and work out.

I want to see Scotland rid of poverty. I would like to see a living wage, helping people to get out of poverty. I would like to see more social housing as i believe everyone should have a roof over their head!! And i would like to see the NHS be top priority and not let the privatisation of our NHS come in through either the front or the back door!!!



James Ramsey↑

I stay in Hamilton and work in the care field that I enjoy very much as you're dealing with individuals who have lost their way and their identity in life so a kind word or a bit of advice can go a long way in helping them begin the journey of getting there lives back on track because believe me it's so easy to wander onto the wrong path but a lot harder to try and get back onto the right path so I believe it's essential to go into your job with a positive attitude and listen, learn, and help and offer advice and try to find a solution to each individual you are working with.

I agreed to become a member to be hopefully part of something that is going to make a difference and could possibly without over exaggerating become part of Scotland's great historical past and present and me, little James Ramsey from Hamilton, could have helped in making Scotland a safer, more united place to be and to be part of that is absolutely incredible and watching everyone come together as at the start it was a group of strangers.

It was memorable watching and being part of something that was basically unfolding before your very eyes different age groups putting their opinions across and actually being listened you could actually see people grow with confidence as the months went by and I hope that inspired people because I know it certainly inspired me the longer it went the more I enjoyed watching people's confidence and bloom in front of you and this was evident especially in the younger generation who we're probably out of there comfort zone but as the weeks and months passed I believe we were then inspiring each other in our individual groups or as a unit.

I've learned to listen to people's opinions and not be judgemental as one thing I definitely learned was that once everyone had given their opinion it was brilliant to watch people or individuals say "hold on I actually would like to rethink what I've just said", then as a group we would break everything down bit by bit then as a group would come up with something that we all had an input on what was going to be our goal to go forward. Honestly it was extraordinary how at the start of the day we all disagreed but by the end of the day we had broken down barriers and reached an agreement we were all happy with but more importantly that we all felt we had put our own little bit in.

I want Scotland to be a place that deals with all the problems that are going to come our way. We deal with them as a unit with people from various backgrounds working alongside our politicians, as with ordinary people involved I believe this could go a long way in bringing back trust and transparency for the future of the Scottish government. No matter what gets thrown at us we work through it as a country – poverty, job loss, Brexit, zero hour contracts, taxes – just a few things we are going to face in the future but after being part of the Scottish assembly I honestly believe if we can come together as a nation we can deal with anything and come out the other end stronger, more approachable and a forefront for other parts of not just the United Kingdom but the world to say "here hold on a minute look at this little place called Scotland is at the forefront of world politics". And that came about because everyone started trusting and believing in each other as transparency can go a long long way of bringing people together.



Caroline Hills ↑

I live in Dundee, have 2 sons and 3 grandsons and have worked for Dundee council as a nursery nurse now called early years practitioner for just over 33 years.

I was interested to find out more about politics as I've never really understood a lot of the issues and our rights. The most memorable thing was meeting such a diverse lovely group of people and hearing everyone else's views.

I have learned that everyone can make a difference. I'd like to see everyone treated fairly and a better life work balance



Chung Dam ↑

I live in Dundee, and I work in the nursery as an Early Year Educator. I came to Dundee 19 years ago and fell in love with the small city with friendly people and beautiful scenery.

I agreed to become a member because I would love to learn and find out more about Scotland. As an ordinary person, I would like see my voice being heard and contributing to make Scotland stronger and benefit citizens.

The most memorable parts of my experience as a member in the Citizens Assembly would be when I was listening to the lady from the Green Party's speech. It was a fantastic speech and it will benefit Scotland's future. I understood more about different parties and taxes.

During my time in the Citizens Assembly, I learnt a lot about different aspects that would help Scotland be a sustainable country. I would love to see all of the parties working together to build a sustainable country for the benefit of its citizens, and a transparent government.



Marie Nicholson ↑

I live on the southside Glasgow , retired florist self employed , at home with my husband , lived in the same area since married 45 yrs ago. I agreed to this as I like a challenge and boy was this a challenge -- over 100 people from all walks of life, different views, different cultures, different standards of living, but all coming together for one thing, to discuss in a civilised manner how we want to see Scotland in the future... and going forward try to suggest what we feel is best for our country.

The first weekend was memorable, wow, met a lovely bunch of people who all live all over Scotland, and all want the same thing, to be part of being a group who has the privilege to be listened to by MPs and others who work in that industry but value what we say and transfer it into the words that government bodies use. But not telling us what to say but guide our words into the right context. Edinburgh castle -- fantastic what an emotional evening, meeting all the behind-the-scenes team , they are a fab group of people who made me feel that no question is a stupid question ... and that my voice counts ... Been a challenge as some people just don't gel, so it's being respectful to others and hope they behave the same way back. Some young people, not interested in the topic , so didn't participate , and what I find amazing is when the polls get done there is always a percentage of people who don't vote ...that amazes me ..why spend hours and hours talking debating then not use the vote???

I have learned that some people just want to control others and take over the whole conversation and won't listen to others points of view ...I have learned that although we all seem the same we are very different and have different views on how we want Scotland to be, but that's good because we can all bring something to the table that helps us gain strength, and get a better understanding of how others live their lives. I have learned more about politics than I knew before and I wish I had listened more when I was younger as my votes might have been different than today.

I want to see a fairer system that helps the poorest in our society , I don't want people to have to think that life must be lived on benefits, I want job opportunities for everyone. If you want to go to uni it's available , if you want an apprenticeship it's available , housing is a must, not private landlords ripping people off, a good living wage , councils being able to manage their own budget and move monies where they think it's needed most. A greener place to live, educating children to be more aware of the addictions in life, drugs, alcohol, all lead to poor mental health. Really let's teach our children to look after this country that we live in so they can earn a good living and lead a happy healthy life. Let's make these months of hard work count, let's try and make a difference in Scotland, I feel covid has cause a great deal of distraction to all of us, so to me covid has taken over where I might have thought lets go independent, but now I don't know, are we in too much debt with Westminster being in control?



Paul Traynor

I agreed to become a member because it sounded interesting to be part of a group of people focused on making Scotland a place I want to live.

The most memorable part so far would be the first weekend, meeting people and getting to grips with what's expected of me.

I've learned Scotland is a very diverse place and the people are as nice as I knew they would be. There is a lot I would like to change in Scotland and it's a big task! So just in some small way I hope this Assembly will make a difference for Scotland's future young people.

Maxine Fraser ↑

I'm from Inverness, a business administrator, and I have 2 grown up sons. I agreed to become a member because I am slightly interested in politics.

The most memorable thing was learning about a lot of different things and the process. I've learned about the money we receive from the UK government and the Scottish policies.

I would like Scotland to have more of a say in what affects us.

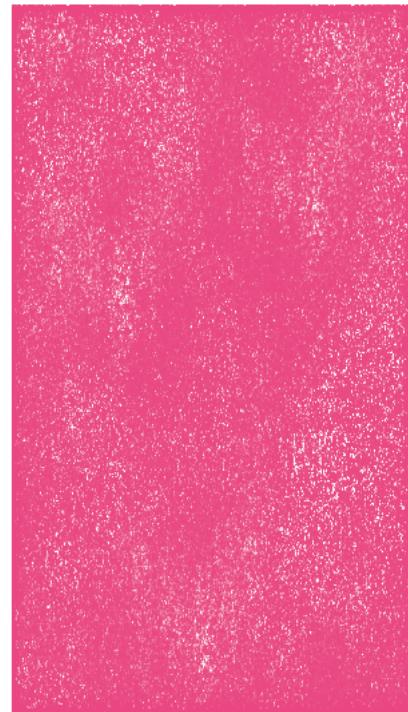


Tommy Stewart ←

I'm from Inverness in the Highlands. I am a weaving Manager in Johnsons of Elgin. I like gardening. I agreed to be a member after I was approached by someone on the street and thought it would be a good idea.

The most memorable parts have been listening to the politicians and getting other people's views.

I learned where all the money comes from and how much it costs to run the country and how many people are in poverty. I hope poverty can be improved, for a better quality of life. A better NHS.



Shirley Islam ↑

I'm someone who grew up in a small town , I had a very poor and disadvantaged background. I wasn't ever a confident person as I suffered a lot of racial abuse when I was young. I decided I wasn't going to feel sorry for myself or be a victim and studied hard at school as I wanted to achieve academically. I work for criminal justice. I am a single parent of two children. I am a happy go lucky person who recognises the positive in life. I often use a common sense approach to problem solving .

I agreed to join as I was interested in making Scotland better for disadvantaged groups as I can understand how life can be hard . I'm interested in making things better. At first I wasn't sure if the process was genuine or would be a serious exercise. I also wasn't sure I would have the confidence to participate. I wasn't certain if we would be encouraged to be honest and speak our mind.

The most memorable part was how informative and knowledgeable the whole group were. How diverse and honest the whole group were. How normal everyone was and friendly. My own personal highlight was having the confidence and words to challenge the MSPs then having an article in the Scotsman about what I said. I feel very privileged to have been part of the vision statement.

I have learned so much – how complicated politics/tax is . I have learned that my voice is as important as someone from government. I have learned you don't have to have a private education to make Scotland better. I have learned to listen to other people's opinions and change mine. I have learned that the people of Scotland can make Scotland better by working together. I have learned a lot about climate change and the Green Party .

For me it is a must that Citizens' Assembly continue, this is the way forward for politics. I would like the vision statement implemented. I would like government to recognise the importance of using normal everyday people in decision making. I would also like to see the House of Lords disbanded and the money used as another tier to politics, using the citizens assembly.



Moira Sunter ↑

I live in Tillicoultry with my partner who has an antique business and I help to run the business. I'm a retired financial business development manager and had my 70th birthday during lockdown. Before this relationship which started 4 years ago I was a widow who lived in Edinburgh and travelled a lot, Italy being my favourite destination. Now my social life is definitely curtailed.

I agreed to become a member because it sounded really interesting although I had never heard of citizen assemblies. I had to think hard before I joined because my weekends are important to me. Also I was concerned it would be very political and I find Scottish politics very decisive and emotive. I decided to do it and have no regrets. It has been extremely interesting and I learned a lot .

It is difficult to pick out the most memorable experience as there have been many. The first was the initial weekend and the visit to the castle. Very impressive. Meeting new people from all over Scotland and the speakers were inspirational. It made you want to be a part of it. The whole experience has been very positive. The people being the most interesting, from the speakers, the facilitators the members and everyone involved. It highlighted that we are all alike no matter our background and want the best for Scotland. Also it made me realise I could still contribute in discussions without feeling stupid and could mix with young and old and try and make a contribution. So probably my most memorable is how we could all work as a group and always end up with a consensus.

I feel I have learned a lot. I found the different speakers were very interesting. The MPs question and answer. The sustainability debate. The demographic of Scotland. Although due to my job I travelled all over Scotland and knew different areas well especially the cities but I was shocked to learn the differences in life span from one district to another. Scotland has a long way to go to try and get rid of poverty and try and make Scotland an affluent country for all. I learned that we might not agree politically but we all want the same outcome.

I would like to see our recommendations taken on board by the Scottish parliament. I would like to see more transparency in the government and instead of Indy, Indy, Indy which can be very decisive to all let us govern for all not just the SNP.

Michael Gettins ↓

I have worked in social care since 1975 and now live on the beautiful Isle of Arran.

Working with people you quickly realise how unequal our society is. Many people are disconnected and excluded don't have a voice or are unable to use it! Working across urban and rural areas I applied for the Citizens Assembly to make sure their voices help shape the future of Scotland and help to live in a fairer, more equal and representative democracy. I was curious to find out how ordinary folk would work together (even with all our disagreements) to reach a consensus on the questions we were asked to consider. Listen.

Citizen Assembly memories include: ensuring the voices of ordinary people were heard by the politician, learning more about Scotland and from each other and lastly seeing the process respond and evolve in respond as a result of members contributions and a global pandemic!

I have learned so much this past year about Scotland including how and who makes the decisions, about economics, the environment we call home and how the sustainability of our future relies on the right decisions now! I have learned what our core values are, what our hopes and aspirations are and how we see ourselves and want to be seen by others! Listening to one and other you realise no matter where we live or our age or status our ambition for our young people, our communities and our future are strong and filled with hope and compassion! In a successful, healthy and vibrant Scotland I want to see more Citizen involvement right across the entire landscape, in communities of geography or of interest.

What do I want to see change as a result of the Assembly? I'll start with what I don't want: I don't want the report to be ignored or worse still consigned to a dusty shelf. I want the report to be read by the politicians and for the recommendations to be implemented and all existing and future policy to be measured and reported on. I want the voices of the people of Scotland to be heard and acted upon and that assemblies and other participative democratic processes are embedded in a new political structure and that the future of Scotland is forged from the voices of Scotland not just a tick box at elections!





Martin McGill ↑

I live in Ayrshire with my husband, my mother, and our kitten! I wear several professional hats, mainly involved in mental health services & education/training.

I agreed to become a member to be seen, to be heard, to contribute to something which I believe is vitally important for re-establishing engagement and reaffirming trust between government and citizens.

The lessons learned – the shared awareness & acceptance of difference, the collective determination to move forward to be more than we are, the energy and enthusiasm to really make a difference to the lives of others and to improve ourselves.

I've learned that my hopes, dreams & aspirations for my country are not unique to me; that most people really do care for Scotland & want to do something to improve it. That some others, alas, simply refuse to accept the evidence before them and remain wedded to the myths of the past & will not even consider a future of change & betterment.

I want to see bold, decisive action to be taken in respect of our recommendations, with clear referencing to our work as an assembly.



Shona Peace ↑

I live in the beautiful island of Orkney, I work as a practice nurse at a local GP practice.

I agreed to join the Assembly because it was something new and unknown. I love to investigate and discover new ideas.

The most memorable part has been meeting and making friendships with many people but especially a few who we will keep in contact with. Figuring out what was required of us . Making my thoughts known in safe environment which was scary. Listening to the experts, especially Chris McCorkindale. I could have listened to him all day – very interesting and knowledgeable.

I learned how to work together in small and big groups. Not finding expressing my views as scary. How the poverty and death instances are so defined in Scotland as in upper class less lower class high -- made me think.

I would like what we have recommended be taken into consideration and hopefully made constitutional. I think using this style of assembly should be used more for different things.



Alexander Robbin ↑

I was born at Hastings 12 miles from the City of Freetown. Sierra Leon. Under British Overseas territory rule in West Africa. I am now residing in Edinburgh. In Scotland. To be precise Gilmerton, south east of the city. I was employed by Edinburgh Council Education. Served the Scottish community as Senior Science Laboratory Technician. That career lasted for 36 years at Whitburn Academy. West Lothian Council. I am now Retired. Looking forward to my future retirement years. Very much interested in solar renewable technology.

I love to serve people, Any opportunity to serve the public, I will take it. I was once a union representative. Served in consultative panel. Lothian Pension Scheme. Interested in pension education for employees. When recruited to be a member of Citizen Assembly I was delighted once again to serve and give my contribution in a meaningful way. I thought this will be history and I will want to be part of it. I didn't know what would be required of me but I just felt a willing heart can overcome difficulties. I will participate well to make it happen. In short the willingness to serve and make a difference.

The most memorable part has been meeting of diverse knowledge, views and life time experience . Meeting and getting to know other members.

I have learned the act of leadership, as well as community education from members. To focus on the pressing matters facing the citizen of Scotland. Team work, understanding others viewpoints. Undertaking roles to enhance progress in groups task. Work to deadline and produce collective outcomes. Better communication amongst member and lead team members. General knowledge and the effectiveness to be able to read, write and communicate effectively. Finally I've learned to be able to get the final mission statement as the ultimate goal.

I want to see the creation of a Scottish Citizens' Assembly alongside Scottish Government. Preferably yearly or bi-yearly rolling tenure of office.



Lisa Gillespie ↑

I am 31 years old and live in Baillieston, Glasgow. I am a customer service supervisor for an online retailer. I am married and live with my husband Nick and our furbaby Teabag, a brindle Staffie.

I agreed to become a member of the citizens assembly as it was an exciting, once in a lifetime opportunity. Not only to meet lots of different people from all over the country, but to be an important part of positive changes for Scotland!

A very memorable part of the assembly was in the first weekend getting to know lots of people who I now consider friends but also the trip to the castle and the evening in the Grand Hall!

I have learned so much from other members of the assembly along with the chosen speakers for each weekend. It was nice to hear opinions from other people and make you look at things from a different prospective.

As a common theme it was apparent that everyone wanted to make Scotland a better place for all to live. I personally hope there is positive changes in the taxation system (particularly around council tax bindings being reviewed) and improvements to public services, health and wellbeing of all in Scotland.



Evelyn Sweeney ↑

I am a retired tutor of textile arts. My reason for joining the Assembly was two-fold. I was rudderless having just lost my husband John. I wanted to get out and this seemed like a good opportunity to keep being a part of society. I didn't know how it was going to be structured, but I knew it was going to be in the political arena and looking at the kind of Scotland I want to live in, and that I'd hear others views.

The most memorable parts were when we all gathered together around the tables and all the individual groups had the chance to discuss to decide what we liked and what we thought needed to change. It was memorable all of us having a chance to have our views heard. Everyone was so organised. The Secretariat did a really good job.

I've learned that all of the people that I met, everyone wanted a fairer society. A lot of areas were in a state of imbalance, working conditions, housing conditions. Everyone was struggling with something and that was good to hear that we are not alone. Generally, we're all too ready to jump to conclusions, we judge, it's part of being human, but the assembly brought more clarity to the similarities as much as the differences.

The changes I want to see in Scotland as a result of the Assembly are on working conditions, zero hours contracts and especially throughout the pandemic it has left people falling between the cracks. We need to have a greater appreciation of those at the lower end of the wage scale. Universal basic income, an income that comes to you from birth. I feel strongly that no one should be struggling to have a roof over their head or choose between heating or eating.



Callum McPhee ↑

I live in Falkirk and I'm a leisure attendant.

I agreed to be a member to see if my opinion really counts and could make a difference.

The most memorable part has probably been meeting all other members and listening to their opinions and what matters most to them.

I learned a lot about what matters to people in Scotland, i.e. wage increase/better pensions/less poverty and so on.

For myself personally I want there to be an increase in the state pension and increase the income for the disabled. The current amount they receive the now just gets them by. It doesn't give them a life!

Anne Nisbet ↑

I live in Paisley and am a social worker with people with addictions in Glasgow.

I was interested and was intrigued by the importance of the Assembly when approached. I had a total lack of knowledge at the start. I didn't know what the process was going to be like.

There was a lot of debating, you would go with an idea, but leave with a different opinion about something. There was a lot of topics where people had a lot of knowledge.

It's been absolutely amazing. The whole journey has been so worthwhile and having lecturers. It's been fabulous, the amount of people we've had speaking to us on policy and constitution. The amount of things I've learned from not really knowing how Scottish Government works to where we are now.

I'd like the drugs policy to change. I think the decriminalisation of drugs would have a positive effect on the economy, criminal justice system and also NHS and social care.

I hope to see a type of Assembly and people being heard – that's the most important thing for me. There was so many things that people had highlighted about transport about drug policy and these things still need to be worked on, how as Scotland we can function better as a country.

**Douglas Ruffhead↑**

I am a foster carer and live in Dunfermline. I joined because I wanted to express my views about living in Scotland

The most memorable thing has been being able to express my views about creating a better Scotland.

I've learned there are many subjects involved in creating the perfect Scotland. I want to see a Scotland where there is equal opportunity for everyone whether it be by age, race, religion or wealth.

**Deepa Bains ↑**

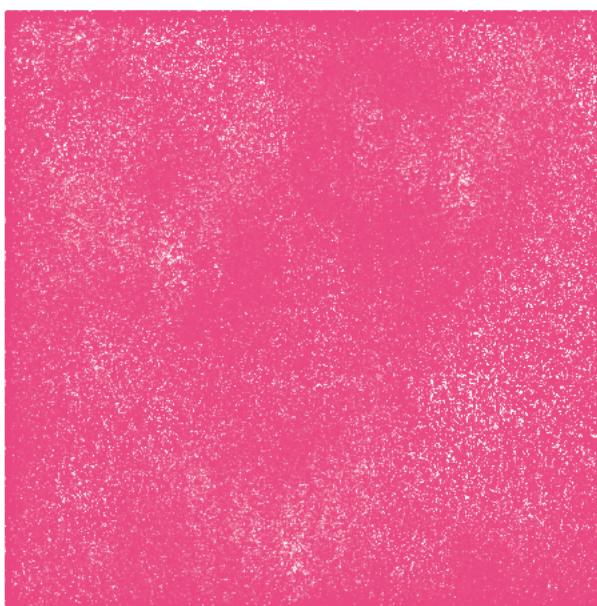
I am a Scottish Indian young chap living in Glasgow. I have been registered blind since 2016 and am unemployed at the moment. I am so proud and privileged to take part in the first Citizens' Assembly of Scotland. I feel this is the best way in making decisions about our country because it is the citizens of Scotland taking part in this opportunity. I believe in the future this is the best way forward. Here's to our freedom.

To be honest I didn't really know what I was getting myself into, but before our final weekend get together I am so proud and passionate that I have taken part and by chatting to the members I know they feel the same way. As a citizen of Scotland I agree to take part coz I believe my views and opinions can play an important part in the way our country should be in future.

The most memorable part has been making important decisions for the better of our country and also making new friends, and gaining better understanding and knowledge about the country the way it runs.

I have learned the value of the opinions of other people.

I want citizens to be able to take part in changing our country for the better.



Susan Jones ↓

I am a single 50 year old mother of two. Born in Edinburgh but lived from the age of 11 in England. I moved back to Scotland 11 years ago so that I could raise my children in Scotland. I believe that Scotland's education and national health service is still superior to the English system. I live in South Queensferry , I am currently a full time carer to my daughter and also study from home in environmental sciences.

It seems so long ago now that I agreed to become a member but I do remember feel both honoured and apprehensive to be asked. I had no serious interest in politics, this was because it confused me and much of what was decided by both UK government and Scottish government felt above me. I had however followed the Irish assembly and so how the regular everyday people of Ireland were able to make changes and be listened and as a result laws were changed inspired me not to be afraid of the assembly . I felt it was important for the people of Scotland to have an input on decisions made .

What were the most memorable moments? Wow, this a question with an answer that could go on for a long time if I was being vocal, however I am not great at writing my thoughts but I will do my best. The first day the assembly came together is something I will never forget, so many people from so many different backgrounds, family, jobs, education, diversity, life skills . They all however had one thing in common, making Scotland a better place to live. The first assembly evolved and the results told me that we all already appreciated the country we live in, the beauty, the food etc. It was great leaving the weekend knowing that we all had similar goals. Also the people in charge were approachable and warm and friendly. I was surprised as often people in charge can be intimidating. I remember going on the bus to the castle which was a wonderful experience however the memory that stands out for me was sitting on the coach and having a conversation with Ian [Davidson, secretary to the Assembly]. He was warm, friendly and funny. I didn't feel any divide between the members and the managers of the assembly. I loved the way that everybody, managers and members sat chatting together at meals times.

What have I learned? Another impossible question. I have found that I have an opinion that counts. We have listened to speakers that have explained so many things together. I have learned, most importantly that the people of Scotland do want equality, fairness, kindness and opportunities for all. I have learnt that the politicians speakers are all passionate about what they believe in. I have learnt that no matter who you are or where you come you , being part of this assembly means you can be vocal.

I live in a wonderful country that is doing a reasonable job of taking care of its people. However we all need to do better. I would like to see equal opportunities for all. I would like to see the divide between extreme wealth and poverty made smaller. Taxation changes will hopefully improve this. I would like to see more affordable housing , improved national health service but supporting the national health workers as well as their users. Climate change and the importance of using and investing in our natural resources is very high in my list also for change.





Sarah Jane Coutts ↑

I'm from Edinburgh, 31 years old, and work as an office manager, and single mum to my 6 year old boy.

I agreed to become a member because I love my country and am very proud to be Scottish and very proud to have been a part of this.

The most memorable part has to be the people. Meeting all different people from all different parts of Scotland has been a very rewarding experience.

I've learned that no matter anyone else's opinion, people can come to a mutual agreement.

Basically everything we worked hard on, I want to see change as a result of the Assembly. I want to see the government take note that our voices need to be heard.



Theresa Brown

I am a Business owner from Glasgow. I am interested in the politics of Scotland and found this to be an ideal opportunity to be involved in something worthwhile. I had hoped to learn more about how my country is governed.

The most important thing for me was the information and presentations we had the pleasure of experiencing throughout the Assembly.

I have learned that it is very difficult for Scotland to have the kind of country we desire due to the restrictions imposed from Westminster. It is difficult to engage in an idea when ultimately it cannot be acted upon due to the lack of powers to do so.

I would most like to see Scotland having the freedom to invest in its people. I would love to see full investment in Sustainable Economic Growth, Wellbeing of the whole population and a proper programme of Green Energy.



**Tom Adamson ↑**

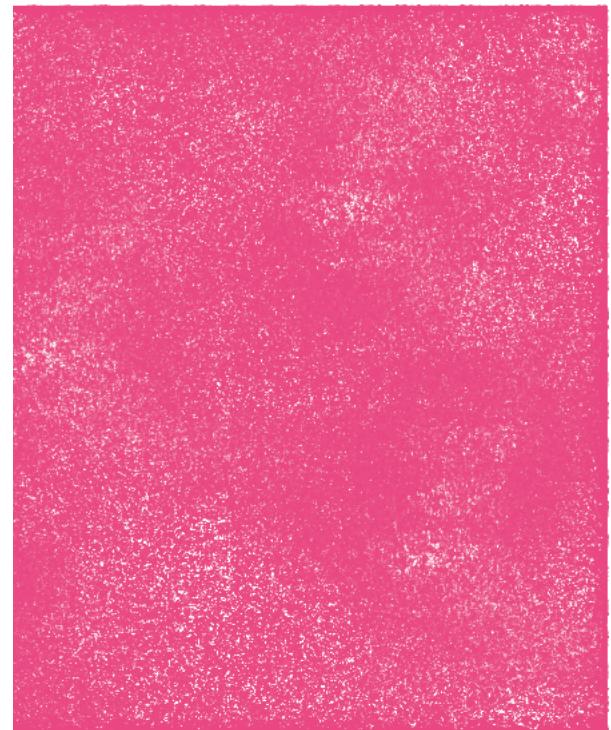
I'm a social worker, originally from Saltcoats in North Ayrshire but I've lived in Dundee now for over 5 years. It's the longest I've stayed in any one place! Having lived and worked all over – Ghana, Canada, Peru, Glasgow – during the decade before.

I'd read about the Irish Assembly and how much that was a catalyst for real change. I believe more opportunities for participatory democracy is a great thing, and necessary. 'Normal' people being able to have a say in the issues that affect them, too often political decisions – even on a local level – are taken by people with little understanding of how the majority of Scots live. The Assembly wasn't – and was never going to be – the solution to all of that, but it's a welcome start.

The most memorable part was meeting people from all over Scotland: new Scots, islanders, highlanders, young, old(er!) – it was great to hear so many fresh and differing perspectives. It has broadened my understanding of who 'Scotland' really is.

I have deepened my understanding of tax, particularly how taxation could – and should! – be used, i.e to promote greener and fairer policies. I have learned that consensus needs to be sought, each breakout table has taught me that. However, I have learned that if you explore the root issues, there is a clear majority support for tackling issues like climate change, poverty, and inequality.

Over the last decade, I've seen a real divergence on policy – and in the priorities – with respect to the Scottish and UK Governments. To an extent that's been mirrored in wider society. I'm not a Nationalist by any means, but I do think (if the majority of Scots agree in May 2021) we need to have another referendum on the National Question. I believe in the vision for Scotland so many of my assembly members shared: that is, egalitarian, green, and poverty free.



Gillian Forbes ↑

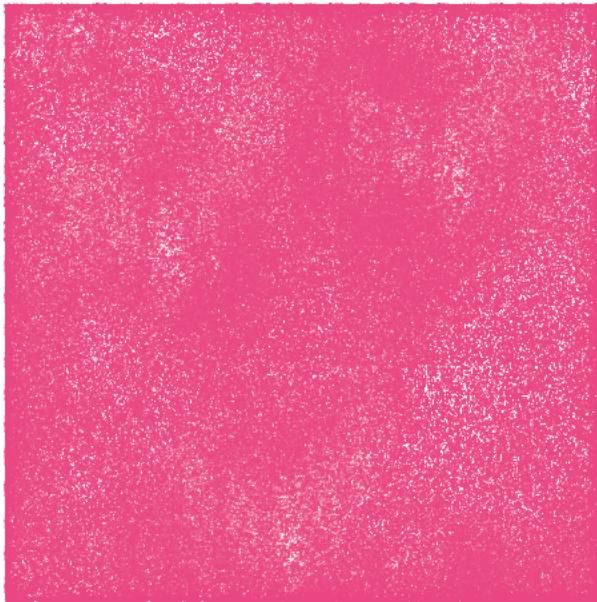
I am 60 and live in Perth with my husband. I have 2 grown up children, one in Glasgow and the other in Inverness. I was an Intensive Care Charge Nurse, before having our children, and have worked in education, in the exams dept., for the last 23 years.

I have completed many market research events and was delighted to be asked to be part of the Citizens' Assembly. I knew it would take me out with my normal comfort zone, but welcomed the challenges and meeting new people from different walks of life.

The most memorable part was the excitement and anxiety of not knowing what to expect! The fact that it was the very first Citizens' Assembly in Scotland. The opportunity to broaden my thoughts, and work with a variety of people from over the length and breadth of the country and of all backgrounds. I was enthusiastic to be part of work that hopefully will make a positive difference to the country in which we live.

I have learnt a great deal and been encouraged to do more of my own learning and research. Issues such as finance, climate control, happiness and well-being, tax and the history of politics and many other related subjects and how they work in different countries

I would like to see a more open and honest government, and more forums , like the Assembly, who can discuss and report to the Government what matter to the public. I would love to be present when our report is discussed by the Scottish parliament. Over the future years I hope that Scotland does take more action to build more communities, have healthier, happier and less obese people who want to be part of a great country where people feel valued and safe. We have such a wealth of resources in Scotland and to provide a more efficient and effective NHS and with a much higher level of education and support for all children, finding them suitable employment and being a valued member of society.



John Pols

I was a dialysis technician for 20 years working at the Western General and I was a window cleaner for 35 years, retired undefeated for 2 years.

It was the money that dragged me in, but I enjoyed the interaction with fellow members. You meet all sorts of people, I've never met so many different people in my life.

The most memorable part about the meetings was "feeding time at the jubilee zoo" when members got their lunch. I've learned about how you can go over things and everyone has their own view. I've learned when to keep my mouth shut.

I want to see more say by the people of Scotland. It would be nice if one or two of the recommendations get taken on by the politicians.

Derek Lovell ↑

I live in Edinburgh, 61 years old, married 3 daughters and 7 grandchildren, retired 5 years ago.

The most memorable thing was interaction with other people, learning from them and listening to other people's point of view. I learned how similar all our concerns are. Hopes and wishes are very similar.

I want to see Scotland get more devolution powers without losing our part of the UK status.





Jacqueline Curran↑

I'm a 70 year old retired primary teacher. I've lived in Glasgow all my life and have three children and six grandchildren. My four siblings live in Glasgow as do my two daughters and their families. My son and his family live in England. I have many groups of friends and a busy social life. Walking is my favourite pastime and doing the 500 mile walk from France to Santiago de Compostela.

I've never been particularly interested in politics but was curious when I was recruited. It seemed to me that I was being given a chance to help create a country my grandchildren would want to live in as adults.

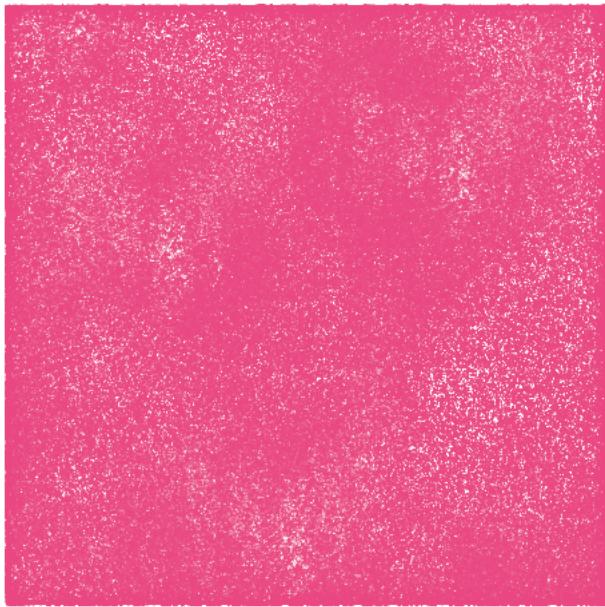
Probably the first thing that's memorable was realising that we were indeed a diverse group which had been fairly selected. Second would be the superb organisation of the workshops and the feeling of equality among EVERYONE involved. In spite of my political ignorance, I didn't feel inferior (or superior) to any other person in the room. The secretariat and all the heid bummers are doing an amazing job in that respect! I loved the respect members showed to each other, the way ideas were thrashed out and whittled down until hundreds of ideas became a dozen or so which were most important to the majority (who would have thought that could be done), I was surprised at how mentally exhausted I was at the end of Saturday nights and when I got home on Sundays. Most memorable will be the warmth of feeling among everyone involved.

I've learned lots but please don't ask what I've retained! I do have notes though. From the first or second assembly I was amazed that so many people were unaware of the difference a postcode made in life expectancy of people in Glasgow. I worked in the poorest area (Shettleston) and was well aware that many didn't reach pension age. Even then I heard stories from members who had experience of receiving benefits and those who were just above the mark for receiving them and was horrified. I learned a great deal from the Green Party speaker and was extremely angry about much of what I heard about the tax system in this country.

Some things I want to see change as a result of our Assembly:

- A fair tax system.
- Good council housing which can be sold to long term tenants at a fair price with the proceeds being invested in the building of more houses.
- Financial power given to local areas so that they can prioritise spending where most needed.
- Green issues taken seriously
- Politicians working together for common good. Less arguing for the sake of it.
- No talk of referendum until we have recovered from the effects of Covid and another generation IS here

This list could be endless but let's get rid of all forms of bigotry, educate our children well and accept they don't all need to go to further education. We can't all be brain surgeons. We need people to sweep our streets and take up apprenticeships! Every job is important and we need people to take a pride in Scotland knowing that they contribute to its greatness and are valued for doing so.

**Bethia Ross**

I am a widow with 3 children and 3 grandchildren. I have lived in Govan for 44 years where I worked as a youth worker for 22 of those years. I am now working in an office in a community venue dealing with the public and taking bookings for events.

I thought it would be very interesting to meet and find out if all the members involved from all over Scotland had very much the same worries and concerns as myself to what would need to put in place to make life better for all of Scotland rather than just thinking about the area that you live in. I am sure we have made great headway towards a better, safer, healthier and productive society for Scotland's future.

For me the most memorable part has been meeting so many likeminded and very interesting people who I would never have met within my social surroundings of Govan. I have met so many people who I never thought for a moment would be interested in what I thought we could do to better our country. I also loved chatting to members in our free time and discovering that no matter what occupation, wealth, education and area we came from that we all had the same ambitions and hopes for our children's future .

I have learned to listen to each person round the table and this made it easier to express my views on the issue when it came to my turn to speak. I have also realised it's much more complicated and difficult being a member of parliament trying to please all their voters. This is why it will be very important to have citizens assemblies with members from all backgrounds and areas in Scotland who could pass on the thoughts and hopes of ordinary people who only want the best for Scotland and all who live here.

I would love to think that we could reduce our carbon footprint to zero.



Comrie Turner Stott ↑

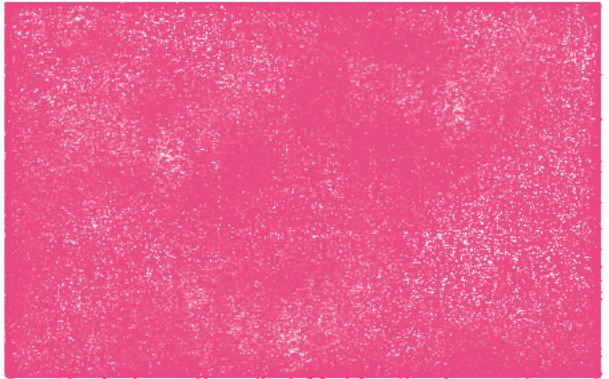
I was born at the western general hospital in Edinburgh on the 6th of November 1947 (3 weeks late, my mother would remind me). I retired from Hewlett Packard after 37 and half years' service. I am an avid Heart of Midlothian supporter and a proud Scotsman.

I was intrigued by the concept of the Citizens' Assembly as it was put to me. The thought of being part of a process which may affect the future of the population of Scotland and the way in which we may govern and rule captivated my very soul and as I was assured that this was not a politically driven assembly sold me to join.

Initially the most memorable thing was meeting such a large and diverse group of people who live and work in Scotland. The way that the Citizens' Assembly staff have managed and ran the series of meetings against all odds with COVID hanging round our necks has been admirable. Also the standard of facilitators at our break out groups has been excellent and whilst they assisted us with our tasks they in no way pushed us towards any given goals but made sure that we stayed within the parameters which were set to us. So all in all it has been an enlightening experience and well worth taking part in.

I think on a personal level I have learned to listen to other people's opinions, process them first before I make a comment of my own (which has not always been my way in the past). Again, listening to participants all over Scotland from different ethnic, religious and educational backgrounds has been very enlightening. The fact that we managed to run this series of meetings without any political dogma hanging over our heads was very refreshing as again I was not sure that this was not a politically driven scenario.

From a personal point I would love to see our elected assembly actually taking note of what their constituents thoughts and feelings actually are, instead of blindly following political party ideology. Because what a waste it would be after all the time and effort that the Citizens' Assembly of Scotland members have spent trying to formulate ideas and issues to put towards Holyrood if they were then just cast aside and given no credence. As a final statement I would hope that something similar could be continued at future periods as I am positive that there are many people out there who could contribute many more ideas of how we could go forward as a country.



Grace Tomley ↑

I live in Dundonald in Ayrshire. I am retired and 66 years old. I agreed to join the Citizens' Assembly as I am interested in what happens to the country I live in. I felt at my age I had quite a bit of experience about life, therefore could contribute. I am interested in making changes, as I think I can see room for improvement.

Really we have done a lot, and seen quite a few professionals, in a lot of different fields. Also politicians came and took questions from us, although this was not the most memorable part. My best part of the experience was listening to other people's points of view. I took a lot of this on board, as they say. So it was very interesting, and a lot of people were very passionate about their opinions.

I have learned quite simply to listen to other people. It was good to hear what others found important. People who lived in different areas had their own agenda to pursue. I liked that we could come to some form of agreement, as a whole.

I do hope something comes out of it, that will benefit most of the people. I hope some politicians watch our livestream and listen to what we talked about among ourselves. I found it very interesting listening to other people, as we are not all the same. I would like to think that young people who are still at school be given every chance to do as best they can. I have seen through life that too many are thrown on the scrap heap at a young age. These decisions a school makes can change their lives, so it is important to give them a second third or even fourth chance. I am pleased to see that further education is available to a lot of people.





Benedict Amamize ↗

I am a 52 year old immigrant from Nigeria. A secondary school teacher. And married with two daughters. We live in Livingston.

Citizens' Assemblies have been used successfully in other parts of the world to bring about the desired change. So, my thinking was that our decisions will provide needed political cover for politicians to set aside their differences and do the right thing. The assembly is the needed vehicle to drive and convey the policy change.

It's been great to learn much about Scotland from the expert witnesses. It is a great thing to be listened to. Our assembly adopted the 3 step process of Learning, Deliberation and Decision making. We were supported by a team of impartial facilitators who guided us through the process, ensuring that everyone was heard and comfortably participating.

I have learned to discuss and engage with people with a view of reaching collective decision, knowing that everybody's voice is important and has to be heard. More important is the fact that this world is a field of play, individuals and countries are players that need to strategize, reposition and plan to remain relevant and equipped to face the challenges on the field of play. Scotland had to be repositioned. It needed to be done and the assembly – the ordinary citizens of Scotland have done it. The people have spoken.

Due to the devastating effect of COVID, poverty has risen exponentially from an already unacceptably high level. More people are now facing situations where they cannot afford the basics, play a full role in the society nor reach their full potentials. Our recommendations are all policies that will reduce and eradicate economic poverty, health poverty, social, educational, mental, and every other poverty that is limiting the people of Scotland. Poverty in all facet of life are pointers to the fact that our government has to open up routes out of poverty and try to prevent more people from being trapped in this cycle. I also want to see the implementation of community led participation in decision making and government. Community participation will ultimately promote transparency, openness and build ownership of decisions and policies. Community and citizens participation encourages citizens to be more engaged in the decision-making processes that have an impact on their local communities.



Laura Coleman ↑

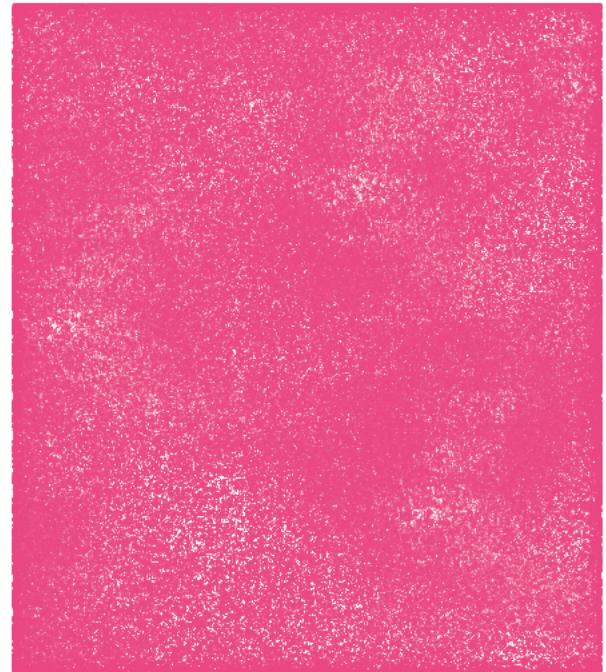
I'm 30 years old and from sunny Glasgow. I live with my partner, daughter and our two Guinea Pigs. I have recently taken a new career path in the dental industry and work in a lab as a Dental Technician, so it's back to school for me next summer! In my spare time I like to meet with friends and go out for dinner.

When I was asked I felt honoured to have the opportunity to be a part of the first ever Citizens' Assembly in Scotland so this is something I will be very proud of. I wanted to be a part of Scotland's history and be able to make a difference for the people of Scotland. I was excited to have had my voice heard along with the other assembly members.

It was such a great experience meeting such a diverse group of people and being able to come together and agree on a final output. I really enjoyed visiting the Edinburgh Castle on our first weekend where we heard some speakers and also a Scottish poem, which was lovely! The weekends where we gathered in the Golden Jubilee Hotel in Clydebank we had a hard working day with all our presentations and discussions, which was pretty tough some days as there was a lot to concentrate on. Although it was lovely in the evening to be able to wind down and get to socialise with all the members over dinner before heading to bed for the next day ahead of us.

This full journey was such a learning curve for me. I felt like I knew enough about politics to be a part of the experience although some of the speakers we heard were very educational and factual. I learned about the different aspects of taxes and also about devolved powers.

I mostly want things to change in the employment law for young people's future, such as my daughter's generation. I would like everyone to have equal opportunities in life no matter their backgrounds and also be able to live comfortably with the national living wage, and no zero hour contacts. I hope we can keep free education and have more opportunities for career paths when children leave school. I also would like there to be more support for young people when needed, such as mental health services, lifestyle and fitness classes etc. Why? Because I want the best future for my daughter and people up and coming, and not be faced with the challenges young adults are facing nowadays with struggling to gain permanent positions in what they would like to pursue as a career.



Dawid Olejnik ↑

I'm originally from Poland and my mom moved to Edinburgh so I really do see myself as Scottish because I went to nursery down in Leith. I went to primary school in Edinburgh went to high school in Edinburgh and currently I'm a student at Abertay University in Dundee doing my honours work.

Honestly I just wanted to see what the Citizens' Assembly was about. When I was approached at first I thought do I really want to waste my weekends? Being a student, weekends are precious to me! I thought, you know I'll see how it goes. I went to the first weekend and really, really enjoyed it, and felt like this might actually turn out to be something really good. I'll give it a try see what happens. From then on I really fell in love with the process, and fell in love with what we can do as an Assembly.

There were a lot of people with very strong opinions on how they viewed the country especially when it came to independence. That was a very hot topic and that took a lot of cool heads to try and discuss in a mature manner. There's so many different people from all across Scotland who hold so many different views and there's some people who are very passionate about their views. At times we had to sort of take a step back and think about trying to understand each other's points of views

I'll also remember the assembly band that that was that was quite nice -- just having everyone from all around the country just hearing other people's stories, other people's life stories, where they're come from, their experience, just meeting new people that's probably another great part of it. I've always been local to Edinburgh and Dundee and never really been as far up north as some people who had to travel by ferry to get here, so it was just really interesting meeting those people.

The recommendations I am most passionate about are the environmental recommendations, making sure that we protect the beauty of Scotland, protect Scottish nature and make sure that we are able to be a clean and healthy country. I want Scotland to have a bigger voice in the world than we currently have.

**Karen Bayliss**

I live in Fife, Scotland, and work for the NHS.

I did not have a good understanding about politics at the beginning but I wanted to learn more and I have learnt a great deal and have enjoyed every moment of it.

The most memorable part is meeting all the people that took part from all walks of life. I really enjoyed listening to the speakers and all the team members it has given me so much confidence within myself and I will be truly grateful for that.

I have learned so much of how we can make Scotland a better place and have a better understanding of how the taxes are spent in Scotland.

I would like for carers to get a higher pay as they have worked extremely hard in this pandemic and think all carers and NHS should get more than the living wage. I would also like to see the wage go up for 16 year olds.

**Leanne Thomson ↑**

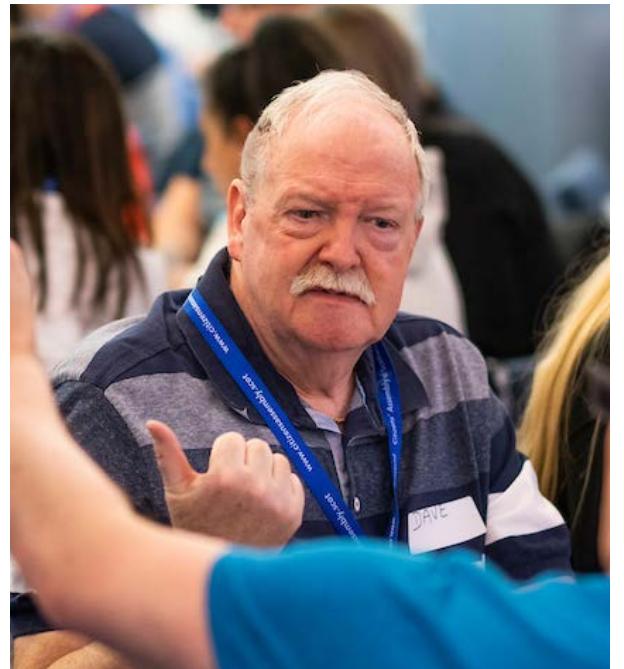
I'm a part time barmaid and mum of 3 boys from Aberdeen

I wasn't sure what I'd agreed to but was assured I was going to be part of history making with regards to politics.

I loved the sense of belonging to something. The conversational guidelines were also massive in making sure everyone's voice was heard.

I've learnt a great deal about taxation and finances in Scotland and how a lot of the things that matter to me also matter to many others.

I would like to see poverty completely eradicated and there to be no reason that a child, or anyone for that matter, should be hungry.

**David Smith ↑**

I wanted to be part of this Assembly to ensure that my views would be heard not only for myself but for all the others with similar views on how Scotland needs to be run.

The most memorable part was meeting many members who had the same thoughts and ideas on Scotland and how desperately they wanted a better managed Scotland with more than Independence as the only issue being pursued.

I learned very quickly that that Assembly members could discuss issues without argument or party lines. However I did find that the Assembly was directed in the main by the Secretariat conducting the meetings in a manner without consulting the whole membership and manipulating a subtle direction.

I would like to see a more open and honest approach to decision making in politics not the petty grievances we have at this moment. Political parties working together for the good of the country. I expect my politicians to be able to do their job in a professional manner and be from all parts of public life and not party line followers with no experience of life in a real job.



Nicole Robertson ↑

I'm from just outside Edinburgh and I go to Edinburgh Uni. I'm currently studying reproductive biology and I'm in my honours year just now. I work part-time at McDonalds as a chef manager.

I was really interested to join the Assembly to see how I could contribute to improving the Scottish education system. I was from quite a deprived area and people told me that I couldn't go to university. It wasn't known for people from my school to go to university. I just felt like this was a good opportunity to get my view across, and to tell people about how we could actually help people in education and every time we've had something in the assembly I've always brought up education and how we can make it better for other people.

I'll remember the experience as a whole, meeting people from different walks of life at the assembly and seeing different people's priorities from different areas in Scotland.

I think I'm definitely a lot more politically engaged. Now if I find something interesting I go and research it myself. It's definitely put a light bulb in my brain. There's so much more information out there.

Our vision and recommendations show what the people of Scotland want. They set us up as an assembly because they wanted to see what we thought and what we were feeling. So this is what the people of Scotland wants, what they need. They need to follow through with it and support us because at the end of the day it's not the politicians that make the country. It's the people that make the country.

Barry Jones ↓

Retired. Live in Scottish Borders. Born and raised in England but lived here since 1989.

I became a member because it's a unique opportunity to become involved in helping to shape the sort of country that most people would want to live in!

The most memorable thing for me was meeting a young man on day one who said he took no interest in politics, but around the 4th weekend, he was talking passionately in front of the Assembly.

I've learned we can all learn and grow. Being politically aware is now more important than ever. Ordinary people can have the power to change the way things are.

I want to see a fairer and more equal society, where the gap between rich and poor is narrowed. Why? Because a society where people are treated fairly and with respect is a happier society.





David Barton ↑

I'm a master's graduate in international politics. I've obviously been interested in politics for a long time and it's been trying to see how this new way of doing things through a Citizens' Assembly could work. It's been interesting to be on the inside of that and rather than looking at it academically I thought that would be very interesting. It's a historic experience in general as well to be part of the very first attempt at the sort of deliberative democratic body that we've ever tried in Scotland.

The most memorable thing was the very first time we all walked in to the big meeting hall in Edinburgh when you just saw the entire assembly for the first time and you got a sense of scale. Before, it was kind of this vague concept that there was going to be a hundred people and they were going to be from across Scotland and it's going to be broadly representing the diversity of Scotland. To actually see that in person was very memorable and I think it stuck with everybody. I think that's part of one of the big reasons why everyone stayed around, because we actually saw: this is like a mini Scotland, there's people from all over here.

There was a really good night where a lot of the members who played musical instruments did a little jam session together which was a lot of fun for everyone who played and I think it was a lot of fun for everyone who listened as well!

Climate change and sustainability is really the biggest thing we have to deal with as a country. We have a lot of other issues which we've talked about and those all need to be sorted as well but the environment sort of has a as a limiting factor. If we don't sort that out then we don't have the time to sort everything else.

It will be good for the next assembly to be focused on one specific issue because it will give members a lot more time to dig in to specific issues. What this assembly has been really good at is sort of figuring out what is Scotland, what does it want to be, and what do we need to do in order to get to where we want to be from where we are?



Robert Greenshields ↓

I live in Dunfermline. I am married and with two lovely kids. My job involves revenue operations for an engineering company. I enjoy learning to play guitar and reading.

I agreed to be a member because I just wanted the change to be heard out. The most memorable parts were the live events with all the great people and our meetings in Glasgow.

I have learned so much, I can honestly say 90% of what we discussed was all so new and interesting to me.

I only want government to take our recommendations and make them happen.



John Coletta ↑

Musician, in a new build, via Scottish Gov compulsory purchase demolition & help scheme. Not worked since the Plague

I agreed to be a member because I was interested in feeling part of the common opinion.

The discussions with interested people with fresh insights through experiences I have never had were the most memorable part.

I would say I have learned to listen and think before I speak. I want to see political truth and responsibility, in an age where our personal history is recorded.





Mel Maclarens ↑

I'm 28 years old from Edinburgh. I work as a primary school teacher. I work part-time because I have a little boy who is three.

I was delighted to be given the opportunity as an assembly member because I work in education. I have to teach about current political topics and what's going on in Scotland, where we see ourselves in the future, and the historic events that have shaped Scotland today. I was given the opportunity to bring my ideas and my enthusiasm to the table in the Citizens' Assembly and I want positive change for my own child and for the children that I teach each year.

The most memorable moments were in Glasgow at the second and third weekend, when we were getting into the meaty stuff and were deciding what was important for Scotland. We all had conflicting views because we all come from a range of different backgrounds. It was really important that everybody's ideas were put forward because we all had so many great ideas. It was important we narrowed these down to the key recommendations for the future of Scotland.

I've learned a lot. Now when I'm in conversation I feel much more knowledgeable about our place in the world, in Europe and Great Britain. I've learned a huge amount from talking to people from different areas of Scotland and how they live. And I suppose about poverty as well. I'm not naive about poverty because I know in particular parts of Edinburgh there's lots of it. But speaking to people from certain areas, deprived areas, they were talking about how some people in their neighbourhood live and I was just a bit like 'I can't believe things like that happen not that far away from where I live.' It has broadened my horizons and opened my eyes to what Scotland is actually like and what Scotland's all about.

I want there to be enough opportunities created in employment or further education for children and young adults, especially because we're going to be in the middle of a very, very big recession soon on the back of the pandemic. For me it's very important that we have lots of opportunities for employment not even just for young people but in general. I think the Scottish Government need to ensure they're creating jobs within the next five years for people that are going to be made redundant or unemployed.

I would also say sustainability is extremely important, so ensuring that everything is made more environmentally friendly whether that's tax on companies that aren't being environmentally friendly or otherwise.

I talk about the Assembly frequently because a lot of my friends are interested and a lot of them are teachers, so they think it's quite fascinating and they just want to know more about it and now they ask me lots of questions.

I think it's important that politicians act on our recommendations because, well, for one we've just spent a lot of taxpayers money meeting up regularly for over a year, and for the first time ever we have this mini Scotland who have come up with recommendations that they feel are important to them. I think they have to act on it. What I would like to see is politicians discussing our recommendations in parliament and then talk about how they are going to act on it.

Annex One

Remit and terms of reference, as amended

3 November 2020¹

Annex One

¹ The Assembly was temporarily suspended in March 2020 in accordance with public health requirements relating to COVID-19. As the Assembly resumes, certain adjustments to the Assembly terms of reference have been made to paragraphs 7, 8 and 10.



Remit

1. The Citizens' Assembly will consider –

- what kind of country we are seeking to build,
- how best we can overcome the challenges Scotland and the world face in the 21st century, including those arising from Brexit, and
- what further work should be carried out to give us the information we need to make informed choices about the future of the country.

2. In doing so, the Assembly will decide for itself which challenges it wants to consider, examine the current constitutional arrangements for dealing with those challenges and the options for constitutional reform, and set out what further work is required to provide the information that would allow the people of Scotland to make an informed choice about the future of the country.

3. Within this remit, the Assembly will decide its own agenda and how it wants to approach its work.

4. The Assembly will produce a report containing recommendations to the Scottish Parliament and Scottish Government on those matters. Those recommendations must be relevant to the remit, based on evidence heard by the Assembly and capable of being put into practice.

5. The Scottish Government may refer further matters to the Assembly, or to a further Citizens' Assembly, for consideration.

6. The Scottish Government will lay the Assembly's report before the Scottish Parliament, support scrutiny of the recommendations by the Parliament and its Committees, and seek an early opportunity for the Parliament to debate the recommendations in the Assembly's report. Within 3 months of receiving the report, the Scottish Government will publish a plan setting out how those recommendations which have been agreed by Parliament and for which the Scottish Government has responsibility will be implemented. Where the Scottish Parliament agrees a recommendation for which the Scottish Government does not have responsibility, the report will set out the steps which the Scottish Government intends to take in relation to that recommendation.

Terms of Reference

- 7.** The Assembly will comprise up to 130 citizens selected randomly so as to be broadly representative of the population eligible to vote under the arrangements proposed in the Scottish Elections (Franchise and Representation) Bill 2019. Members must be available to participate in all meetings of the Assembly. When the Assembly reconvenes endeavours shall be made to retain as many members as is practicable and that it continues to be broadly representative of the wider population. A report on those matters will be published by the Convener when the Assembly reconvenes and as part of the final outputs.
- 8.** The Assembly will reconvene in September 2020. The final report of the Assembly will be submitted by the end of December 2020. Meetings may be held on-line.¹
- 9.** The Government will make available resources as may reasonably be required to ensure the Assembly can deliver its remit.
- 10.** Two Conveners, who will not be members of the Assembly, were appointed by the Scottish Ministers to convene the Assembly independently of Government. Following the resignation of a Convener in December 2019, there will be one convener of the Assembly. The Convener will be responsible for ensuring the Assembly operates within its remit. The Convener and Assembly will be supported and advised, as they see fit, by –
- a Secretariat, accountable to the Convener,
 - a Stewarding group, appointed by the Convener, to provide advice to the Convener on matters relating to the design of Assembly sessions and the provision of information and evidence,
 - a Politicians' Panel, representing the political parties elected to the Scottish Parliament to be called on by the Assembly as it sees fit,
 - such other expert advisers as may assist the Convener and Assembly in designing and delivering an Assembly that fulfils its remit.

¹ The original wording of the Terms of Reference read: "The Assembly will meet over 6 weekends between autumn 2019 spring 2020".

11. Guided by the Convener, the Assembly may invite and accept submissions on matters relevant to its remit.

12. The Assembly must agree rules of procedure on the basis of advice from the Convenors. Those rules of procedure must set out how Assembly recommendations are to be agreed, how the absence or unavailability of Assembly members is to be treated, and must require the Assembly to hear evidence before making recommendations about a matter.

Principles

13. In making decisions about the design and delivery of the Assembly, the Convener and those that advise and support it must take account of the principles of the Assembly.

14. The principles of the Assembly are –

- **Independence from government:** including through the appointment of impartial and respected Convenors, an arms-length secretariat, and expert advisory groups.
- **Transparency:** at all levels of the operation of the Assembly, from the framing of the questions, to the selection of members and expert witnesses, through to proactive publication and live-streaming of deliberative sessions and clarity about what the outputs will be used for.
- **Inclusion:** extending not just to those invited to take part as members, but also to the operations of the Assembly itself.
- **Access:** the wider public must be able to see and comment upon the work of the Assembly, and stakeholders must feel that they and their interests have a route into the Assembly.
- **Balance:** the information used to build members' (and the wider public's) learning must be balanced, credible and easily understood.
- **Cumulative learning:** embedded into the design of the Assembly, to ensure members develop a rich understanding of the issues considered and have time to do so.
- **Open-mindedness:** the Assembly will be a forum for open-minded deliberation between participants, ensuring the public see it as a genuine process of enquiry, and to help ensure that it receives an open-minded response from the parliament and government.

Annex Two

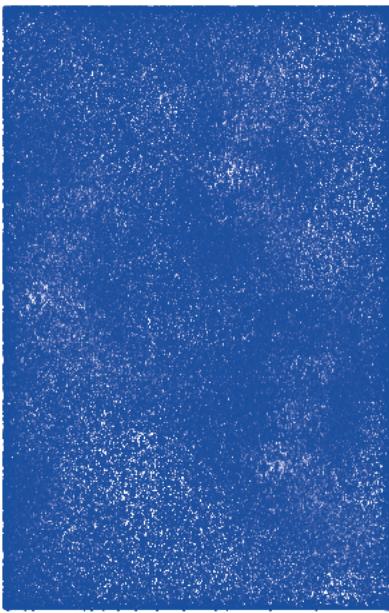
Memorandum of Understanding – revised version of November 2020

Annex Two



- 1.** This Memorandum of Understanding sets out the arrangements in place between the Scottish Ministers and the Conveners of the Citizens' Assembly of Scotland to ensure that the Assembly –
 - delivers on its remit and terms of reference independently of government
 - has the resources it requires to deliver its remit and terms of reference, an
 - is run to high standards of public administration and uses public resources efficiently.
- 2.** The Assembly was temporarily suspended in March 2020 in accordance with public health requirements relating to COVID-19. Paragraph 18 of this Memorandum has been revised to reflect a change to the reporting timescale made as a consequence of the suspension.
- 3.** The Scottish Ministers have adopted principles intended to underpin all aspects of the establishment and operation of the Citizens' Assembly. These principles, set out in the remit and terms of reference, require that the Assembly operate independently from government. This means that the Scottish Ministers will not seek to influence or direct the Conveners or the Assembly in its deliberations once the remit and terms of reference for the Assembly have been agreed. The Scottish Ministers also recognise that respecting that independence requires them not to comment on the Assembly's deliberations until the Assembly produces its report.
- 4.** Independence from government is secured by the agreement of a clear remit and terms of reference for the Assembly, by the appointment of independent and impartial Conveners, by the provision of a Secretariat accountable to the Conveners and to the Assembly, by the provision of support and funding controlled by the Secretariat, and by the Conveners and Assembly receiving advice and support, as they see fit, from outwith government, including from the proposed Stewarding Group.

Independence

- 
- 5.** The Scottish Ministers commit to acting as regards the Assembly in a manner that respects, and that is seen to respect, this independence. Where official liaison or communication between the Scottish Government and the Assembly is required the Scottish Government will at all times act in a manner that respects this independence.
 - 6.** If the Conveners at any point consider that an amendment is required to this Memorandum of Understanding, or to the remit and terms of reference for the Assembly, or that an adjustment is required to the arrangements in place with Scottish Ministers for the administration and delivery of the Assembly, they may make a request to the Scottish Ministers for that amendment or adjustment to be made. The Scottish Ministers will consider all such requests having regard to the principles of the Assembly.
 - 7.** If the Scottish Ministers at any point consider that an amendment is required to this Memorandum of Understanding, or to the remit and terms of reference for the Assembly, or that an adjustment is required to the arrangements in place for the administration and delivery of the Assembly, they may make a request to the Conveners for that amendment or adjustment to be made. The Conveners will consider all such requests having regard to the principles of the Assembly.

Support

- 8.** The Scottish Ministers will make available to the Assembly the support and resources it reasonably requires to deliver its remit.
- 9.** This support includes providing the Assembly with a dedicated Secretariat, drawn in part from civil servants working in the Scottish administration. Scottish Ministers will make dedicated accommodation available to the Secretariat, and provide the Secretariat with IT and office equipment as required. While working in the Secretariat, these civil servants will comply with the Civil Service Code, and will take their direction from, and be accountable to, the Conveners.
- 10.** This support includes providing the Assembly with contracted services including public relations, news and media management services, digital communications services, and design and delivery services. The contractors providing these services will be operationally accountable to the Secretariat for the delivery of contracts and for associated performance standards.
- 11.** This support includes making available to the Secretariat Scottish Government frameworks for services, which can be accessed directly and independently of government. It also includes the Secretariat being able to access independent legal advice through the Scottish Government legal services framework.
- 12.** This support includes procuring the services of a contractor to recruit the members of the Assembly. The contractors providing this service are operationally accountable to the Scottish Ministers for delivery of the contract and the performance standard associated with it. However, the list of members identified by the contractor will be provided directly to the Secretariat and the Scottish Ministers will have no involvement with this element of delivery of the contract.

Finance

- 13.** The Scottish Ministers will make available to the Assembly the financial resources it reasonably requires to deliver its remit.
- 14.** Scottish Ministers will provide an appropriate budget to the Assembly which will be managed by the Secretariat. If, due to unforeseen circumstances, the Assembly requires additional resources a funding request can be made by the Secretariat to Scottish Ministers.
- 15.** The Secretariat will manage the Assembly budget in line with the requirements of the Scottish Public Finance Manual. Access will be provided to Scottish Government banking and accounting systems to ensure control over payments and that appropriate financial records are kept. The Secretariat will make financial reports to the Scottish Government monthly in an agreed format.

Information

- 16.** The Assembly will have, and will publish, a policy setting out its approach to the handling and publication of information, and on how it will respond to requests made to the Assembly for information.
- 17.** Where the Assembly reasonably requires data or information held by the Scottish Ministers in order to carry out its functions, Ministers will provide the Assembly with that data or information if satisfied that it is lawful and appropriate for them to do so.

Reporting

- 18.** The Convener will provide the Assembly's final report containing its recommendations to the Scottish Ministers by the end of December 2020.
- 19.** The Scottish Ministers will lay the Assembly's report before the Scottish Parliament.

Signed



Michael Russell MSP
For the Scottish Government
Cabinet Secretary for Government Business and Constitutional Relations



Kate Wimpress
For the Citizens' Assembly of Scotland
Convener of the Citizens' Assembly

Annex Three Kate Wimpress, Convener





Kate is a third sector leader who has trained in fine art. She has worked for art organisations across Northern Ireland and Scotland since 1990.

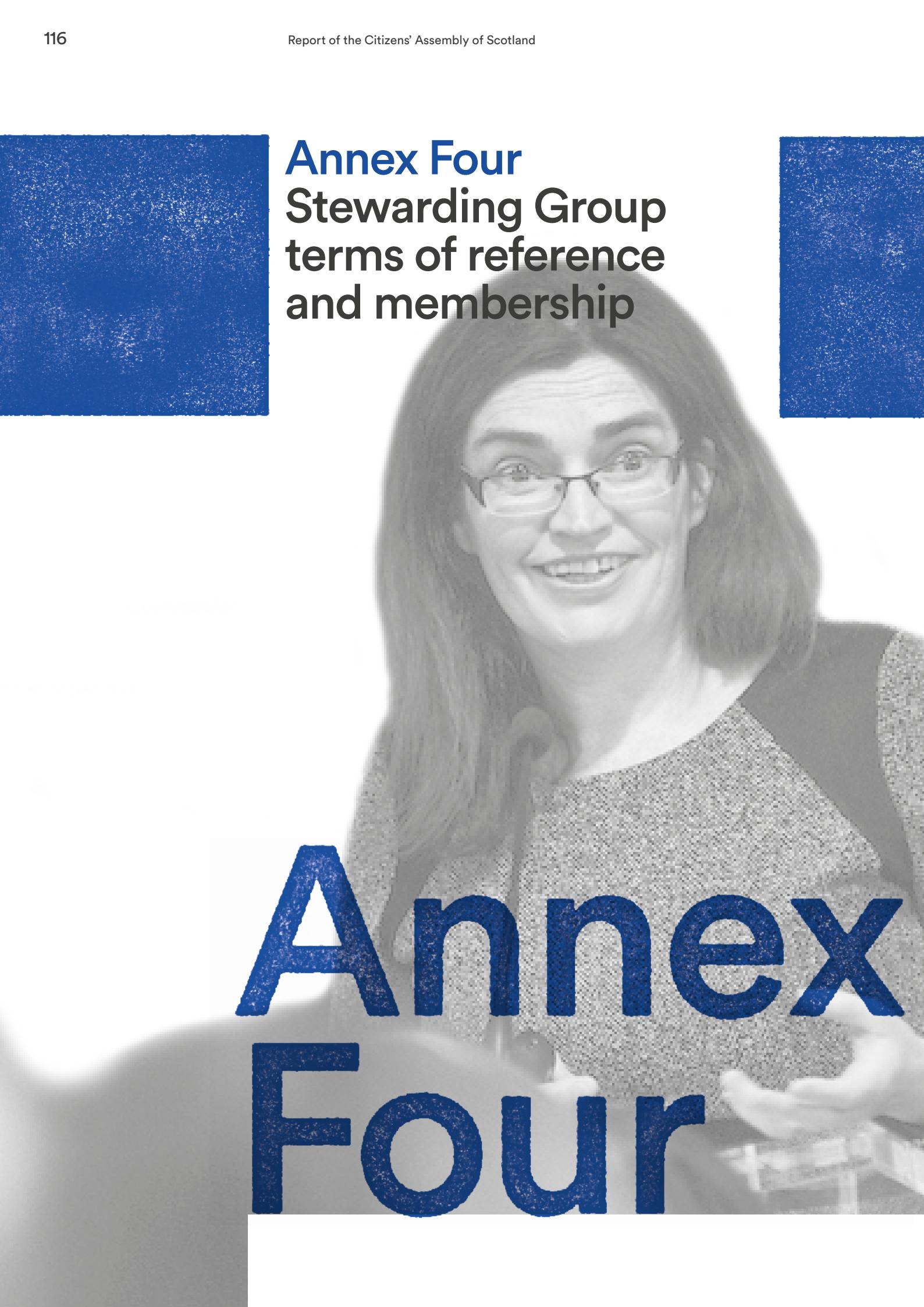
Currently Kate is the Director of North Edinburgh Arts, which provides opportunities for individual and community development through contact with the professional arts. The organisation is active in the local regeneration process, advocating the role of the artist and creativity as positive forces within the dynamic of a community in flux.

She is also Chair of Scotland's Regeneration Forum (SURF) and sits on the boards of Tinderbox Orchestra and North Edinburgh Childcare. Previously she led Edinburgh's Capital City Partnership Arts For Inclusion programme.

Kate is particularly interested in how art can change the public realm and public imagination, working with artists whose practice takes them beyond the boundaries of the institution, studio or theatre.

Annex Four

Stewarding Group terms of reference and membership



Annex
Four



Terms of reference

As required by the remit and terms of reference for the Citizens' Assembly of Scotland, the Conveners will appoint a Stewarding Group. This Group will provide strategic advice to Conveners in delivering that remit and terms of reference, in particular to ensure that all aspects of the planning of the Assembly and the Assembly meetings proceed in accordance with the underpinning principles set out in that remit and terms of reference.

The Group will provide strategic expert advice to Conveners, and the Secretariat acting on their behalf, on the planning and delivery of the Assembly. This will include:

- advising on planning and preparations for Assembly meetings and reviewing Assembly meetings;
- advising on establishment of relevant governance arrangements, including in relation to members conduct, transparency and reporting and Assembly proceedings;
- quality assurance of the overall process of delivery and the evidence presented to the Assembly, to ensure the objectivity and impartiality of methods and structures and the evidence presented to the Assembly is relevant, accessible, balanced and proportionate;
- assisting with the identification of relevant experts to provide evidence to the Assembly;
- encouraging wider visibility and positive commentary upon the Assembly through advising on wider engagement activity and, although not advocating for the Assembly in a formal sense and acting within agreed parameters, commenting upon and explaining the work of the Assembly and the evidence presented to it through relevant professional networks.

The Group operates in an advisory capacity only; decision making authority is retained by the Conveners or the Secretariat working on their behalf. The Group will report to Conveners and will not participate in providing evidence to the Assembly but may attend meetings of the Assembly and support its delivery in other ways.

The Group will operate in an open and transparent manner. These terms of reference, names of Group members, minutes of meetings and details of the advice provided to the Conveners will be published on the Assembly website.

The members of the Group are appointed by the Conveners and have a responsibility to act in a cooperative and collegiate manner. Appointments are made on the basis of relevant expertise and availability. Membership of the Group is in a voluntary capacity and will not be remunerated. Members will be reimbursed for reasonable expenses incurred in this role.

The Group will meet monthly during the period of the Assembly commencing in September 2019 and will provide such advice and commentary on an individual or collective basis between meetings as may be required and as other commitments permit.

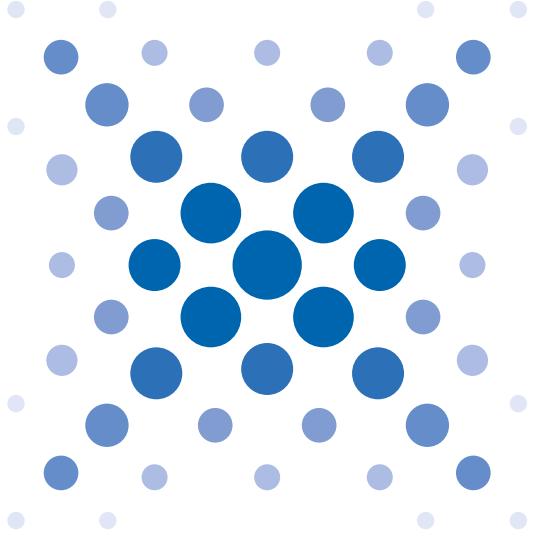
Membership as at November 2020

Name	Role	Summary of Experience
Alan Renwick	Deputy Director of the Constitution Unit, University College London	Alan's expertise lies mainly in the areas of electoral systems, referendums, and other modes of engaging the public in decision-making processes, such as citizens' assemblies. Alan was the Director of the Citizens' Assembly on Brexit.
David Farrell	Head of School, Professor of Politics, University College Dublin	David is a specialist in the study of parties, elections, electoral systems and members of parliament. David's current research focuses on the role of deliberation in constitutional reform processes. David was the 'research leader' of the Irish Citizens' Assembly.
Nicola McEwen	Professor of Politics at the University of Edinburgh and Associate Director of the Centre on Constitutional Change	Nicola is a Professor at the University of Edinburgh and Co-Director of the Centre on Constitutional Change. She specialises in devolution, territorial politics and multi-level government, especially on Scotland's place in the UK.
Doreen Grove	Open Government Partnership	Doreen leads the Scottish Government's participation in the Open Government Partnership, at both a national and international level. Globally, Open Government is driving changes to ensure that people are able to see, understand, and influence the decisions that affect their lives, and are also able to make the government accountable.

Audrey MacDougall	Scottish Government Chief Social Researcher	Audrey is the Scottish Government's Chief Social Researcher and Deputy Director of the Communities Analytical Division. The Office of the Chief Researcher leads the social research group and the analytical services team by developing policy and procedure on the collection and use of social research.
Willie Sullivan	Director of the Electoral Reform Society Scotland	Willie is the director of ERS Scotland and has worked at senior levels in the business, voluntary and public sector. Willie was the Campaign consultant on the successful Fairshare Campaign for the introduction of STV for Scottish Local Government and Campaign Director for Vote for a Change, the campaign to secure a referendum on electoral reform.
Erica Reid	Associate Director of Nursing and AHPs and Chief Nurse for the Health and Social Care Partnership	Erica Reid is a nurse with extensive experience of using quality improvement at local, regional and national levels to improve and transform healthcare systems. Erica is the inspiration behind Our Voice Scotland which is creating a cultural shift in engaging and involving the public and people who use health and social care. She has recently chaired the National Oversight Panel for Scotland's first Citizen Jury on healthcare.
John Sturrock	Founder and Senior Mediator, Core Solutions	John is an expert in the field of mediation, working with professionals and commerce across the UK and internationally. John trained at Harvard University, became a Queen's Counsel in 1999 and is a visiting professor at Edinburgh University.
Graham Smith	Professor of Politics and Director of the Centre for the Study of Democracy, University of Westminster	Graham is an expert in democratic theory and practice, in particular participatory democratic institutions. He is a recognised specialist in citizens' assemblies and was one of the organisers of the Citizens' Assembly on Brexit.

Annex Five

Citizens' Assembly of Scotland Budget as at October 2019



**Citizens' Assembly
of Scotland**
Seanadh Saoranaich
na h-Alba

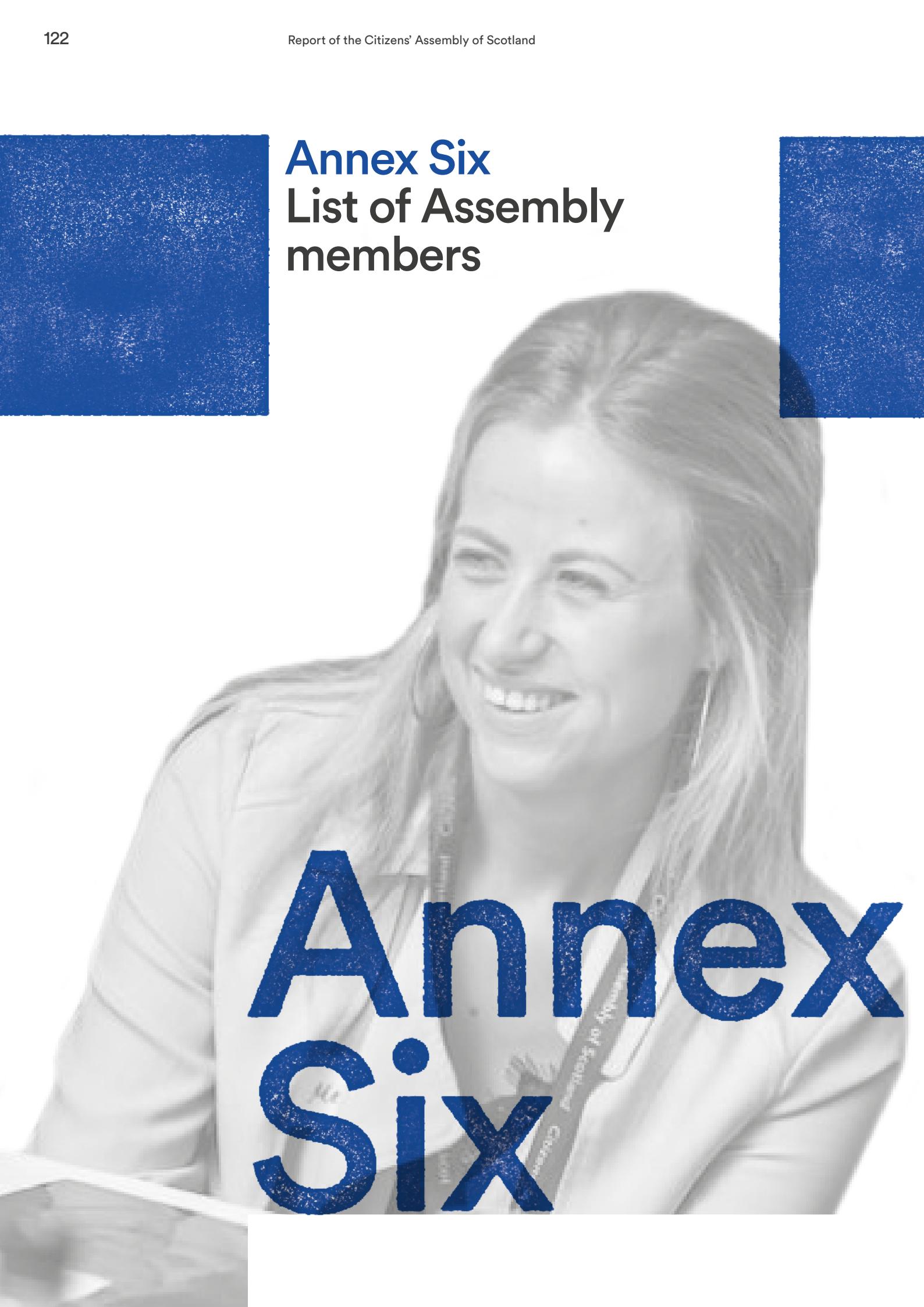
Annex Five

Budget

Category	Total
Members and Conveners	
Payments	
Travel and Subsistence	£340,000
Conference, Catering and Accommodation	£217,600
Procured Contracts and Services	
Member Recruitment	
Design and Facilitation	
Media, website and advertising	£519,000
Advisory Services	£55,000
Office Costs	£84,400
Publications and Engagement	£150,000
Total	£1,366,000

Annex Six

List of Assembly members



Annex
Six

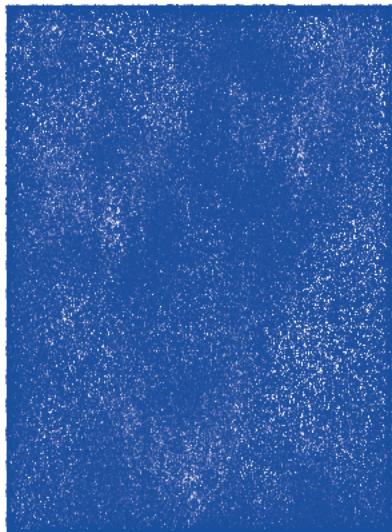


**This note lists
the members who
attended over the
whole of the Assembly:**

1	AODHAN CALLAGHAN	Central Scotland
2	CALLUM MCPHEE	Central Scotland
3	COLIN ROWBOTHAM	Central Scotland
4	DAVID FARRELL	Central Scotland
5	DAVID SMITH	Central Scotland
6	EVELYN SWEENEY	Central Scotland
7	FIONA CAMPBELL	Central Scotland
8	JAMES RAMSEY	Central Scotland
9	JOHN CHIESA	Central Scotland
10	JOHN COLLETA	Central Scotland
11	JOHN PUNSHON	Central Scotland
12	JOY SAIBU	Central Scotland
13	JULIE BUGGIE	Central Scotland
14	SAM WINTON	Central Scotland
15	SHIRLEY ISLAM	Central Scotland
16	ASHLEY CARMICHAEL	Glasgow
17	BETTY ROSS	Glasgow
18	BRONAGH DOWD	Glasgow
19	CAMERON ALSTON	Glasgow
20	CRAIG BRADLEY	Glasgow
21	DENNIS ASHCROFT	Glasgow
22	DIANE HARTE	Glasgow
23	GURDEEPA BAINS	Glasgow
24	HARRIS HUSSAIN	Glasgow
25	JANETTE MCBAIN	Glasgow
26	LISA GILLESPIE	Glasgow
27	LISA MCGEE	Glasgow
28	PHILOMENA O'DOHERTY	Glasgow



29	THERESA BROWN	Glasgow
30	CALUM RUSSELL	Highlands and Islands
31	DAVID BARTON	Highlands and Islands
32	DONALD HORSBURGH	Highlands and Islands
33	GILLIAN BARTROP YOUNG	Highlands and Islands
34	GRACE CARTER	Highlands and Islands
35	LAURA COLEMAN	Highlands and Islands
36	MAXINE FRASER	Highlands and Islands
37	MICHELLE STRACHAN	Highlands and Islands
38	RALF ROSS	Highlands and Islands
39	SHONA PEACE	Highlands and Islands
40	TOMMY STEWART	Highlands and Islands
41	ALEXANDER ROBBIN	Lothian
42	BENEDICT AMAMIZE	Lothian
43	CAROL SMITH	Lothian
44	CHARLOTTE BEAGLEY	Lothian
45	COMRIE STOTT	Lothian
46	CRAIG ANDERSON	Lothian
47	CRAIG JONES	Lothian
48	DEREK LOVELL	Lothian
49	DONNA LENNIE	Lothian
50	GRAEME HOLLOWAY	Lothian
51	JOHN POLS	Lothian
52	KATARZYNA JAKINCZUK	Lothian
53	LIAM FENTON	Lothian
54	MARY-ANN MONTAGUE	Lothian
55	MELISSA MCLAREN	Lothian
56	NICK MOTE	Lothian
57	NICOLA MALLON	Lothian
58	ROBERT GREENSHIELDS	Lothian
59	SARAH JANE COUTTS	Lothian
60	ANGUS MACDONALD	Mid Scotland and Fife
61	BRENDA MCKINNEY	Mid Scotland and Fife
62	DOUGLAS RUFFHEAD	Mid Scotland and Fife
63	GILLIAN FORBES	Mid Scotland and Fife
64	KAREN BAYLISS	Mid Scotland and Fife
65	MOIRA SUNTER	Mid Scotland and Fife
66	PAUL CZEKALLA	Mid Scotland and Fife
67	ROBERT ROSEBERG	Mid Scotland and Fife
68	SUSAN JONES	Mid Scotland and Fife



69	CAROLINE HILLS	North East Scotland
70	CHUNG DAM	North East Scotland
71	DAWID OLEJNIK	North East Scotland
72	GLADYS MURRAY	North East Scotland
73	HOLLY COOPER	North East Scotland
74	IBRAAHEEM KHAN	North East Scotland
75	JAMIE DONALDSON	North East Scotland
76	LEANNE THOMSON	North East Scotland
77	LYNSAY WALTON	North East Scotland
78	MARGARET BEATTIE	North East Scotland
79	MODESTAS TURAUSKA	North East Scotland
80	RICHARD WHALLEY	North East Scotland
81	SONIA PARKIN	North East Scotland
82	TOM ADAMSON	North East Scotland
83	BARRY JONES	South Scotland
84	EDWARD COOM	South Scotland
85	GRACE TOMLEY	South Scotland
86	IAN DARROCH	South Scotland
87	NICOLE ROBERTSON	South Scotland
88	SHIRLEY MARZELLA	South Scotland
89	SYLVIA TAYLOR	South Scotland
90	ALYSON GILLESPIE	West Scotland
91	ANNE NISBET	West Scotland
92	HEATHER MacGREGOR	West Scotland
93	JACQUELINE CURRAN	West Scotland
94	JOHN KELSEY	West Scotland
95	KARA JACKSON	West Scotland
96	KIRSTY HUTCHESON	West Scotland
97	MARIE NICHOLSON	West Scotland
98	MARNIE RENNIE	West Scotland
99	MARTIN MCGILL	West Scotland
100	MICHAEL GETTINS	West Scotland
101	NEIL ROCKS	West Scotland
102	PAUL DOWD	West Scotland
103	PAUL TRAYNOR	West Scotland
104	SHERRY CAIRNEY	West Scotland

Annex Seven

Summary table of Assembly sessions



Annex
Seven



Weekend 1

26-27 October 2019

Objectives:

- 1.** Welcome Assembly members and get to know each other
- 2.** Develop members understanding of how the process will work and the kind of issues that the Assembly will explore
- 3.** Establish a foundational understanding of the constitutional position in Scotland
- 4.** Begin to explore Assembly members perceptions and understanding of Scotland and the challenges and opportunities for the country

Presentations:

[How did we get here? Powers of the Scottish Parliament](#)

Professor Nicola McEwen,
Professor of Politics,
Edinburgh University

[The Scotland we know, the Scotland we don't know](#)

The Assembly conveners

Interim output:

[Word cloud](#)





Weekend 2

29 November – 1 December

Objectives:

1. To deepen earlier work on how to engage with evidence, by exploring the different kinds of evidence available and how to think critically about these sources.
2. To build on themes arising from Weekend 1 (such as the content of the word clouds on 'the country we want to build').
3. To open up thinking around the country we want to build by considering a range of evidence on Scotland and other international approaches.
4. To learn and deliberate on what makes people happy, what leads to a good life and a good society, and how the values we hold affect what kind of nation we want to become.
5. To begin to construct a vision for the kind of country we are seeking to build, by finding common ground on those areas on which the Assembly wishes to undertake deeper exploration.

Presentations:

[Trusted sources: A brief guide to the press & modern media](#)

Phil Allan, 3x1:

[Evidence: How do we ensure we have informed conversations?](#)

Kaela Scott, Involve

[What makes a good life?](#)

George Bangham,
Resolution Foundation

[Values – What makes a good country?](#) Dr Elke Heins,

University of Edinburgh

Interim outputs:

[67 statements](#) representing the breadth and diversity of Assembly's ideas around a vision for Scotland

[22 statements](#) representing the common ground of the Assembly

[22 statements ranked](#) in order of priority



Weekend 3

17 January – 19 January 2020

Objectives:

1. To take stock of constitutional developments following the December 2019 UK General Election, including a discussion with a panel of politicians.
2. To begin tackling the further questions in the Assembly remit about how we can best overcome challenges through considering a priority statement prepared by the Assembly: the Scotland we are seeking to build will be a sustainable country balancing environmental, economic and social impacts for the good of the country and its citizens.

Presentations:**Constitutional issues**

Update on the constitutional options and position of the parties following the UK General Election.

Dr Chris McCorkindale,
University of Strathclyde

Political panel: How do we move forward despite our constitutional differences?

Jamie Halcro Johnston
(Conservative), Lorna Slater
(Green), Angela Constance
(SNP) and Richard Leonard
(Labour)

Sustainability**Sustainability Overview**

Kate Wimpress, Convener
(slides)

Employment/Employability is the core of what drives a true inclusive economy

Sandy Begbie CBE,
Tesco Bank

Building a Wellbeing Economy that Serves social and environmental goals

Dr Katherine Trebeck
Wellbeing Economy Alliance

Delivering Scotland's climate change targets

Dr Andy Kerr, EIT Climate-KIC

Interim outputs:

[14 priority areas of action canvases](#)

Weekend 4

21 February – 23 February

Objectives:

- 1.** Build on members' discussions to date and consider in more detail Scotland's finances and choices about tax in relation to the priority statement discussed in weekend 2:

“the Scotland we are seeking to build will be a sustainable country balancing environmental, economic and social impacts for the good of the country and its citizens.”

Presentations:

Overview of Scotland's Finances:

[Scotland's Finances – where the money comes from, & where it goes](#)

Fraser McKinlay,
Audit Scotland

[Taxation and Government spending in Scotland](#)

Professor David Bell CBE,
University of Stirling)

Overview on Taxation:

[Tax : a primer](#)

David Phillips,
Institute for Fiscal Studies

[Scotland's Tax System](#)

Charlotte Barbour, Institute of Chartered Accountants of Scotland

Tax Choices:

[Delivering environmental, economic and social impacts through tax?](#) Russell Gunson,
Institute of Public Policy Research Scotland

[Taxes to change behaviour and support public policy objectives](#)

Laurie MacFarlane, Institute for Innovation and Public Purpose at University College of London)

[The Goldilocks Principle: A principled approach to tax by business](#) Ewan MacDonald-Russell, Scottish Retail Consortium)

Interim output:

[14 findings on tax and finances](#)

Weekend 5

5 September 2020

Objectives:

1. For members to reconnect with each other
2. Reflect on the impact of COVID and how it affects the work of the Assembly
3. Begin work on a final Assembly vision on the kind of country we are seeking to build.

Presentations:

Journey so far [video](#) by members

[Reflections on the impact of Covid-19](#) (by members and experts who had previously given evidence)

[Responding to COVID-19: ideas about the future](#) (by experts who had previously given evidence and a range of new experts)

Interim outputs:

Issues to recall on COVID (see [Annex 1 of Weekend 5 report](#))

Areas of Consensus on the Assembly's vision (see [Annex 2 of Weekend 5 report](#))

Weekend 6

3 – 4 October 2020

Objectives:

1. Drawing upon cumulative learning, to draft, vote upon and agree an inspiring collective vision for the kind of country we are seeking to build.

No presentations:

Members provided with summary materials on evidence and discussions from earlier weekends (add link)

Final output:

The Assembly's Vision (see chapter in main report or [Assembly vision chapter of weekend 6 report](#))

Weekend 7

31 October – 1 November 2020

Objectives:

1. Drawing upon cumulative learning, to draft recommendations of the Assembly

No presentations

Provided with summary materials on evidence and discussions from earlier weekends ([Explanatory notes](#))

Interim output:

60 draft recommendations (See [Annex 12](#) or this report or in the [Annex to weekend 7 report](#))

Weekend 8

5 December 2020

Objectives:

1. Vote and agree final Assembly recommendations

No presentations

Provided with Weekend 8 supporting materials (see [Annex 12](#))

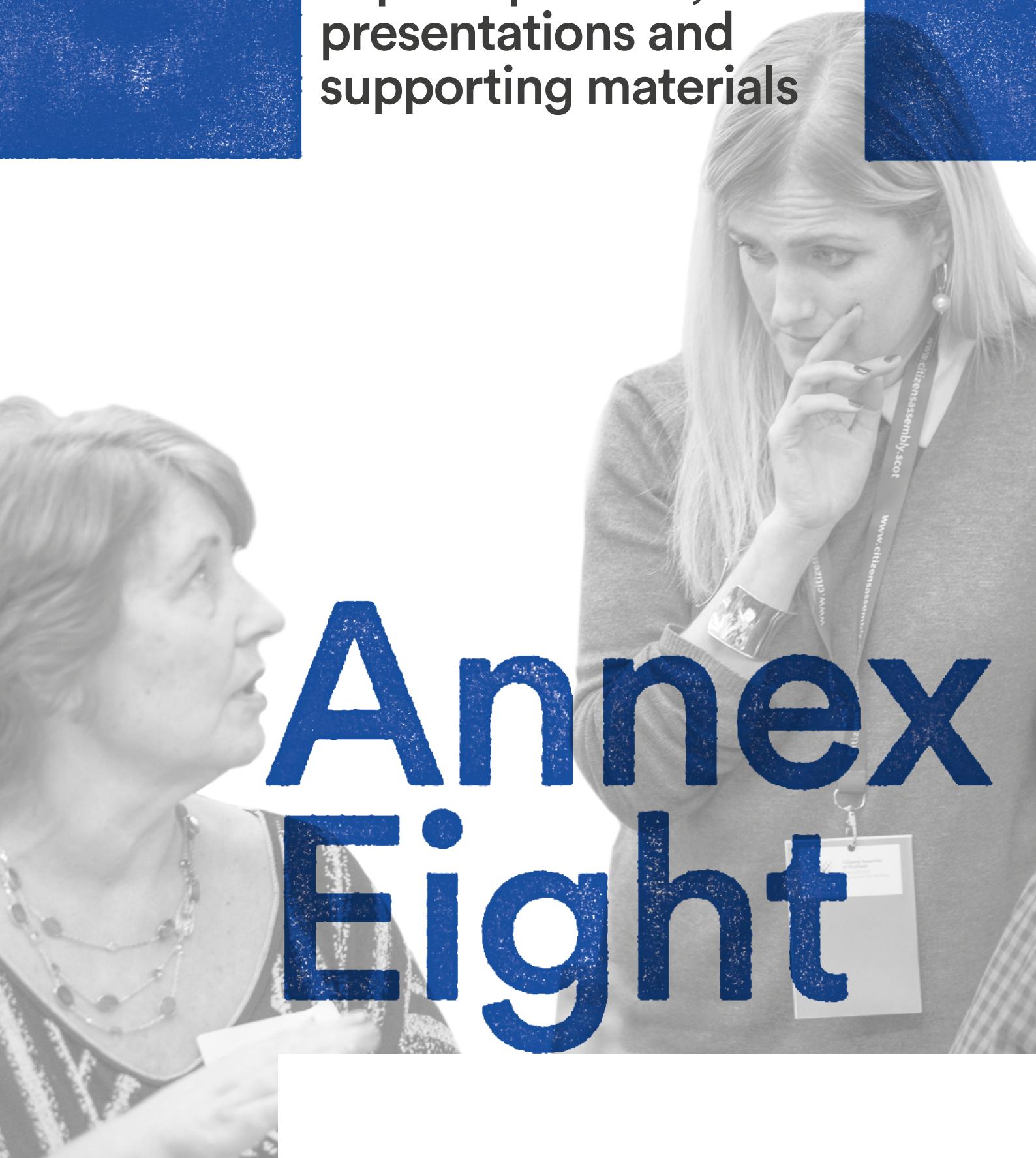
Final output:

Recommendations of the Assembly (See [Annex 14](#))

Annex Eight

Assembly evidence: Expert speakers, presentations and supporting materials

Annex Eight



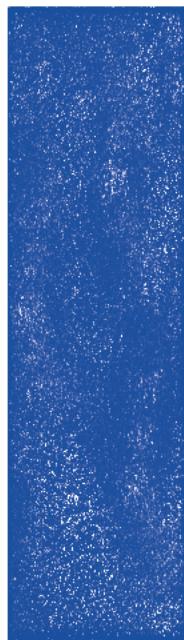


Introduction This annex details the full range of evidence provided to members across the course of the Assembly process. Part one lists the biographies of all expert speakers. Part Two provides links to the evidence presented during the sessions, the supporting papers provided to members in advance of the meetings and the weekend reports, which include summary accounts of the evidence. All evidence is published on the website, alongside the livestream recordings of evidence sessions.

Part One: Biographies of expert speakers and contributors

Weekend (Topic)	Name	Role	Background
Weekend 1 (Constitutional issues)	Professor Nicola McEwen	Professor of Politics at the University of Edinburgh and Co-Director of the Centre on Constitutional Change. She specialises in devolution, territorial politics and multi-level government, especially on Scotland's place in the UK. Nicola is also a member of the Assembly's Stewarding Group.	Nicola is a Professor at the University of Edinburgh and Co-Director of the Centre on Constitutional Change. She specialises in devolution, territorial politics and multi-level government, especially on Scotland's place in the UK. Nicola is also a member of the Assembly's Stewarding Group.
Weekend 2 (Assessing evidence)	Phil Allan	Account Director, 3x1	Phil Allan is an Account Director at 3x1, a public relations company which provides public relations services to the Assembly. He formerly worked as the editor of the Angus County Press and as a journalist on the Press and Journal.
Weekend 2 (Assessing evidence)	Kaela Scott	Head of Democratic Innovation, Involve	Kaela Scott is Head of Democratic Innovation at Involve, a public participation charity, and is an expert adviser to the Assembly Secretariat. She focuses on developing the theory and practice of public engagement and new forms of democratic participation.

Weekend 2 (What makes you happy?)	George Bangham	Policy analyst, Resolution Foundation	George Bangham works at the Resolution Foundation, a leading economic think-tank that works to improve the living standards of families on low and middle-incomes. His research looks at wealth inequality, labour markets, and wellbeing, and he has discussed these topics on BBC TV and radio. He previously worked as
			a policy and public affairs officer at ACEVO, the charity sector trade body, and studied history and economics at university.
Weekend 2 (Values)	Dr Elke Heins,	Senior Lecturer, University of Edinburgh	Elke is a Senior Lecturer in Social Policy at the University of Edinburgh. Her research and teaching focuses on comparative welfare state policies, in particular labour market policy as well as the politics of welfare and wellbeing.
Weekend 3 (Sustainability)	Sandy Begbie CBE	Chief Transformation Officer of Tesco Bank	Sandy is the Chief Transformation Officer of Tesco Bank. He was previously Director of Global people, organisation and culture integration at Standard Life Aberdeen PLC as well as being their lead executive for China and Hong Kong. Sandy has received a CBE for social mobility and inclusion leadership
Weekend 3 (Sustainability)	Dr Katherine Trebeck	Co-Founder, Wellbeing Economy Alliance Scotland	Katherine works with the Wellbeing Economy Alliance (WEAll), both the global team and as a co-founder of WEAll Scotland.



Weekend 3 (Sustainability)	Dr Andy Kerr	(Director, EIT Climate-KIC)	Andy is the UK and Ireland Director for EIT Climate-KIC (European Institute of Innovation and Technology Climate – Knowledge and Innovation Community), Europe's largest innovation agency for climate solutions which works with cities, industry and regions to deliver transformational change. Previously, Andy founded and directed ECCI, the Edinburgh Centre for Carbon Innovation, and the Scottish Centre of Expertise on Climate Change: ClimateXChange. He is a Non-Executive Director of Scottish Renewables.
Weekend 3 (Constitutional issues)	Dr Chris McCorkindale,	Senior Lecturer in Law, University of Strathclyde	Chris's research interests include constitutional and administrative law, with a recent focus on the constitutional implications of Brexit as well empirical work on safeguards for legislative competence in the devolved parliaments and assemblies.
Weekend 3 (Constitutional issues)	Dr Alan Renwick	Deputy Director of the Constitution Unit, University College London	Alan's expertise lies mainly in the areas of electoral systems, referendums, and other modes of engaging the public in decision-making processes, such as citizens' assemblies. Alan is on the Assembly's Stewarding Group and was previously the Director of the Citizens' Assembly on Brexit.
Weekend 3 (Politicians Panel)	Angela Constance	MSP, Scottish National Party	Angela is an MSP for the Scottish National Party and has held a series of ministerial posts in the Scottish Government
Weekend 3 (Politicians Panel)	Richard Leonard	MSP, leader of Scottish Labour Party	Richard is the leader of the Scottish Labour Party
Weekend 3 (Politicians Panel)	Lorna Slater	Co-convener of the Scottish Green Party	Lorna is the Co-convener of the Scottish Green Party.
Weekend 3 (Politicians Panel)	Jamie Halcrow-Johnson	MSP, Scottish Conservative and Unionist Party	Jamie is an MSP for the Scottish Conservative and Unionist Party.

Weekend 4 (Taxation); Weekend 5 (Impacts of COVID)	Fraser McKinlay	Director of Performance and Best Value and Controller of Audit, at Audit Scotland	Fraser is the Director of Performance and Best Value and Controller of Audit at Audit Scotland, which is the national body responsible for providing assurance to the public about the use of resources by public authorities. Fraser was previously a management consultant at KPMG.
Weekend 4 (Taxation); Weekend 5 (Impacts of COVID)	Professor David Bell CBE	Professor of Economics, University of Stirling University of Stirling	David is a Professor of Economics at University of Stirling. David is co-investigator in the Centre On Constitutional Change at the University of Edinburgh and the Centre for Population Change at the University of Southampton. From 2007 to 2014, David was the Budget Adviser to the Scottish Parliament's Finance Committee and he has also been adviser to the House of Lords.
Weekend 4 (Taxation); Weekend 5 (Impacts of COVID)	David Phillips	Senior economist and Associate Director, Institute for Fiscal Studies	David Phillips is associate director at the Institute for Fiscal Studies (IFS), and works on taxation and devolution. The Institute for Fiscal Studies is a leading UK think-tank and independent research centre on tax, government spending and related policy issues.
Weekend 4 (Taxation); Weekend 5 (Impacts of COVID)	Charlotte Barbour	Director of Taxation, Institute of Chartered Accountants of Scotland	Charlotte Barbour MA CA CTA (Fellow) is the Director of Taxation at the Institute of Chartered Accountant of Scotland (ICAS) and is also on the Council of the Chartered Institute of Taxation. ICAS is a professional and representative body for its members.
Weekend 4 (Taxation); Weekend 5 (Impacts of COVID)	Russell Gunson	Director, Institute of Public Policy Research Scotland	Russell is the Director of the Institute for Public Policy Scotland (IPPR). IPPR is one of the UK's leading think-tanks which provides research and commentary across a wide range of areas of social and economic policy.

Weekend 4 (Taxation);	Laurie MacFarlane,	Senior Research Fellow, University College of London	Laurie is a Senior Research Fellow at the Institute for Innovation and Public Purpose at University College of London (UCL) and a Fellow of the Wellbeing Economy Alliance. Prior to this Laurie was Senior Economist at the New Economics Foundation.
Weekend 4 (Taxation); Weekend 5 (Impacts of COVID)	Ewan MacDonald-Russell	Head of Policy and External Affairs, Scottish Retail Consortium	Ewan is the Head of Policy and External Affairs at the Scottish Retail Consortium, which is a representative body for retail companies in Scotland.
Weekend 5 (Ideas to respond to COVID)	Sarah Davidson	Chief Executive Officer, The Carnegie UK Trust	Sarah is the Chief Executive Officer at the Carnegie UK Trust. Sarah was previous a Director-General at the Scottish Government.
Weekend 5 (Ideas to respond to COVID)	Peter Kelly	Director, Poverty Alliance	Peter is the Director of the Poverty Alliance. Poverty Alliance is Scotland's anti-poverty network which brings together campaigners and communities to rebalance the distribution of power and resources.
Weekend 5 (Ideas to respond to COVID)	Matthew Taylor	Chief Executive of the RSA	Matthew has been the Chief Executive of the Royal Society for the Encouragement of Arts, Manufactures and Commerce (RSA) since 2006. Matthew was previously Chief Adviser on Political Strategy to the Prime Minister. Matthew blogs on topics ranging from policy, politics, public service reform and cultural theory to the RSA itself.
Weekend 5 (Ideas to respond to COVID)	Rachel Statham	Senior Research Fellow, Institute of Public Policy Research Scotland	Rachel is a Senior Research Fellow at IPPR Scotland, specialising in economic and social policy, gender and devolution. Rachel is an experienced quantitative and qualitative researcher, and has worked on social security, inclusive growth, and the economic impacts of automation and technological change.

Weekend 5 (Ideas to respond to COVID)	Benny Higgins	Strategic Adviser to the First Minister and Chair of the Advisory Group on Economic Recovery	Benny is the Chair of the Advisory Group on Economic Recovery. He was appointed as Strategic Adviser to the First Minister on the development of the Scottish National Investment Bank. He is Executive Chairman of the Buccleuch Estates, and Chair of the Board of Trustees of the National Galleries of Scotland. Mr Higgins previously was the Chief Executive of Tesco Bank for 10 years. He is a Fellow of the Faculty of Actuaries and of the Royal Society of Edinburgh.
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Part Two – List of all Assembly presentations and supporting materials provided to members

Weekend 1 Evidence on Scotland and constitutional issues

Presentations

- [How did we get here? Powers of the Scottish Parliament](#)
Professor Nicola McEwen, Edinburgh University
- [The Scotland we know, the Scotland we don't know](#) (and [slides](#))
The Assembly conveners

Supporting papers

Constitution Fact Sheets prepared by Professor Nicola McEwen to address the majority of questions raised by Assembly members during the Question and Answer session on constitutional considerations:

- Constitution Series 1.1: [What Powers does the Scottish Parliament have?](#)
- Constitution Series 1.2: [How are Decisions made for and about Scotland?](#)
- Constitution Series 1.3: [What are the Main Options for Constitutional Change for Scotland?](#)
- Constitution Series 1.4: [How are Decisions over Scotland's Constitutional Status Taken?](#)
- [Explanation of terms](#) relating to the constitution

Weekend 1 report

The weekend 1 report is available [here](#).



Weekend 2 Developing the Assembly Vision

Presentations

- Phil Allan, 3x1: [Trusted sources: A brief guide to the press & modern media](#)
- Kaela Scott, Involve: [Evidence: How do we ensure we have informed conversations?](#)
- George Bangham, Resolution Foundation: [What makes a good life?](#)
- Dr Elke Heins, University of Edinburgh: [Values – What makes a good country?](#)

Supporting papers

To help inform thinking on a vision for Scotland, members were invited to read a report on children's views about the future of the country:

- [What kind of Scotland? Children influencing Scotland's future \(Children's Parliament, 2017\)](#)

Weekend 2 report

The weekend 2 report is available [here](#)

Weekend 3 Sustainability, constitutional issues and the political panel

Presentations

- Convener [introductory remarks \(Citizens' Assembly of Scotland\)](#) on sustainability
The following evidence sessions are all available on the [livestream](#):
 - Constitutional sessions with Dr Chris McCorkindale and Dr Alan Renwick
 - The politicians panel
 - Sustainability speakers

Supporting papers

- Three experts discussed sustainability. Presentations can be viewed in the livestream on the website. In advance of the meeting, members were provided with a summary of their positions in the [Overview Paper on Sustainability](#) while a more detailed account was provided in their position papers:
 - [Employment/Employability is the core of what drives a true inclusive economy](#) (Sandy Begbie CBE)
 - [Building a Wellbeing Economy that Serves social and environmental goals](#) (Dr Katherine Trebeck)
 - [Delivering Scotland's climate change targets](#) (Dr Andy Kerr)
- Factsheets produced for the Assembly by the Scottish Government and the Carnegie UK Trust are noted below:
 - [National Performance Framework and Sustainable Development Goals \(SG\)](#)
 - [Societal Wellbeing](#) (the Carnegie UK Trust)

Weekend 3 report

The weekend 3 report is available [here](#)

Weekend 4 Finances and Tax

Presentations

Presentations can be viewed in livestream while the presentation slides are outlined below:

Overview of Scotland's Finances:

- [Scotland's Finances – where the money comes from, & where it goes](#)
(Fraser McKinlay, Audit Scotland)
- [Taxation and Government spending in Scotland](#)
(Professor David Bell CBE, University of Stirling)

Overview on Taxation:

- [Tax: a primer](#) (David Phillips, Institute for Fiscal Studies)
- [Scotland's Tax System](#) (Charlotte Barbour, Institute of Chartered Accountants of Scotland)

Tax Choices:

- [Delivering environmental, economic and social impacts through tax?](#)
(Russell Gunson, Institute of Public Policy Research Scotland)
- [Taxes to change behaviour and support public policy objectives](#) (Laurie MacFarlane, Institute for Innovation and Public Purpose at University College of London)
- [The Goldilocks Principle: A principled approach to tax by business](#)
(Ewan MacDonald-Russell, Scottish Retail Consortium)

Supporting papers

- [Introductory Note for weekend 4](#) – summarising the topic, the evidence to be presented and member comments on the topic across previous sessions
- [Scotland's Finances: Explanation of Terms and useful materials](#) explains key finances and taxation terms
- [Factsheet on the Tax Education Gap](#), drawing on survey data, has been prepared to explain the gap in the public's knowledge about tax and the importance of tax education

Weekend 4 report

The weekend 4 report is available [here](#)

Weekend 5 Impacts and ideas to respond to Covid-19

Presentations

Videos played during the Assembly:

- Journey so far member [video](#)
- [Reflections on the impact of Covid-19](#)
- [Responding to COVID-19: ideas about the future](#)

Supporting papers

The 'Journey so far' materials, produced by the Secretariat, summarising work in weekend 1–4, comprising:

- [Interim report](#)
- [Vision paper](#)
- [Challenges paper](#)
- [Constitution paper](#)

The 'Journey to come materials', produced by the Secretariat, summarising horizon scanning work on the impacts of and big ideas to respond to the pandemic, comprising:

- A [horizon scanning overview](#) paper and video and more detailed summary papers and videos of the three strands of this work:
 - Covid-19 – [Economy, public finances and social impact](#) paper and video
 - Covid-19 – [Environmental sustainability](#) paper and video
 - Covid-19 – [How decision are taken](#) paper and video
- [Speaker catch ups](#) – videos of previous speakers reflecting on the impacts of the pandemic

Weekend 5 report

The weekend 5 report is available [here](#)

Weekend 6 Vision

Supporting papers

In advance of weekend 6, members were sent a link to a [Citizen Participation presentation](#) by Anthony Zacharzewski (from The Democratic Society and the Assembly design and facilitation team) who discussed a range of citizen participation approaches.

Weekend 6 report

The weekend 6 report is available [here](#).

Weekend 7 Drafting Recommendations

Supporting papers

To prepare members for drafting recommendations, they were provided with [guidance](#) on drafting recommendations, a [summary](#) of all Assembly evidence, and information on the specific topic, including an [explanatory note and jamboard](#) highlighting the evidence heard on the topic, any earlier work on recommendations undertaken by the Assembly in weekends 3, 4 and 6, its constitutional implications and the action already in hand by the Scottish Government. This guidance can be found on the website.

Weekend 7 report

The weekend 7 report is available [here](#)

Weekend 8 Agreeing Recommendations

Supporting papers

To prepare members for voting on recommendations, they were provided with a [pack of materials](#), including guidance on the decision making process, and a set of all 60 draft recommendations and supporting material that they prepared in weekend 7, organised into 8 groups of recommendations on similar themes. This guidance can be found at [Annex 12](#).

Weekend 8 report

The weekend 8 report can be viewed [here](#)

Annex Nine

Vision statements prepared in weekend 2

Annex Nine



Introduction

In weekend 2, members developed 67 statements on the country that they are seeking to build, representing the breadth of views on the Assembly's vision for Scotland.

Vision statements

The country we are seeking to build will:

- 1. ...a healthier Scotland services and community**
- 2. ...be a beautiful place where people would love to visit**
- 3. ...be a country of high moral values**
- 4. ...be a country that other countries will want to follow**
- 5. ...be a fair and progressive country**
- 6. ...be a fair and socially just society for all**
- 7. ...be a productive Scotland**
- 8. ...be a prosperous and financially secure country**
- 9. ...be a safe country**
- 10. ...be a sustainable society where we balance our environmental, economic and social impact for the good of the country and its citizens**
- 11. ...be accountable, transparent and professional by providing informed information to the people**
- 12. ...be adaptive to a changing world**
- 13. ...be an amazing place to live**
- 14. ...be Brexit free**
- 15. ...be critical of its nationalism**
- 16. ...be democratic, fair, honest, transparent and inclusive**

- 17.** ...be free of nuclear weapons
- 18.** ...be free of poverty
- 19.** ...be free of street weapons
- 20.** ...be fully self-governed
- 21.** ...be innovative, like being a leader in broadband
- 22.** ...be kind and thoughtful
- 23.** ...be more community-minded
- 24.** ...be respectful and flourishing
- 25.** ...be respectful, welcoming and inclusive
- 26.** ...be socially responsible, taking care of the most vulnerable in society
- 27.** ...be supportive of the vulnerable and elderly in society
- 28.** ...be the envy of the world
- 29.** ...be tolerant and respectful
- 30.** ...be welcoming and treat all people equally
- 31.** ...build enough amenities at the same time as homes
- 32.** ...citizens that take personal responsibility about their community and environment
- 33.** ...create more jobs
- 34.** ...deliver on its priorities with integrity
- 35.** ...encourage and support all citizens to reach their full potential throughout their lives
- 36.** ...enhance your family lives for the future
- 37.** ...ensure a future for younger generations
- 38.** ...ensure councils operate standardised policies
- 39.** ...ensure everyone feels they can ask for help if needed and know where to go
- 40.** ...get the oil flowing in the North Sea
- 41.** ...have a duty to individuals, groups and the nation as a whole, in hardship and in ease
- 42.** ...have a football team that can reach the world cup finals

- 43.** ...have a government that will treat the population with fairness, compassion and transparency
-
- 44.** ...have a greater and stronger state pension
-
- 45.** ...have a positive attitude of our capacities as a nation (of inventors)
-
- 46.** ...have a set of societal values free from prejudice and bias
-
- 47.** ...have a strong and stable public service for all
-
- 48.** ...have an honest and accountable government
-
- 49.** ...have better incomes and a better living wage to reduce poverty
-
- 50.** ...have equal opportunities for all
-
- 51.** ...prioritise housing for those who need it most.
-
- 52.** ...include the diversity of its citizens in making policy
-
- 53.** ...invest in and provide a thriving and fit-for-purpose health service
-
- 54.** ...nationalise key industries and services such as rail; energy and broadband and run them for the benefit of our people not profit
-
- 55.** ...provide a free, world-class education for all
-
- 56.** ...provide a realistic income
-
- 57.** ...provide a tolerant, safe, secure and stable environment for all people to grow
-
- 58.** ...provide housing for everyone
-
- 59.** ...serve as a moral, ethical and humane example for the benefit of the world
-
- 60.** ...support her citizens and people to reach and achieve their goals, aspirations or dreams
-
- 61.** ...treat all its citizens with respect
-
- 62.** ...try to build a better community spirit
-
- 63.** ...value its diversity
-
- 64.** ...welcome, nurture, and support freedom, self-determination and political independence
-
- 65.** ...will be more transport accessible to everyone over the full country
-
- 66.** ...will encourage freedom and safety
-
- 67.** ...will improve on living standards and quality of life for everyone now and in the future
-

Annex Ten

Summary of issues to recall about Covid-19

Annex
Ten



Summary of issues to recall about Covid – 19

In weekend 5, members discussed issues that they felt were important to recall about the Covid-19 pandemic as they began to consider the final outputs of the Assembly. Themes arising from their discussions are outlined below.

Ensuring a more equal and socially responsible country

A need for equality and for social responsibility towards others

Supporting education and training for all young people

The importance of equal access to education and for training and apprenticeships to support employment opportunities for all young people

Prioritising health and wellbeing

The central importance of investing in and reforming NHS and social care and using public health powers wisely and robustly to ensure compliance with emergency measures

Responding to mental health impacts

Social isolation and wider mental health issues, including among children, have been exacerbated by the crisis, and should be a priority in terms of services and support

Building more resilience into planning

Need to consider better, careful resilience planning based on the lessons for the economy and other areas of life, with a need to learn lessons from care homes example

Measures to support recovery

Importance of helping businesses to get back up and running and a need to consider how employees can continue to work flexibly without being restricted to home

Focussing on a sustainable economic recovery

Changing the economy, taking the opportunity to do things differently, learning the lessons from recent austerity and prioritising tackling inequalities, incentivising green recovery whilst recognising difficult trade-offs

Delivering fair work and pay and valuing key workers

Employment opportunities for all through fairer work. Protecting those on the lowest incomes through improving minimum living wage and introduction of a universal basic income. Valuing and better rewarding health care workers.

Recognising the challenges for public finances

The cost of Covid-19 and the impact of that on public finances. How does that affect achieving the Assembly's vision – what can we afford and what should we prioritise?

Establishing a fairer tax system

A simplified and fairer tax system fairer, closing loopholes and incentivising positive behaviours by businesses and citizens

Tackling the climate crisis

Climate change still a high priority and risk of further pandemics as environment changes. Priority of investing in green businesses and energy sources

Improving decision-making through citizens involvement

Learning the lessons of community and citizen involvement and building on that to do policy differently and embed participation into decision-making, including through Citizens' Assemblies

Strengthening devolution and improving working between Governments

Scope for more powers to be devolved to respond directly to Scottish circumstances and for governments to co-operate more effectively on developing rules



Annex Eleven

Weekend 6 voting on final vision statements





Introduction

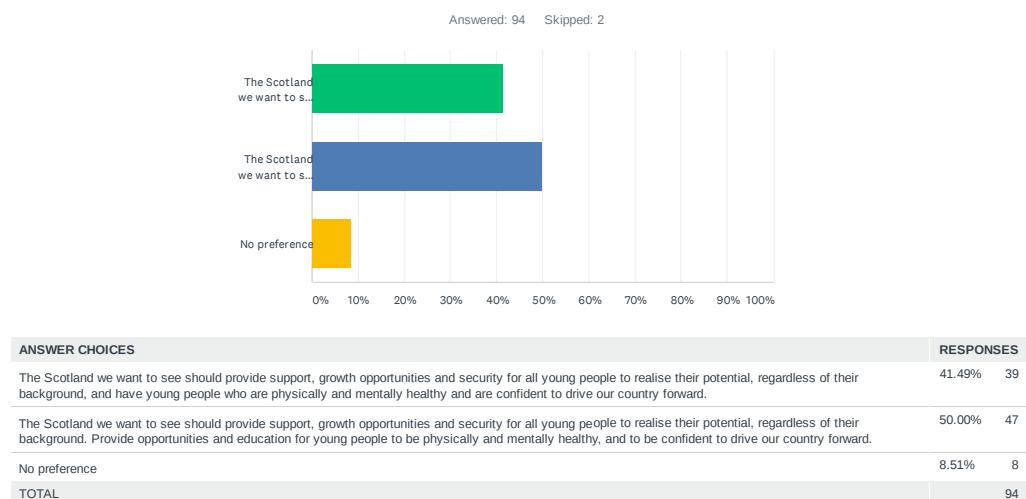
Round 1: Vote on alternative wording of some elements

The voting process to agree the Assembly's vision is outlined in the main report and summarised within the Weekend 6 report. The results from each of the four voting rounds to create the Assembly vision in Weekend 6 are presented below.

Points to note:

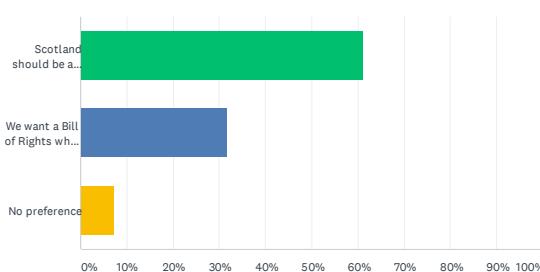
- 96 members took part in the Round 1 vote (via an online survey).
- Alternative text wording options were voted on for 11 elements of the proposed vision.

Q1 Theme: Young People



Q2 Theme: Sustainability

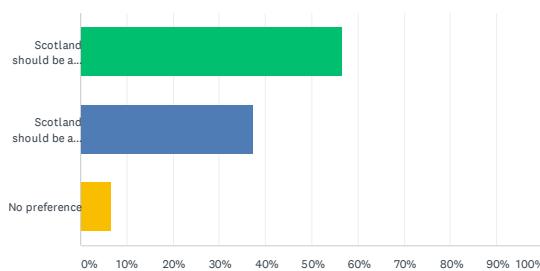
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ANSWER CHOICES	RESPONSES
Scotland should be a country where there is a constitution which guarantees an ecologically sustainable economy protecting our jobs, businesses, national wellbeing and the vulnerable in our society.	61.05% 58
We want a Bill of Rights which enshrines in law and guarantees the sustainability and responsible balancing of secure environmental, economic and social impacts. We want that law to support local and community infrastructure and enterprises, ensuring we improve national wellbeing and eliminate poverty.	31.58% 30
No preference	7.37% 7
TOTAL	95

Q3 Theme: Being socially responsible and taking care of the most vulnerable

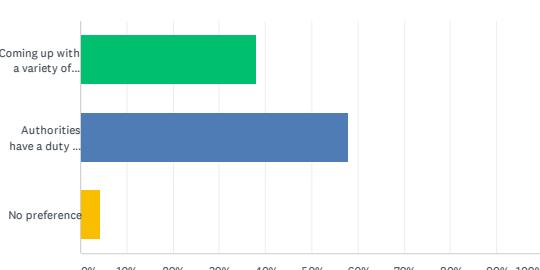
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ANSWER CHOICES	RESPONSES
Scotland should be a country where everyone feels safe, valued and respected. We should encourage everyone to have a sense of personal responsibility which leads to inclusion in our communities, where people treat each other with kindness and look after the most vulnerable.	56.38% 53
Scotland should be a country where everyone feels safe, valued and respected. The government should enable people to take personal responsibility which leads to inclusion in our communities, where people treat each other with kindness and look after the most vulnerable.	37.23% 35
No preference	6.38% 6
TOTAL	94

Q4 Theme: Improvements in the provision of public information

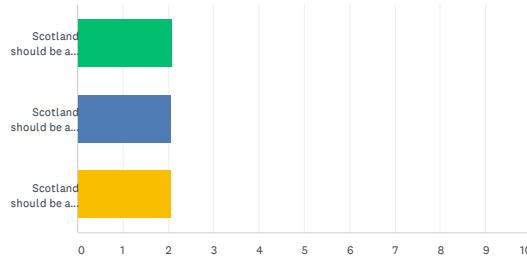
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ANSWER CHOICES	RESPONSES
Coming up with a variety of ways to share public information that reaches all, it's simple, clear, accurate and timely. Importance of providing high quality evidence that's not given out before it's ready, can be trusted and it must be checkable.	37.89% 36
Authorities have a duty to publish information that is valid, accurate, reliable, verifiable and accessible to all.	57.89% 55
No preference	4.21% 4
TOTAL	95

Q5 Theme: Public finances

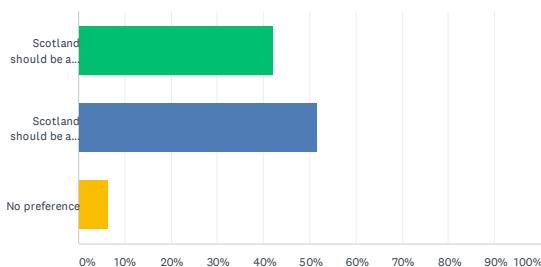
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	1	2	3	DO NOT RANK	TOTAL	SCORE
Scotland should be a country where public finances are fairer and prioritise immediate needs.	36	24	27	7.45%	94	2.10
Scotland should be a country where decisions about public finances are localised and citizens are actively involved in the process.	23	41	20	10.64%	94	2.04
Scotland should be a country where public finances are localised and citizens are actively involved in the decision process and in regulating how money is spent	33	21	28	9.89%	91	2.06

Q6 Theme: Citizens' involvement in decision making

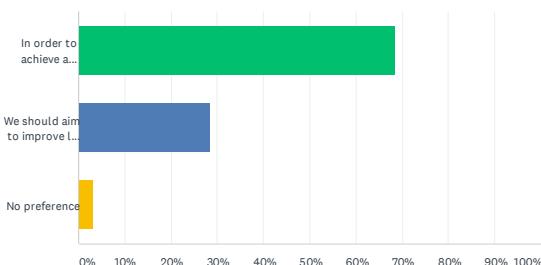
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ANSWER CHOICES	RESPONSES
Scotland should be a country where the Government provides innovative ideas to allow every citizen the opportunity to engage in decision making processes if they choose to, using a multi-faceted, mutually-consensual approach.	42.11% 40
Scotland should be a country where collaborative decision making takes place through the formation of a fully funded diverse citizens' group with a randomly selected group of Scotland's population, recruiting new people on a fixed term	51.58% 49
No preference	6.32% 6
TOTAL	95

Q7 Theme: Protecting the income of low earners

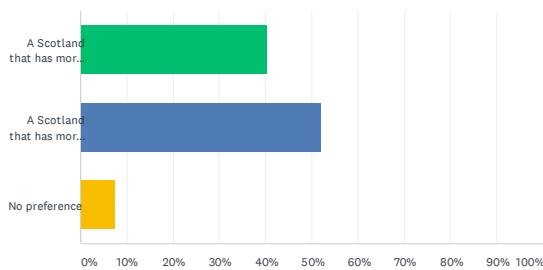
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ANSWER CHOICES	RESPONSES
In order to achieve a better standard of living and opportunities for all we must invest in accessible, relevant training, support and improved income through a realistic living wage.	68.42% 65
We should aim to improve low income through a realistic living wage and benefit system.	28.42% 27
No preference	3.16% 3
TOTAL	95

Q8 Theme: Devolution of Powers

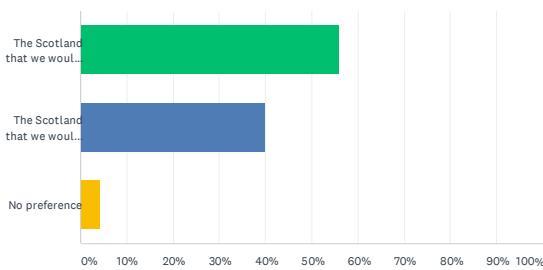
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ANSWER CHOICES	RESPONSES
A Scotland that has more powers and works honestly and transparently for the benefit of Scotland and in the interests of all its people.	40.43% 38
A Scotland that has more powers to make its own decisions and manage its own affairs, that engages cooperatively with the other regions of the UK and internationally, and that works honestly and transparently for the benefit of Scotland and all its people.	52.13% 49
No preference	7.45% 7
TOTAL	94

Q9 Theme: An economic recovery that responds to the challenges facing society

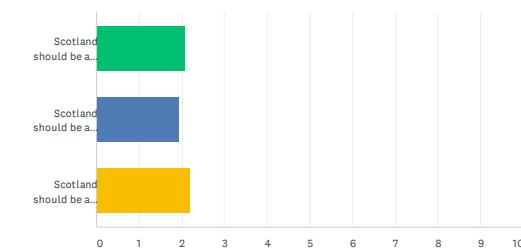
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ANSWER CHOICES	RESPONSES
The Scotland that we would want to see would be leaders in innovation, with an obligation to invest in people to create jobs, confidence, development and growth	55.79% 53
The Scotland that we would want to see would build an economy that is sustainable to support individuals and local businesses to reach their potential	40.00% 38
No preference	4.21% 4
TOTAL	95

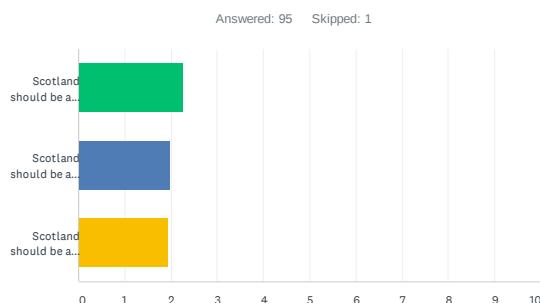
Q10 Theme: The importance of health and well being

Answered: 95 Skipped: 1



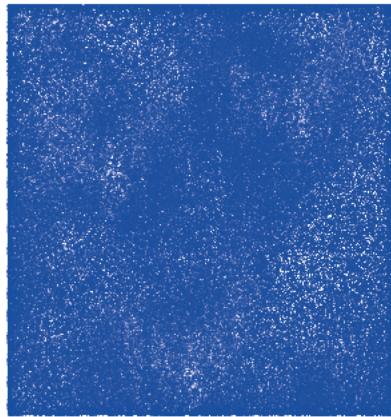
	1	2	3	DO NOT RANK	TOTAL	SCORE
Scotland should be a country where the people should have properly resourced and managed health and social care services, built around individuals and communities, where actions and decisions are taken to benefit society as a whole, without making the services a political bargaining chip.	37.63% 35	18.28% 17	31.18% 29	12.90% 12	93	2.07
Scotland should be a country where the people of Scotland have properly resourced and managed health & social care services, built around individuals and communities to achieve good health and wellbeing.	24.73% 23	32.26% 30	31.18% 29	11.83% 11	93	1.93
Scotland should be a country where the people of Scotland should have properly resourced and managed health & social care services, built around individuals and communities to achieve good health and wellbeing for all.	36.17% 34	38.30% 36	18.09% 17	7.45% 7	94	2.20

Q11 Theme:
**Ensuring fairness
with equal
opportunities
for all**



Weekend 6 Voting Round 1

	1	2	3	DO NOT RANK	TOTAL	SCORE
Scotland should be a country where we encourage and support everyone to reach their full potential. By encouraging resilience and supporting everyone in their skills and interests, promoting a positive attitude by adapting the way we educate. Focus on celebrating a variety of ideas and strengths including life and vocational skills, apprenticeships and hands-on experience. Provide fair and equality-driven opportunities for everyone, it's about the whole community working together to educate society for our future.	47.31% 44	20.43% 19	23.66% 22	8.60% 8	93	2.26
Scotland should be a country where we encourage and support all citizens to reach their full potential throughout their lives, starting at a younger age to support them in their skills and interests and promoting a positive attitude, adapt the way we educate, moving away from the traditional ways of educating, focusing on and celebrating a variety of ideas and strengths including life skills. Fair opportunities for everyone regardless of their background and academic skills. Give more opportunities to disabled people to get into work and to be able to fulfil themselves.	28.72% 27	29.79% 28	30.85% 29	10.64% 10	94	1.98
Scotland should be a country where we encourage and support all to reach their full potential and build resilience throughout their lives, starting at a younger age to support everyone in their skills and interests and promoting a positive attitude, adapt the way we educate, focusing on and celebrating a variety of ideas and strengths including life skills, vocational skills, apprenticeships and hands-on experience. Fair opportunities for every child. It's not just the school education, it's about the whole community working together for education and society's future.	23.40% 22	38.30% 36	30.85% 29	7.45% 7	94	1.92

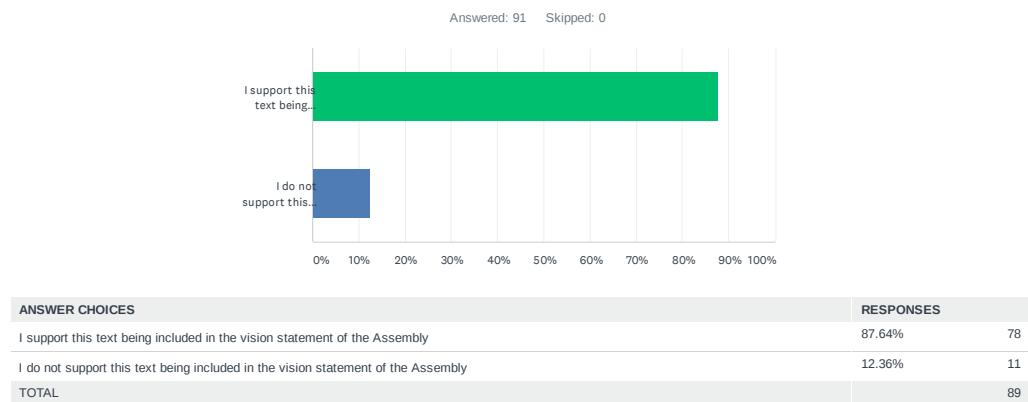


Round 2: Vote on support for each of the 18 elements of the vision statement

Points to note:

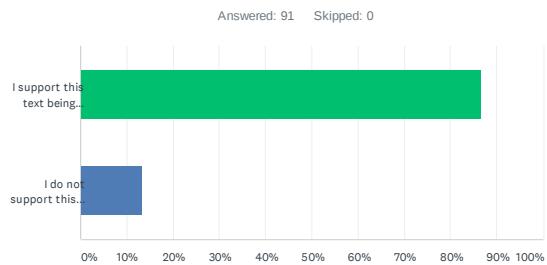
- 91 members took part in the Round 2 vote (via an online survey)
- 18 elements were voted on
- 5 elements reached 90% and were included in the proposed vision statement, 4 elements reached less than 85% and were not included in the vision statement. 8 elements reached 85-89%² and were put forward for the review process and put to a further Round 3 vote for inclusion in the vision statement. Due to a technical error, one additional element³ which reached less than 85% was put forward to the review process and voted on in Round 3
- The threshold for consensus on an element was 90% of those who expressed a preference, therefore the percentages in results tables do not include the No Preference responses. The difference between the ‘total’ number of responses and the ‘answered’ responses is the number of No Preferences to the question

Q1 Scotland should be a country where all taxes are simplified and made more proportionate so that everyone is taxed accordingly; taxation is transparent and understandable; measures are introduced to minimise tax avoidance; and companies are incentivised to adopt green values.

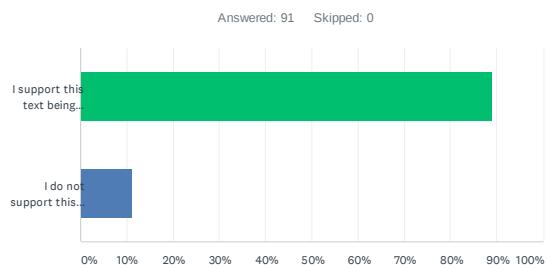


- 2 Given the limited time available only those statements that were close to the threshold were able to be submitted for a review process.
- 3 Scotland should be a country where we encourage and support everyone to reach their full potential. By encouraging resilience and supporting everyone in their skills and interests, promoting a positive attitude by adapting the way we educate. Focus on celebrating a variety of ideas and strengths including life and vocational skills, apprenticeships and hands-on experience. Provide fair and equality-driven opportunities for everyone, it's about the whole community working together to educate society for our future

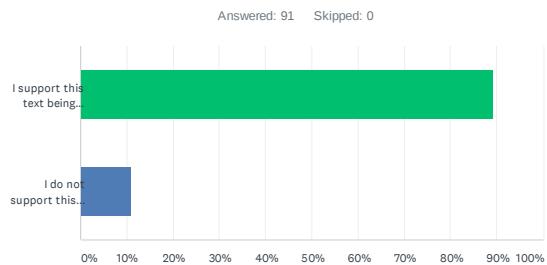
Q2 Scotland should be a country where there is fair housing for all that must protect the most vulnerable, whilst being sustainable and allowing the individual and the community to thrive.



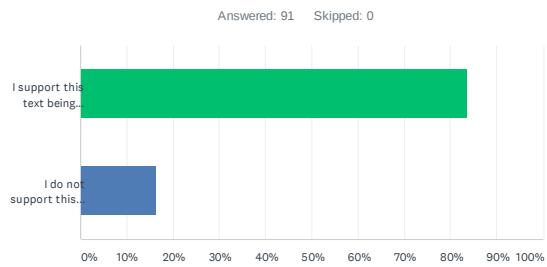
Q3 Scotland should be a country where we balance our environmental, economic and social impact for the benefit of the country, its citizens and future generations as a sustainable society.



Q4 Scotland should be a country where we recognise the strong need to raise awareness of poverty and the requirement for people to be supported out of poverty by identifying and removing barriers to employment, education and housing.

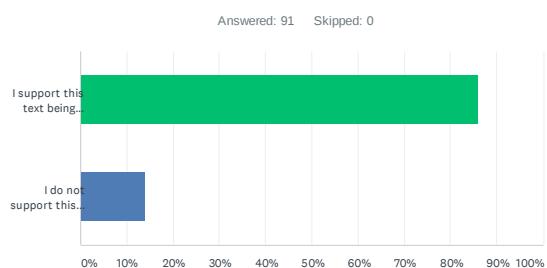


Q5 In the Scotland we want to build, citizens must be able to be more directly involved in governing the country with compassion, for all its people. To ensure greater fairness requires maximum consensus. The people of Scotland must be involved, to increase transparency & understanding of decisions and to make government, at all levels, more accountable.



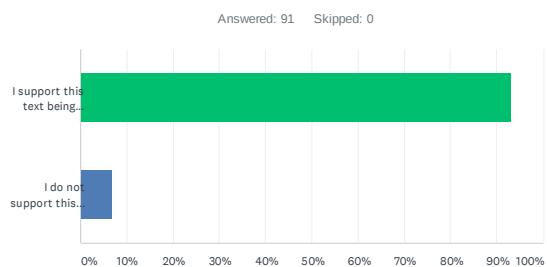
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	83.75%
I do not support this text being included in the vision statement of the Assembly	16.25%
TOTAL	80

Q6 Scotland should be a country where the people and government communicate with each other respectfully; whilst working together with concise and factual information, based on openness and accountability. More engagement between all involved enables the people of Scotland to play their part.



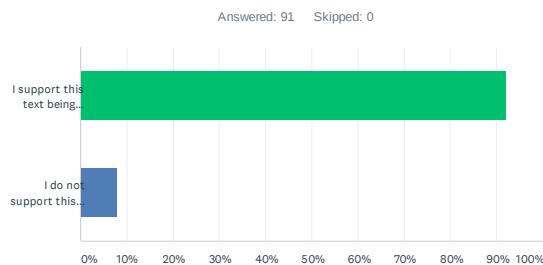
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	86.05%
I do not support this text being included in the vision statement of the Assembly	13.95%
TOTAL	86

Q7 The Scotland we want to see should lead with integrity, honesty, humility and transparency, in a self-sufficient and innovative way, and actively include the people of Scotland in decision making.

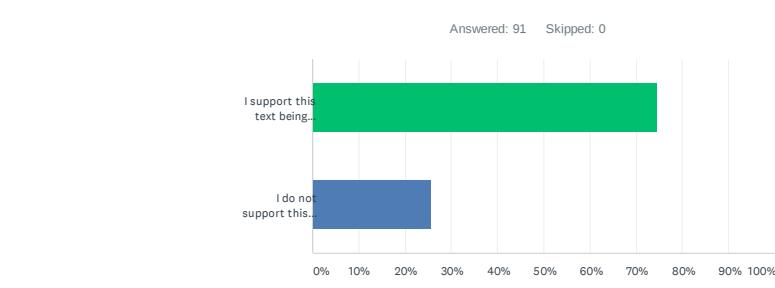


ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	93.10%
I do not support this text being included in the vision statement of the Assembly	6.90%
TOTAL	87

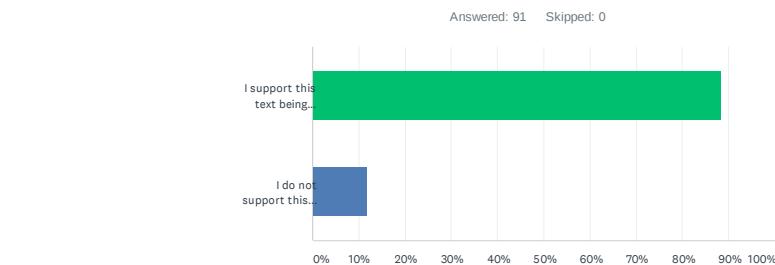
Q8 Authorities have a duty to publish information that is valid, accurate, reliable, verifiable and accessible to all.



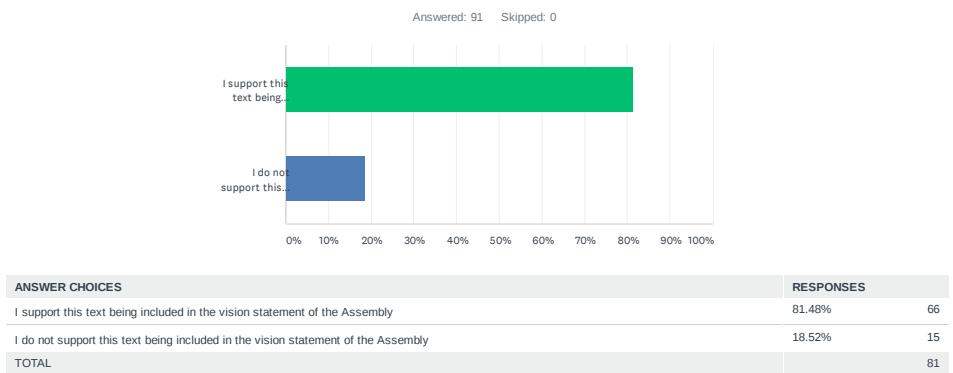
Q9 Scotland should be a country where collaborative decision making takes place through the formation of a fully funded diverse citizens' group with a randomly selected group of Scotland's population, recruiting new people on a fixed term.



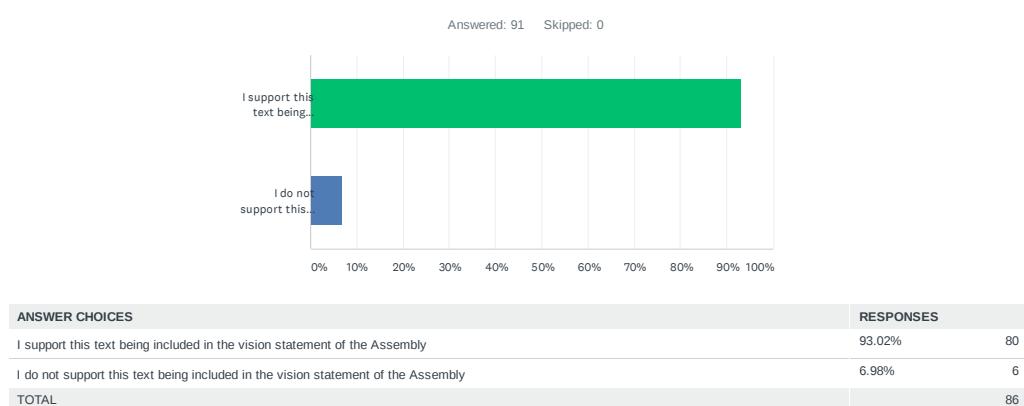
Q10 The Scotland we want to see should provide support, growth opportunities and security for all young people to realise their potential, regardless of their background. Provide opportunities and education for young people to be physically and mentally healthy, and to be confident to drive our country forward.



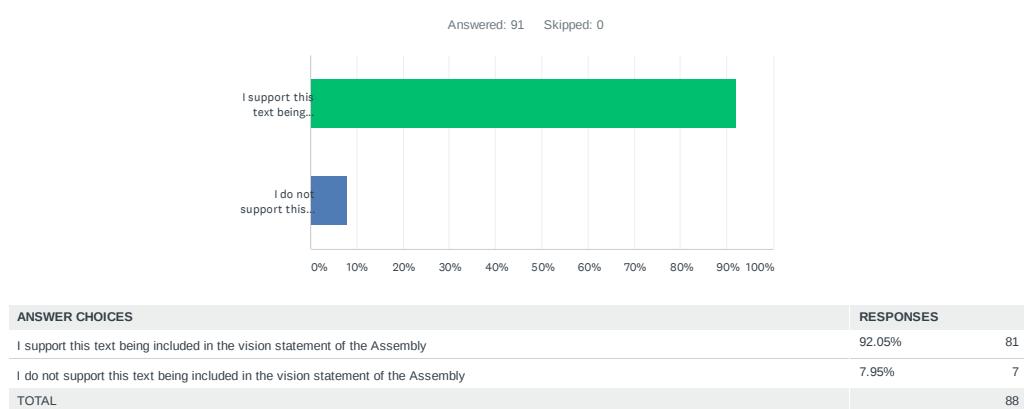
Q11 Scotland should be a country where we encourage and support everyone to reach their full potential. By encouraging resilience and supporting everyone in their skills and interests, promoting a positive attitude by adapting the way we educate. Focus on celebrating a variety of ideas and strengths including life and vocational skills, apprenticeships and hands-on experience. Provide fair and equality-driven opportunities for everyone, it's about the whole community working together to educate society for our future.



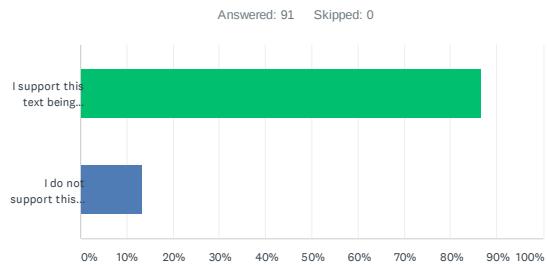
Q12 The Scotland that we would want to see would be leaders in innovation, with an obligation to invest in people to create jobs, confidence, development and growth.



Q13 Scotland should be a country where the people of Scotland have properly resourced and managed health & social care services, built around individuals and communities to achieve good health and wellbeing for all.

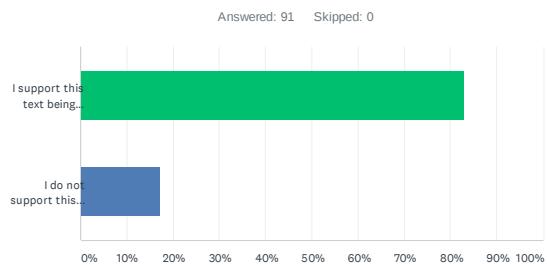


Q14 Scotland should be a country where there is a constitution which guarantees an ecologically sustainable economy protecting our jobs, businesses, national wellbeing and the vulnerable in our society.



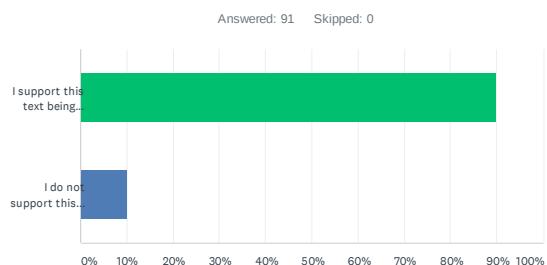
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	86.52%
I do not support this text being included in the vision statement of the Assembly	13.48%
TOTAL	89

Q15 A Scotland that has more powers to make its own decisions and manage its own affairs, that engages cooperatively with the other regions of the UK and internationally, and that works honestly and transparently for the benefit of Scotland and all its people.



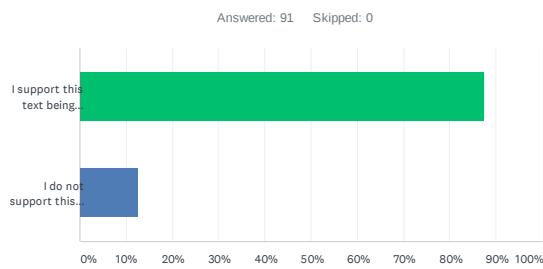
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	82.93%
I do not support this text being included in the vision statement of the Assembly	17.07%
TOTAL	82

Q16 In order to achieve a better standard of living and opportunities for all we must invest in accessible, relevant training, support and improved income through a realistic living wage.



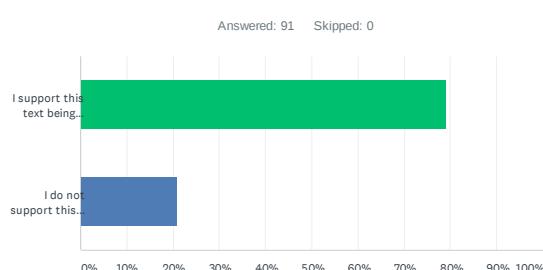
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	90.00%
I do not support this text being included in the vision statement of the Assembly	10.00%
TOTAL	90

Q17 Scotland should be a country where everyone feels safe, valued and respected. We should encourage everyone to have a sense of personal responsibility which leads to inclusion in our communities, where people treat each other with kindness and look after the most vulnerable.



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	87.36% 76
I do not support this text being included in the vision statement of the Assembly	12.64% 11
TOTAL	87

Q18 Scotland should be a country where public finances are fairer and prioritise immediate needs.



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	79.07% 68
I do not support this text being included in the vision statement of the Assembly	20.93% 18
TOTAL	86

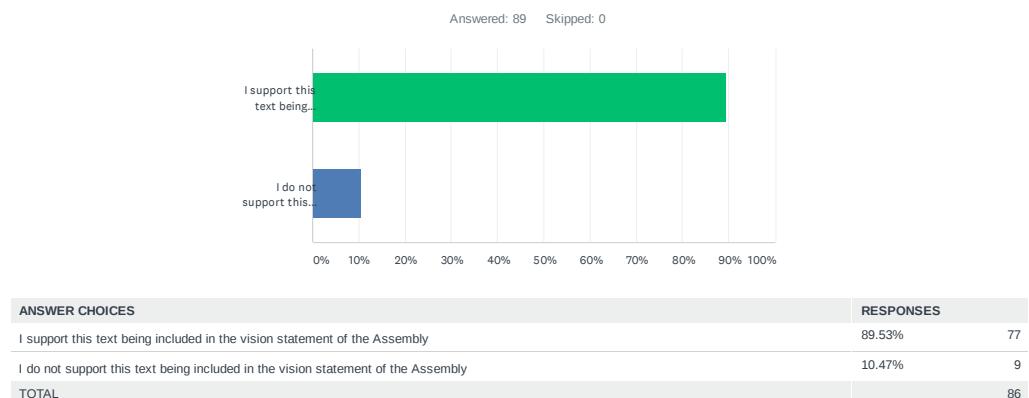


Round 3: Vote on amended wording of 'near miss' elements from Round 2

Points to note:

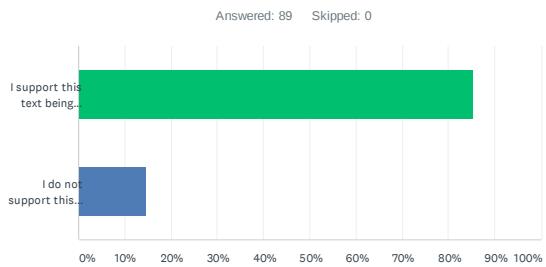
- 89 members took part in the Round 3 vote (via an online survey).
- 9 'near miss' elements were voted on
- 5 elements reached 90% or more and were included in the vision statement.
- 4 elements were under 90% and were not included in the vision statement
- The threshold for consensus on an element was 90% of those who expressed a preference, therefore the percentages in results tables do not include the No Preference responses. The difference between the 'total' number responses and the 'answered' responses is the number of No Preferences to the question
- Due to a technical error, 27 respondents did not see or vote on one element⁴ and among those who could place their vote, it did not pass the consensus threshold of 90%. Therefore members were asked to vote again only on this element to confirm whether the element should be added to the vision statement. During a vote sent out by email to all members in advance of weekend 7, the statement again did not reach 90% consensus and was therefore not in the final vision of the Assembly
- Due to a technical error, the Round 2 wording of one element⁵ was also included in the Round 3 vote, instead of the amended wording⁶ created by a review group. The Round 2 wording achieved 90% consensus in the Round 3 vote. As the wording was very similar, the Round 2 wording has been included in the vision statement

Q1 Scotland should be a country where all taxes are simplified and made more proportionate so that everyone is taxed accordingly; taxation is transparent and understandable; measures are introduced to minimise tax avoidance; and companies are incentivised to adopt green values.



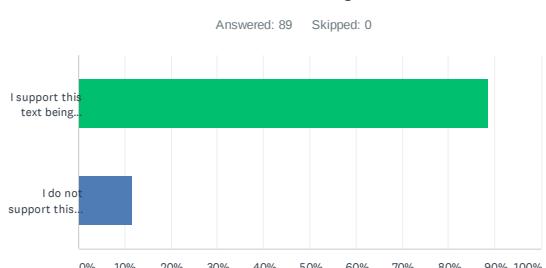
- 4 Scotland should be an inclusive country where everyone feels safe, valued and respected, where we all have personal responsibility to treat each other with kindness, looking after the most vulnerable in our communities.
- 5 Scotland should be a country where all taxes are simplified and made more proportionate so that everyone is taxed accordingly; taxation is transparent and understandable; measures are introduced to minimise tax avoidance; and companies are incentivised to adopt green values
- 6 Scotland should be a country where all taxes must be proportionate and simplified so that taxation is understandable and companies are incentivised to adopt green values. To ensure accountability, measures must be introduced to minimise tax avoidance.

Q2 Scotland should be a country that provides environmentally sustainable housing for everyone.



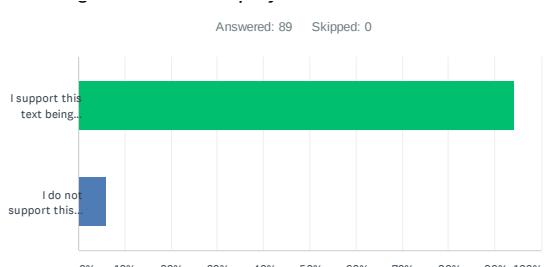
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	85.37%
I do not support this text being included in the vision statement of the Assembly	14.63%
TOTAL	82

Q3 Scotland should be a country where we balance our environmental, economic and social impact for the benefit of our citizens and future generations as a sustainable society.



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	88.51%
I do not support this text being included in the vision statement of the Assembly	11.49%
TOTAL	87

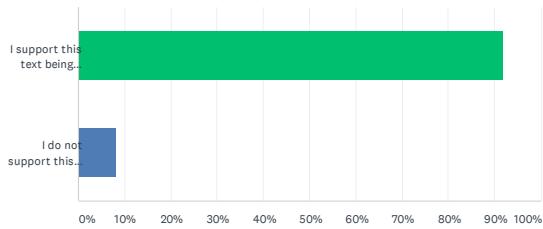
Q4 Scotland should be a country where people are supported out of poverty by identifying and removing barriers to employment, education and housing.



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	94.19%
I do not support this text being included in the vision statement of the Assembly	5.81%
TOTAL	86

Q5 Scotland should be a country where the people and government communicate with each other honestly and respectfully; whilst working together with concise and factual information, based on openness and accountability.

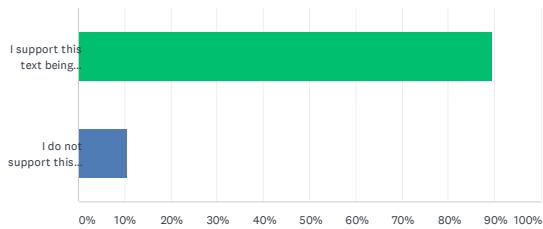
Answered: 89 Skipped: 0



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	91.76%
I do not support this text being included in the vision statement of the Assembly	8.24%
TOTAL	85

Q6 The Scotland we want to see will provide support, education, growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country.

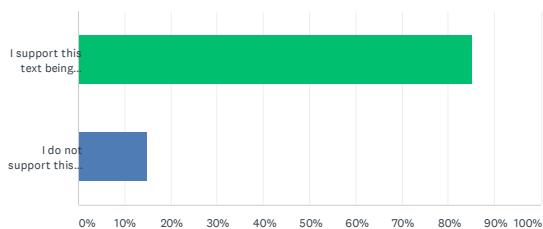
Answered: 89 Skipped: 0



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	89.53%
I do not support this text being included in the vision statement of the Assembly	10.47%
TOTAL	86

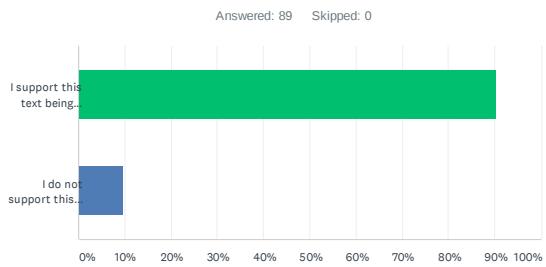
Q7 Scotland should be a country where there is a constitution which guarantees an ecologically sustainable economy protecting our jobs, businesses, being socially responsible and promoting green values.

Answered: 89 Skipped: 0



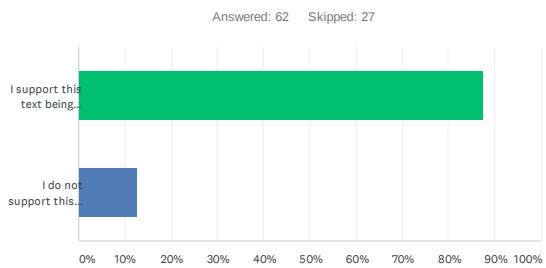
ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	85.06%
I do not support this text being included in the vision statement of the Assembly	14.94%
TOTAL	87

Q8 Scotland should be a country where we encourage and support everyone to reach their full potential through support and training. Providing fair and equality-driven opportunities, through personal development, with a focus on life and vocational skills, apprenticeships and hands-on experience.



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	90.48%
I do not support this text being included in the vision statement of the Assembly	9.52%
TOTAL	84

Q9 Scotland should be an inclusive country where everyone feels safe, valued and respected, where we all have personal responsibility to treat each other with kindness, looking after the most vulnerable in our communities.



ANSWER CHOICES	RESPONSES
I support this text being included in the vision statement of the Assembly	87.50%
I do not support this text being included in the vision statement of the Assembly	12.50%
TOTAL	56

Round 4: Vote on support for the proposed vision statement (comprised of 10 elements)

Round 4: Vote on support for the proposed vision statement (comprised of 10 elements)

Points to note:

- 89 members of the Assembly voted in this poll which took place as a live Zoom poll.
- The vision statement, as outlined in the weekend report, which comprises the 10 elements which had individually reached 90% consensus, were read out to members prior to the vote
- A final round of voting took place to seek agreement on whether the vision statement should be adopted by the Assembly
- 97% of respondents voted that the vision statement should be adopted by the Assembly

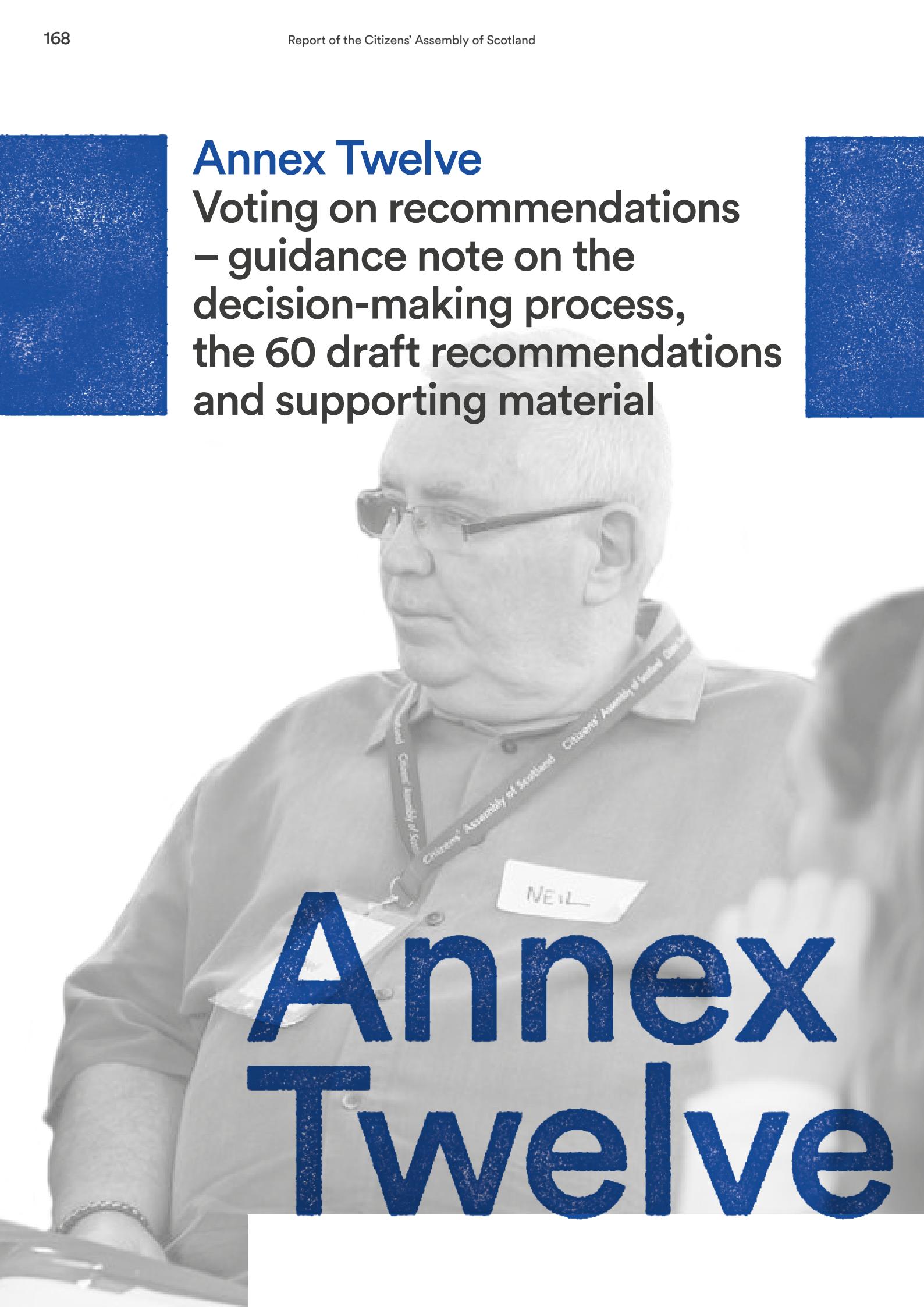
The vision statement as developed by members today should be adopted by the Assembly

The results are as follows:

Response	Number	Percentage
Yes	86	97%
No	3	3%
Total	89	100%

Annex Twelve

Voting on recommendations – guidance note on the decision-making process, the 60 draft recommendations and supporting material



Annex Twelve



Introduction

This annex firstly outlines the guidance provided to members to support decision-making in weekend 8 and then outlines the 60 draft recommendations that were produced in weekend 7 and voted on in weekend 8, alongside the supporting material developed by members in small groups in weekend 7.

Part 1

What are recommendations?

Recommendations are the actions that you think are most important to achieve the Assembly vision or other matters discussed during the Assembly. They are a response to remit questions 2 and 3 'how to overcome challenges' or 'further information needed to take informed decisions'.

- Remit question 2 recommendations are most likely where members agree:
 - a specific action to achieve a defined outcome or output, and
 - the action is supported by evidence considered in the Assembly i.e. it will have the effect that is envisaged.

Recommendations should be realistic. In other words members should agree that recommendations of this type could be expected to be taken forward within the next 5 years. For very substantial issues, it might be necessary to break this down a bit and describe the initial action you want to see as part of a longer journey of change.

- Remit question 3 recommendations are most likely where members agree:
 - further investigation of an area is required, or
 - specific action to achieve defined outcomes or outputs is thought to be appropriate, but is not sufficiently supported by the evidence considered by the Assembly.

This type of recommendations could also cover areas where members are not confident that a proposed action is realistic and therefore further investigation or more information is required to establish this.

What evidence have we considered and why is it important?

Hearing from experts, discussing evidence, sharing experiences and then making recommendations is central to a Citizens' Assembly process.

The Assembly learning journey includes:

- general evidence about the country, including the constitutional position and how decisions are taken for and about Scotland
- more detailed evidence on the challenges of building a sustainable country and relating to the public finances and tax, including some of the key constitutional aspects of those challenges. In weekends 3 and 4 you developed initial ideas where action might be taken on these challenges.
- some evidence on the impacts of and ideas to respond to the COVID pandemic
- different approaches to the economy and what makes for happiness, and how values influence decision-making.
- different sources of evidence and how to interpret these.

In addition, throughout the Assembly members have engaged with experts and developed new skills in deliberation. You have learned from the 'lived experience' of fellow citizens. You heard from a politicians' panel about their priorities for action and about how decisions are taken in and for Scotland.

All of these are kinds of evidence and part of the Assembly learning journey. You can therefore draw from all of this in deciding upon recommendations.

What should we be thinking about when we decide on recommendations?

There is no 'ideal' number of recommendations but when considering the draft recommendations, you may want to take into account the points set out below – these points will certainly be important for the Government and Parliament in deciding how to respond to the recommendations.

Points to consider:

- Is the outcome clear?
- Will the proposed action achieve the outcome intended?
- Is the recommendation realistic i.e. able to be taken forward in the next 5 years?
- Does the supporting material explain the recommendation i.e. why it is important and how it is supported by evidence?

But it is also important to recognise that there has not been time to review and refine the draft recommendations and you should not be put off things just because they are not as fully written up as you think they could be. The Government and Parliament need to see what the issues are that matter to you so please don't be put off from supporting recommendations if you think the ideas are generally sound and are supported by evidence.

How do we prepare for the weekend?

Part 2 of the pack provides the full set of 60 draft recommendations together with the supporting material prepared in weekend 7. This material has been prepared to help you prepare for the weekend. Part 2 of the pack is a lengthy document so please do not worry about getting through all of the detail; it has been provided so that you can look in more detail at the areas that you want to focus on most as you think about voting at the weekend.

To make it easier to work through the material the recommendations have been organised into groups. Each group of recommendations has a short introduction explaining what the recommendations cover and any other relevant points, such as where recommendations overlap or where there are substantive constitutional elements.

There will be no problem with supporting more than one recommendation on a similar topic, or which may in whole or in part be in areas reserved to the UK Government or Parliament. Of course there will be practical issues to be thought about in taking forward those recommendations, but most important of all is that the Scottish Government and Parliament know how much the Assembly supports each individual recommendation.

The groups are as follows:

Session 1

- | | |
|---------|-------------------------|
| Group A | How decisions are taken |
| Group B | Incomes and poverty |
| Group C | Tax and economy |
| Group D | Young people |

Session 2

- | | |
|---------|----------------------|
| Group E | Sustainability |
| Group F | Health and wellbeing |
| Group G | Further powers |
| Group H | No common theme |

How will voting work?

At weekend 8, members will again read out the recommendations as happened at the end of weekend 7. As the agenda sets out, these presentations will take place over 2 sessions with 4 groups of recommendations covered in each session. After each session there will be a short discussion in small groups and an extended break so that you can complete your votes. Voting will take part in two stages and will open at the beginning of each session and close at the end of the extended break.

Voting will be conducted by survey monkey (the same method as weekends 6 and 7) in line with the choices you made in weekend 7, as follows:

- Members will vote on each recommendation on the following scale:

2. Recommendation text which might be quite long. Recommendation text which might be quite long.



- Votes for each recommendation will be tallied so as to give an average star rating and be adopted by the Assembly as follows:



Citizens' Assembly
of Scotland
Seanadh Saoranaich
na h-Alba

How we will report the vote

• Recommendation text	Strongly supported
• Recommendation text	75%
• Recommendation text	
• Recommendation text	Majority supported
• Recommendation text	50%
• Recommendation text	Minority supported
• Recommendation text	25%
• Recommendation text	Not supported

Part 2

The 60 draft recommendations and the supporting material developed by members is presented below, organised under 8 groups of similar content, as considered by members during the voting on recommendations in weekend 8.

Group A How decisions are taken

This group covers 14 recommendations on:

- Citizens' Assemblies, proposing different ways in which they could be organised
- Calling for the establishment of other kinds of citizen participation mechanisms, including as part of the formal political institutions. Were any such institutions to be established it would be important to know that they could sensibly operate alongside other participation initiatives, including Citizens' Assemblies
- Calling for measures on accountability for politicians including on standards of behaviour.
- Relating to the provision of information, including how such information is presented and accessed by the public.

Draft recommendation 1

The Citizens' Assembly recommends that in order to
allow citizens to make informed decisions in relation to Scotland leading with integrity, honesty, humility and transparency in a self-sufficient and innovative way

the Scottish Government and Parliament should:
make further use of citizens' assemblies to gather people's views and ideas on issues of national importance, e.g. to involve citizens in reviewing existing legislation in key areas and suggesting which should be simplified or reviewed.

Why is this important	Evidence used
<ul style="list-style-type: none"> • Positive experiences of this assembly process • This assembly has generated lessons for how others could be used • We know about major decisions taken by assemblies in other parts of the world – may be better if future assemblies are focussed on fewer issues 	<ul style="list-style-type: none"> • The positive experience of this assembly
<p>Note: This recommendation was drafted by Group 1 tasked with drafting recommendations on enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way</p>	

Draft recommendation 2

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making

the Scottish Government and Parliament should: make decisions jointly with citizens through mini assemblies on issues that affect everyone, including all under-represented groups. These should be called at the start of each parliamentary session and be set up to examine specific issues. Their recommendations must be debated in Parliament before the assemblies are disbanded.

Why is this important	Evidence used
<ul style="list-style-type: none"> So that politicians hear from people with lived-experience Disabled people (including mental health) have been some of the most excluded people historically – people don't have the same impact on legislation as non-disabled people do – a way to give them more of a voice 	<ul style="list-style-type: none"> No evidence provided

Note: This recommendation was drafted by Group 2 tasked with drafting recommendations on enabling Scotland to actively include the people of Scotland in decision making

Draft recommendation 3

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making

the Scottish Government and Parliament should: set up a 'house of citizens' to scrutinise government proposals and give assent to parliamentary bills. Membership should be time-limited and representative of the population of Scotland, similar to the way this CA was selected. There should be an oversight body to ensure this.

Why is this important	Evidence used
<ul style="list-style-type: none"> Involves citizens in the legislative process It would be the most representative legislative chamber ever 	<ul style="list-style-type: none"> Success and potential outcomes of this first citizens' assembly

Note: This recommendation was drafted by Group 2 tasked with drafting recommendations on enabling Scotland to actively include the people of Scotland in decision making

Draft recommendation 4

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making

the Scottish Government and Parliament should: set up a citizens' committee in Scottish Parliament. This would be a randomly selected body, with members being encouraged and supported to take part. It would offer advice and opinions on government proposals, review the work of parliament and hold the government to account. It would be for a fixed term with members receiving a gift of thanks.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Represents citizens, would influence the way people vote ● It would make people take an interest in politics in their area and encourage them to become more involved ● Include citizens directly in reviewing government work 	<ul style="list-style-type: none"> ● No evidence provided
<p>Note: This recommendation was drafted by Group 2 tasked with drafting recommendations on enabling Scotland to actively include the people of Scotland in decision making</p>	

Draft recommendation 5

The Citizens' Assembly recommends that in order to overcome the challenges in relation to having citizens influence changing laws and making decisions

the Scottish Government and Parliament should: make more use of Citizens' Assemblies to involve communities and citizens in deliberating on major policies. They should be used regularly. There should be an independent body to make the decision on when and on what topics when politicians cannot come to agreement, and to ensure accountability for follow up.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Everyone is entitled to a view and to be heard ● We need to get heard by Government ● It's important not to debate but to deliberate. The goal is not to win but to find a common solution. This is different to the way that politics work ● Government needs to 'bring ordinary people with them' if they want change to happen ● Important to have the facts when making decisions ● It's important to hear and respect other views ● It's a healthy thing to involve citizens as representatives of the population ● Politicians can be remote from the conversation – they need ways to be closer to the real conversations ● It's important that politicians are involved more – we had them turn up once. They need to be more involved on an on-going basis 	<ul style="list-style-type: none"> ● Listening to people allows you to learn about what their life is like and from their experiences ● We have seen people with strong views change their mind through the citizen's assembly ● Old people and young people have found ways to hear and support each other – this has been pleasantly surprising ● We have seen a diversity of views and experiences being able to find a way of talking to each other respectfully ● I feel like I am involved rather than just stating a viewpoint. I have to think about what I am asking for or proposing ● I have been able to appreciate the difficult life experiences some people are living – with limited opportunities
<p>Note: This recommendation was drafted by Group 3 tasked with drafting recommendations on enabling the people and government to communicate with each other honestly and respectfully, based on openness and accountability</p>	

Draft recommendation 6

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to rebuilding their communities

the Scottish Government and Parliament should: establish community-based citizens' assemblies to assess what is happening in our communities (including the effects of COVID-19), identify gaps and recommend actions, including through digital technology, that can bring people together and make our communities more inclusive.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Revisit legislation about inclusion in order to ensure we meet the objective about being safe, valued and respected ● Need personal contact – digital age ● Need to feel part of a community – no community police, no community centres or activities ● Need to rebuild communities 	<ul style="list-style-type: none"> ● Involvement of citizens – how do we motivate people to take an interest in our communities; to listen to citizens' assembly outcomes ● COVID-19 dimension of this – building block to better future

Note: This recommendation was drafted by Group 15 tasked with drafting recommendations on enabling Scotland to be an inclusive country where everyone feels safe, valued and respected, where we all have personal responsibility to treat each other with kindness, looking after the most vulnerable in our communities

Draft recommendation 7

The Citizens' Assembly recommends that in order to to allow citizens to make informed decisions in relation to Scotland leading with integrity, honesty, humility and transparency in a self-sufficient and innovative way

the Scottish Government and Parliament should: ensure the honesty, transparency and integrity of politicians, the existing standards of behaviour should be promoted and strengthened if required, to increase accountability of those elected for their actions within government.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● No reasons provided 	<ul style="list-style-type: none"> ● No evidence provided

Note: This recommendation was drafted by Group 1 tasked with drafting recommendations on enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way

Draft recommendation 8

The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making

the Scottish Government and Parliament should: encourage MSPs to act on the views of their constituents, rather than sticking with party lines. They should actively consult with constituents on matters which may have an impact on their community and on matters about which a significant number of constituents have shown concern.

Why is this important	Evidence used
<ul style="list-style-type: none">● Make people feel their views are important, and listened to, gives them a voice● Listening to communities● Make MSPs more accountable	<ul style="list-style-type: none">● No evidence provided
<p>Note: This recommendation was drafted by Group 2 tasked with drafting recommendations on enabling Scotland to actively include the people of Scotland in decision making</p>	

Draft recommendation 9

The Citizens' Assembly recommends that in order to overcome the challenges in relation to the lack of public trust in politicians

the Scottish Government and Parliament should: appoint a non-political independent review body to do a forensic investigation to deliver:

- a more accountable parliament with acceptable standards of behaviour
- responsibility for delivery on commitments
- faster public access to information on what is happening
- acknowledgement of all those who supported society during Covid-19

Why is this important	Evidence used
<ul style="list-style-type: none"> ● You need an understanding of helping people, such as nurses, teachers, police ● We need people with lived experience to be involved ● We know that politicians make commitments that are not followed up on. They should have to explain why they have not done what they said they would ● Politicians need to be held accountable just like everyone else, i.e. the same standards should apply ● If Government does what it says it would people are happier –source of hope ● Need to get people voting for something rather than without thought or through habit – would lead to more participation on voting ● Need to explain rationale for big decisions – really evident through the Covid-19 crisis where there was a need to recruit and redeploy people – relying on trust that it is the right thing to be doing ● When it comes to crisis you need the people to be with you 	<ul style="list-style-type: none"> ● The ability to become a politician is closely linked to resources and who you know ● Politicians have broken the rules even during Covid-19 without sanction – feeling of them having a different set of standards ● Politicians get senior responsibility as Ministers for briefs that they have no experience in ● Promises are not realistic. They should be more clear and honest with commitments, such as ending homelessness or £350 million to NHS every week ● You have to pay a deposit to become involved in politics ● Low voting turnout

Note: This recommendation was drafted by Group 3 tasked with drafting recommendations on enabling the people and government to communicate with each other honestly and respectfully, based on openness and accountability

Draft recommendation 10

The Citizens' Assembly recommends that in order to overcome the challenges of/failure to deliver on policy
the Scottish Government and Parliament should: be held accountable and consequences in place when goals are not met.

Why is this important	Evidence used
<ul style="list-style-type: none">This is important because government should have to give a reason why they have not delivered and speak to the people affected	<ul style="list-style-type: none">Lack of clarity from Scottish government
<p>Note: This recommendation was drafted by Group 12 tasked with drafting recommendations on how we remove barriers to employment, education and housing to support people out of poverty</p>	

Draft recommendation 11

<p>The Citizens' Assembly recommends that in order to overcome the challenges in relation to the Government sharing good quality, honest information with the public</p> <p>the Scottish Government and Parliament should: make an annual presentation of major commitments and policies and progress against them. Presented simply and without jargon. Pitched at a level that is accessible but meaningful using media channels in a non-biased and honest way as a true representation of what is happening and what is ongoing.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Public like to see when they are making an effort to do what they said they would ● When they don't deliver they need to tell you why they did not or could not ● Confirms that Government is working towards what they said what they would deliver or not! ● News moves so fast that untruths cannot easily be fact checked ● Better understanding towards Government ● Public gain trust when info is honest ● Communication is essential ● Public would have more respect for them if they were honest on why they couldn't deliver ● It would help ensure that targets signed up to were actually achievable 	<p>Evidence used</p> <ul style="list-style-type: none"> ● Parliament channel ● News is presented differently on different outlets ● During Covid 19 – Government asked people to put themselves in harm's way on a day to day basis ● Lots of communications 'spin doctors' employed by government ● During Covid-19 we reassessed what work and who was important to society
<p>Note: This recommendation was drafted by Group 3 tasked with drafting recommendations on enabling the people and government to communicate with each other honestly and respectfully, based on openness and accountability</p>	

Draft recommendation 12

The Citizens' Assembly recommends that in order to overcome the challenges in relation to publishing information that is valid, accurate, reliable, verifiable and accessible to all

the Scottish Government and Parliament should: regularly publish all tax-payer funded documentation (including legislation, research, expert advice, curriculums, etc.) in a free and publicly available space with all relevant links and sources attached in formats that are easily understandable and searchable.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Provides a platform for citizens to research and think critically ● Important way to empower citizens ● Ensures information is accessible and available to everybody, regardless of their financial means or social status ● Essential to have a safe and easily searchable one-stop-shop for all important documentation and information 	<ul style="list-style-type: none"> ● Very difficult to get access to information that should be available as tax-payers have funded it ● Information is currently challenging to find (e.g. the expert advice with regards to coronavirus guidance) ● Not easy to find information such as who is funded by Scottish Government money ● Information can be hidden behind pay walls or freedom of information requests ● Members' feedback from weeks 3/4 – feeling more confident and better informed after hearing evidence and having access to relevant information (comment from RN)
<p>Note: This recommendation was drafted by Group 4 tasked with drafting recommendations on the publication of information that is valid, concise, factual, accurate, reliable, verifiable and accessible to all</p>	

Draft recommendation 13

The Citizens' Assembly recommends that in order to overcome the challenges in relation to publishing information that is valid, accurate, reliable, verifiable and accessible to all through a national database

the Scottish Government and Parliament should: financially invest in national and community libraries and a complementary online library to house all Scottish Government information for the public domain which is easy to search and accessible for all.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Libraries create a safe space for people who need an escape from a challenging home-life ● A lot of people do not have home access to internet and so need a public space to access information ● Accessible for people who may not have a permanent address ● National Library Act is in place but is not fully utilised and is not promoted so people are unaware what they can access 	<ul style="list-style-type: none"> ● Struggling to access community libraries which have been closed due to lack of funding or because of coronavirus ● Lack of investment has resulted in short opening hours – not flexible for people like students or parent ● Weekend 2 (considering research skills) a lot of this information is currently difficult to access
<p>Note: This recommendation was drafted by Group 4 tasked with drafting recommendations on the publication of information that is valid, concise, factual, accurate, reliable, verifiable and accessible to all</p>	

Draft recommendation 14

The Citizens' Assembly recommends that in order to ensure that transparency is maintained

the Scottish Government and Parliament should: treat the public as equals and publish all relevant information which informs local and national government decisions in one central location which is easily searchable and cross-referenced. Information should be available for all (e.g. in other languages and in formats suitable for people with disabilities such as using screen readers).

Why is this important	Evidence used
<ul style="list-style-type: none"> As more people move to Scotland it is important that information is accessible to people who may speak another language Important for politicians to be able to back up what they are saying in order to be viewed as trustworthy Everyone feels included if everyone has access to relevant information. They should feel informed to make decisions Important to disclose information to the public around who has ownership of public services and who benefits from these contracts 	<ul style="list-style-type: none"> Evidence from weekend 2: members wanted information that was trusted and accessible Personal concerns around where information has initially come from that is determining Government decisions Week 2: how to review evidence and what is an accurate source Weekend 5: members were concerned around the lack of information published with regards to coronavirus
<p>Note: This recommendation was drafted by Group 4 tasked with drafting recommendations on the publication of information that is valid, concise, factual, accurate, reliable, verifiable and accessible to all</p>	

Group B: Incomes and Poverty

This group covers 8 recommendations to improve incomes and tackle poverty. This includes measures to:

- Improve incomes, such as through universal basic income or living wage or abolition of zero hours contracts. These recommendations may include matters which are reserved.
- Improve information about and focus attention on tackling poverty. These recommendations may overlap through different information gathering requirements and duties on public authorities

Draft recommendation 15

The Citizens' Assembly recommends that in order to overcome the challenges in relation to universal social responsibility and inclusion

the Scottish Government and Parliament should: ethically invest in our society by ensuring everyone has a central bank account provided at birth for every citizen (for example, £1000 which cannot be spent until you reach a certain age) contributed to on a regular basis throughout a citizen's lifetime by means of a Universal Basic Income, which provides a real living income to ensure people don't worry about food, living costs and creates our own model of working by blending our own ideas with the best tried and tested methods from other countries.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Money can contribute to funeral costs, education, services. Government money goes elsewhere. Need ethical and moral society ● No power with start in life (bank account) ● Scottish parliament should ensure the needs of society are met ethically, morally and legally by individuals, corporations and government ● Can test the water to see what fits and not take first job available ● Emphasis is on academia and not everyone wants to go down that route ● Children/citizens have money like a trust fund so they can go to college/university ● Value all work forces – build societies ● Society needs jobs/work in equal weighting (creative arts and science) for benefit of society, mental health, benefits all work ● Everyone has same amount to live on 	<ul style="list-style-type: none"> ● Every 6 months: changing for different hand-on work experiences – useful to do ● University/education system has limited options, people come from different walks of life ● Science/academia taken more seriously which is wrong/unfair on everyone in society/feel proud about themselves ● Do not get to choose where you are born ● £30 per week 5th/6th year students EMA ● Disenfranchised/poor postcode regions, get restricted access to services that we take for granted, have to travel to service (do not have bus fare) can affect life outcomes ● Other countries like Germany ● Child trust fund for every child but taken away ● Glasgow health outcomes index: how long you are going to live, cannot even get bank account
<p>Note: This recommendation was drafted by Group 6 tasked with drafting recommendations on the support and training that can be provided to encourage and support everyone to reach their full potential, and recommendations for how we can create a better standard of living and opportunities by investing in accessible, relevant training and support</p>	

Draft recommendation 16

The Citizens' Assembly recommends that in order to overcome the challenges of work poverty

the Scottish Government and Parliament should: make the payment of a living wage a legal requirement for all employers

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Reduce the instances of some people topping up benefits through casual low paid work ● Need to create a better standard of living for working people and their families ● Take strain off the benefits system ● People will have more money to spend in the wider economy ● Increased wellbeing and self esteem ● It will benefit the economy through more income tax ● Increase equality of wages across all groups ● Reduce the amount of employers who currently exploit the workforce ● Bring people out of 'in work' poverty 	<ul style="list-style-type: none"> ● Inequalities across wage levels for women, BAME groups, disabled people ● Poverty and inequality levels in Scotland ● Wage levels not equal across age ranges ● High numbers of people on benefits because wages are low and provide no incentive to get out the benefits system
<p>Note: This recommendation was drafted by Group 7 tasked with drafting recommendations on improved income through a realistic living wage to ensure a better standard of living and opportunities for all</p>	

Draft recommendation 17

<p>The Citizens' Assembly recommends that in order to overcome the challenges of unstable work and low incomes the Scottish Government and Parliament should: work with Westminster to make zero hours contracts illegal.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Better standard of living ● Take the strain off the benefits system ● Reduce the instances of some people topping up benefits through casual low paid work ● Reduce the amount of employers who exploit people ● Improved health and wellbeing ● Increase equality of income across different population groups ● Bring people out of poverty 	<p>Evidence used</p> <ul style="list-style-type: none"> ● Stable work improves wellbeing and health ● Zero hours contracts provide no incentive to get off benefits ● Covid-19 impacted most on low paid and workers on unstable contracts ● Gives a more equal chance for decent standard of living for all groups
<p>Note: This recommendation was drafted by Group 7 tasked with drafting recommendations on improved income through a realistic living wage to ensure a better standard of living and opportunities for all</p>	

Draft recommendation 18

The Citizens' Assembly recommends that in order to overcome the challenges of Scotland's poverty

the Scottish Government and Parliament should: set up a task force to overcome poverty – there should be one in each council area and with guidelines from government including fair representation of citizens affected by poverty on the task force.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● At a local authority level this would be a central point to contact, and be given support ● Poverty can be invisible and hard to define ● This will raise the quality of life and reduce anxiety and improve overall mental health ● And can help keep families ● Because there are so many individual services out there so this will bring a more focussed approach to poverty ● It would enable government and people in the community to reach people in all kinds of poverty 	<ul style="list-style-type: none"> ● Number of food banks which have appeared in recent years – charitable groups supporting those in need ● Looking at poverty from experience of poverty will bring massive value ● Coming together to think outside the box
<p>Note: This recommendation was drafted by Group 12 tasked with drafting recommendations on how we remove barriers to employment, education and housing to support people out of poverty</p>	

Draft recommendation 19

The Citizens' Assembly recommends that in order to
Ensure that citizens can make informed decisions in relation
to defining poverty

the Scottish Government and Parliament should:
ask citizens 3 questions:

- Do you have a roof over your head?
 - Can you heat your house?
 - Will you be able to put hot food on the table?
- If the answer is no, you are in poverty.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Identifying the barrier for people – some people might not know they are in poverty 	<ul style="list-style-type: none"> ● Could bring invisible poverty to the forefront and deal with it before people fall through the net ● People might be prevented from going into debt ● People are going into debt – debt management increasingly needed
<p>Note: This recommendation was drafted by Group 12 tasked with drafting recommendations on how we remove barriers to employment, education and housing to support people out of poverty</p>	

Draft recommendation 20

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to preventing poverty

the Scottish Government and Parliament should: identify issues that lead people falling into poverty and intercept people before they reach poverty, e.g. address job losses, push for the abolition of zero hour contracts, etc.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Stop people falling through the net by acting on it early ● Impact of poverty on mental health – more pressure on health service, if that cycle was controlled it would prevent this pressure ● Stop the personal downward spiral of multiple challenges ● Prevents people getting into further debt – helping people retain control 	<ul style="list-style-type: none"> ● Impact of pandemic – people being isolated – unable to pay mortgage, getting into debt ● Number of job losses and unemployment since start of pandemic – now impact of end of furlough
<p>Note: This recommendation was drafted by Group 12 tasked with drafting recommendations on how we remove barriers to employment, education and housing to support people out of poverty</p>	

Draft recommendation 21

The Citizens' Assembly recommends that in order to overcome the challenges of working poverty

the Scottish Government and Parliament should: push for the abolition of the zero hour contract, make companies more flexible and accountable and have all companies pay staff at least the living wage

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Zero hours contracts have put money in pockets in businesses not families ● Government having to fill gaps in income anyway ● Importance of work life balance 	<ul style="list-style-type: none"> ● Companies are being asked to be more flexible re working hours ● Childcare increasingly expensive so may not be worth working ● Not worth working full time due to costs of childcare
<p>Note: This recommendation was drafted by Group 12 tasked with drafting recommendations on how we remove barriers to employment, education and housing to support people out of poverty</p>	

Draft recommendation 22

<p>The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to support for poverty</p> <p>the Scottish Government and Parliament should: require the 32 local councils to establish local task forces and appoint a poverty representative as a bridge between local and national level</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Important so we are getting fed back the right information ● Important so they don't lose track – monthly or quarterly meetings – if no one doing this, it could drift 	<p>Evidence used</p> <ul style="list-style-type: none"> ● There are multiple things happening local level that local people and government might not have knowledge of, so the 32 task forces can exchange info about what is available ● It would feed back accurate and up to date information ● Providing info at local and national level
<p>Note: This recommendation was drafted by Group 12 tasked with drafting recommendations on how we remove barriers to employment, education and housing to support people out of poverty</p>	

Group C: Tax and Economy

This group covers 10 recommendations on aspects of tax and economic development including measures to:

- Improve tax collection and incentivise positive behaviours – which may require further powers or co-operation with the UK Government
- Increase transparency and public understanding of tax and how taxation is used to support expenditure
- Tax changes
- Support innovation and investment in sustainable industries, increase research and skills and provide new ‘green’ jobs as part of COVID recovery

Draft recommendation 23

The Citizens' Assembly recommends that in order to overcome the challenges of the tax gap

the Scottish Government and Parliament should: provide legislation and power to a proactive, independent, specialist body that is responsible for finding evaders and avoiders of tax, with power to recover tax due.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● We need to maximise the money in the public purse ● We want our authorities to have the money they should to spend on amenities for communities ● We do not want to live in a country that supports this kind of behaviour (not paying taxes) and being able to continue trading ● There will be less revenue coming from companies after the pandemic as companies go bust ● Things are unfair – poor people on benefits go to jail for fraud, big companies and wealthy people get away with things 	<ul style="list-style-type: none"> ● £6.9bn of tax lost in Scotland ● Difficult to find Scottish figures ● 21 cases under criminal review in Scotland just now (HMRC) ● We tax on profit and not turnover and it's easy for companies to ‘sneak stuff away’ ● Half of the problem is actually small and medium sized businesses
<p>Note: This recommendation was drafted by Group 9 tasked with drafting recommendations as to how tax can be simplified, made more proportionate so that everyone is taxed accordingly and tax avoidance is minimised</p>	

Draft recommendation 24

The Citizens' Assembly recommends that in order to overcome the challenges of adverse business practices

the Scottish Government and Parliament should: develop tax incentives for all businesses to encourage good employment practices such as:

- good environmental choices;
- higher salaries/wages so that people have more money to spend in the Scottish economy;
- apprenticeships and opportunities for young school leavers and graduates in trades and skills as well as academic pursuits;
- large businesses being motivated to invest in research to contribute to creating jobs;
- invest in and develop workforce skills (engineering and new industries like green energy, entrepreneurial skills, etc).

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Need to build back within Scotland after pandemic and Brexit ● Scotland has great natural resources giving us great opportunities ● Need to create opportunities for the next generation – they need to be encouraged to see practical skills as worthwhile and not necessarily pushed into university ● We need more infrastructure, businesses, skills and money in Scotland 	<ul style="list-style-type: none"> ● Not enough skills in workforce to develop our green industries ● Scottish companies are not always the beneficiaries – all our wind turbines are owned by French companies ● The availability of apprenticeships has declined
<p>Note: This recommendation was drafted by Group 9 tasked with drafting recommendations as to how tax can be simplified, made more proportionate so that everyone is taxed accordingly and tax avoidance is minimised</p>	

Draft recommendation 25

The Citizens' Assembly recommends that in order to Make tax more transparent and understandable

the Scottish Government and Parliament should: provide an information hub for everyone about tax and why it is important. Individuals should be signposted to this hub when they receive their National Insurance number.

Why is this important	Evidence used
<ul style="list-style-type: none"> Important to help young people understand tax and national insurance before they start to pay them Will make system more open and transparent Help to inform people about where NI goes and that it longer goes purely to state pensions 	<ul style="list-style-type: none"> Information taught in schools but not always retained Graphics from Audit Scotland were very clear on how tax was raised and spent – important that more people are aware of this Government website is not very clear on this, which increases the need for a hub
<p>Note: This recommendation was drafted by Group 10 tasked with drafting recommendations as to how tax can be made more transparent and understandable</p>	

Draft recommendation 26

The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax

the Scottish Government and Parliament should: publish a register of organisations which shows compliance with tax and employment measures using the green/amber/red system.

Why is this important	Evidence used
<ul style="list-style-type: none"> Allows citizens to make informed choices as consumers Builds trust in government, politicians AND the organisations/ businesses involved Is transparent when government is giving tax breaks to attract companies Incentivise companies to act ethically and enhance their reputations 	<ul style="list-style-type: none"> Government does not do this at the moment Information not already available to citizens Have to rely in what is in the media
<p>Note: This recommendation was drafted by Group 10 tasked with drafting recommendations as to how tax can be made more transparent and understandable</p>	

Draft recommendation 27

The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax

the Scottish Government and Parliament should: appoint a credible, engaging and independent figure who can communicate government tax and spending information every quarter in a way that involves and educates the public. This could be done by creating a public information post using graphics and delivered either in person or using characters and voice overs through animation

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Using graphics and characters could help make it less political and more engaging for all ages ● Martin Lewis has opened my eyes to how these issues can be communicated effectively ● It is important that this is non-political ● Important to see how we can compare with other countries ● Information based on 'how it is' 	<ul style="list-style-type: none"> ● The weekend in taxation showed the importance of communicating what happens with tax – little knowledge beforehand ● We rely on media coverage of these issues rather than independent voices, which can skew understanding ● Martin Lewis has shown the power of doing this independently
<p>Note: This recommendation was drafted by Group 10 tasked with drafting recommendations as to how tax can be made more transparent and understandable</p>	

Draft recommendation 28

<p>The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax</p> <p>the Scottish Government and Parliament should: provide a public statement available on all platforms from the Finance Minister every quarter about how taxes of all types have been spent and what remains in all budgets.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Making people aware of the variety of taxes they pay ● Government needs to be held accountable ● We need to be clearer about how government has spent public money ● This should include information on matters reserved to the UK Government – whole tax picture ● We need to be able to trust government 	<p>Evidence used</p> <ul style="list-style-type: none"> ● Audit Scotland presentation on how budget was divided up between services – showed how little we knew about how our money was spent ● We have a daily briefing on Covid-19 – why can we not have regular briefings on finances/tax?
<p>Note: This recommendation was drafted by Group 10 tasked with drafting recommendations as to how tax can be made more transparent and understandable</p>	

Draft recommendation 29

The Citizens' Assembly recommends that in order to overcome the challenges of growing Scottish industry sustainably

the Scottish Government and Parliament should:

- Identify and invest in industries conducive to making Scotland a global leader and a hub for scientific and technological innovation
- Build on Scotland's scientific, industrial and technological strengths and its extensive natural resources
- Have a strong innovative leadership and culture that takes the necessary action to motivate and allow others to realise their aspirations and abilities.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Scotland's investment is more efficient and beneficial ● Will contribute to employment and the economy ● To gain an international reputation as world leaders in new technology 	<ul style="list-style-type: none"> ● Build on our expertise and reputation in areas such as engineering and medicine ● Compensate for the loss of old industries, e.g. fossil fuels and lack of access to the oil industry ● Scotland has plentiful natural resources that can be harnessed

Note: This recommendation was drafted by Group 8 tasked with drafting recommendations on enabling Scotland to be leaders in innovation, with an obligation to invest in people to create jobs, confidence, development and growth

Draft recommendation 30

The Citizens' Assembly recommends that in order to overcome the challenges of encouraging individuals and companies to engage in the process of innovation

the Scottish Government and Parliament should: invest and incentivise through research grants and tax breaks, etc.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Encourage inward investment ● Allow companies to fulfil their potential by minimising risk ● To give Scotland a reputation for innovation ● To attract Scottish talent back home 	<ul style="list-style-type: none"> ● Talented individuals are leaving Scotland and companies could leave Scotland ● Ireland has been successful here

Note: This recommendation was drafted by Group 8 tasked with drafting recommendations on enabling Scotland to be leaders in innovation, with an obligation to invest in people to create jobs, confidence, development and growth

Draft recommendation 31

The Citizens' Assembly recommends that in order to overcome the challenges of ensuring that the very best and most talented people and businesses in the new technological industries are located in Scotland

the Scottish Government and Parliament should:

- Establish more centres of excellence in new technologies in every area of Scotland. For example, the Rowett Institute in Aberdeen and Roslin Innovation Centre
- Inspire children from an early age to have an interest in, and to consider a career in, science and technology. This would be achieved through education and other initiatives such as an educational theme park like the Epcot Centre.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Build on already established good practices ● Creates and encourages strong links with innovative industries ● Creates and encourages strong positive links between young people and innovation 	<ul style="list-style-type: none"> ● We already have successful centres of excellence, e.g. Python classes and other high school facilities. Also centre of excellence in gaming in Dundee

Note: This recommendation was drafted by Group 8 tasked with drafting recommendations on enabling Scotland to be leaders in innovation, with an obligation to invest in people to create jobs, confidence, development and growth

Draft recommendation 32

The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way

the Scottish Government and Parliament should: develop a plan for investment in business in Scotland to secure jobs in the wake of COVID-19. To concentrate on Scottish small and medium size businesses needing support rather than multinationals. Investment should favour those businesses willing to behave ethically.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● No reasons provided 	<ul style="list-style-type: none"> ● Direct experience of citizens on the impact of COVID-19

Note: This recommendation was drafted by Group 1 tasked with drafting recommendations on enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way

Group D Young People

This group covers 5 recommendations relating to young people.
These cover measures to:

- Support mental health and well-being and resilience, including through access to extra-curricular activities
- Improve access to affordable housing
- Provide skills development and training
- Increase the minimum wage – this may require action in reserved areas

Draft recommendation 33

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's mental health issues the Scottish Government and Parliament should: fund compulsory, permanent mental health support liaison officers in every school, increase and ring-fence funding for CAMHS (Child and Adolescent Mental Health Services) and better support for the transition into adult mental health services.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Young people are our future ● High suicide rates among young ● Nation's future 	<ul style="list-style-type: none"> ● Supporting mental health leads to positive destinations ● Common trend in young people's mental health needing support ● Increased suicide rates among young people in 2019 – present (https://www.samaritans.org/scotland/about-samaritans/research-policy/suicide-facts-and-figures/)
<p>Note: This recommendation was drafted by Group 5 tasked with drafting recommendations on enabling Scotland to provide support, education and growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country</p>	

Draft recommendation 34

The Citizens' Assembly recommends that in order to overcome the challenges in relation to affordable and quality housing

the Scottish Government and Parliament should: work with councils and other stakeholders, including tenant associations (such as Living Rent), to implement rent caps across the country, give all young people entitlement to affordable social housing, simplify the information available to young people about welfare support for housing, strictly enforce rules for landlords including housing associations, to maintain good quality repair of housing, and make buying property more accessible.

Why is this important	Evidence used
<ul style="list-style-type: none"> To stop homelessness for young people 	<ul style="list-style-type: none"> Sustainable country (E.S.) Living rent: https://www.livingrent.org/tenants_manifesto_2020_21 Links to living wage (E.S.) Access to opportunities for young people Supports the mental wellbeing of young people
<p>Note: This recommendation was drafted by Group 5 tasked with drafting recommendations on enabling Scotland to provide support, education and growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country</p>	

Draft recommendation 35

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's unemployment and underemployment

the Scottish Government and Parliament should: create more apprenticeships and increase apprentice wages, guarantee further opportunities at the end of college training courses and apprenticeships, including through employer incentives, and create an apprenticeship database for employers to find qualified young people.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Validation for young people ● Supports mental wellbeing ● Personal development 	<ul style="list-style-type: none"> ● Taxation incentives for employers ● Impact of Covid-19 on young people's employment opportunities

Note: This recommendation was drafted by Group 5 tasked with drafting recommendations on enabling Scotland to provide support, education and growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country

Draft recommendation 36

The Citizens' Assembly recommends that in order to overcome the challenges of poverty

the Scottish Government and Parliament should: raise the minimum wage for young people aged 16–24 to a national living wage.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Because it shows them they are valued ● Because young people tend not to save, so having money will boost the economy through spending 	<ul style="list-style-type: none"> ● Relieving poverty can positively impact mental health and wellbeing, and reduce stress ● Young people can contribute to household income

Note: This recommendation was drafted by Group 5 tasked with drafting recommendations on enabling Scotland to provide support, education and growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country

Draft recommendation 37

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's health and wellbeing

the Scottish Government and Parliament should: invest in and provide opportunities for all young people to access extra-curricular activities, including sports and the arts, with support and guidance for young people to pursue opportunities that are right for them.

Why is this important	Evidence used
<ul style="list-style-type: none">● Gives value to people who are perhaps not achieving at school● Extra challenge● Gives credibility and weighting to these extra-curricular activities	<ul style="list-style-type: none">● Young people leaving school with few achievements and can lead to them not being able to pursue opportunities after school
<p>Note: This recommendation was drafted by Group 5 tasked with drafting recommendations on enabling Scotland to provide support, education and growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country</p>	

Group E Sustainability

This group covers 5 range of recommendations on different aspects of sustainability, including measures:

- on waste and recycling and renewable energies
- on energy efficiency in housing
- to support a 'green recovery from COVID'
- to raise awareness and support behaviour through information provision.

Draft recommendation 38

The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way

the Scottish Government and Parliament should: reduce waste and unnecessary use of non-biodegradable products and be the first to ban these and become a world leader in this area. This must be accompanied by a consistent approach to recycling throughout the country which minimises pollution and the use of landfill.

Why is this important	Evidence used
<ul style="list-style-type: none"> • Inconsistencies in recycling processes do not make sense • Airdrie youth centre built on landfill which blew up waste of money and very unsafe 	<ul style="list-style-type: none"> • The observations and opinions of assembly members and witnesses contribution to Scotland vision • Individual experience, e.g. a school built on landfill in Coatbridge causing health issues
<p>Note: This recommendation was drafted by Group 1 tasked with drafting recommendations on enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way</p>	

Draft recommendation 39

The Citizens' Assembly recommends that in order to overcome the challenges of how people can contribute to a sustainable future

the Scottish Government and Parliament should: educate the public that we all need to play a role in saving the planet and contributing to a sustainable future. They should raise awareness through an approved government website of the changes people can make (including schemes they can benefit from, support available and behavioural changes).

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Points system to show how eco-friendly you are ● Greater awareness of existing products, schemes, grants are available ● Everyone needs to take on responsibility for saving the planet 	<ul style="list-style-type: none"> ● That people are not aware of the actions they can take or of the supports available ● No centralised place to get information that you can trust
<p>Note: This recommendation was drafted by Group 11 tasked with drafting recommendations as to how companies can be incentivised to adopt green values</p>	

Draft recommendation 40

The Citizens' Assembly recommends that in order to overcome the challenges of protecting the energy that can be produced in Scotland

the Scottish Government and Parliament should: invest in, and incentivise wider investment in, the infrastructure that will enable us to harness our renewable energy resources to their full potential, including improved distribution and storage capacity.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Energy wasted by having the capacity to produce much more than we can use and store ● Since 2009 the government has spent £649 million to have windfarms shut down because they don't have the capacity to support them, and most are in the north of Scotland (where in 1 year £136 million was given to one company) and there is a belief that companies are putting them in places that are not viable just to be paid for nothing ● Need to invest in the infrastructure to make the most of the energy we are generating from windfarms, etc. – need to be building the storage capacity so we are not wasting and losing this resource 	<ul style="list-style-type: none"> ● But energy is a reserved issue https://www.google.co.uk/amp/s/news.stv.tv/scotland/almost-650m-spent-in-a-decade-to-switch-off-wind-turbines%3ftop&amp
<p>Note: This recommendation was drafted by Group 11 tasked with drafting recommendations as to how companies can be incentivised to adopt green values</p>	

Draft recommendation 41

The Citizens' Assembly recommends that in order to overcome the challenges facing high streets and the sustainability of Scottish businesses

the Scottish Government and Parliament should: investigate how best to support and give tax breaks to small local businesses who are impacted most by Covid-19, to urgently help them begin to participate in a green recovery and encourage new local business to open with green values.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Try and save the high street movement ● Lots of focus in the discussion on the ethical problem of incentivising big business and that members felt big businesses should just be expected to adapt to meet government environmental targets and priorities as a cost of doing business in Scotland – but that local ones deserved support to change ● All businesses are struggling but if we want local businesses to focus on the green agenda we need to support them to do it – it is not going to be top of their priorities right now and regulation/expectation without incentive will just be too much of an ask right now 	<ul style="list-style-type: none"> ● Covid-19 discussions ● Personal experience of businesses struggling

Note: This recommendation was drafted by Group 11 tasked with drafting recommendations as to how companies can be incentivised to adopt green values

Draft recommendation 42

<p>The Citizens' Assembly recommends that in order to overcome the challenges of providing sustainable, affordable housing the Scottish Government and Parliament should: make it easier and cheaper for people to invest in the energy efficiency of their houses (particularly the upgrading of older houses) by subsidising the costs of eco-friendly building materials for everyone (e.g. VAT reductions, government grants or schemes, or capped pricing) so that it encourages the use of these types of materials.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Environmentally friendly materials (consumer and building materials – new build and energy efficiency) should be cheaper and more attractive to purchase ● Making it easier for houses to be more energy efficient and produce their own energy ● Important that there is a website, clear information to help people know what materials are eco-friendly and better for the environment ● Local providers 	<p>Evidence used</p> <ul style="list-style-type: none"> ● VAT being a reserved matter
<p>Note: This recommendation was drafted by Group 11 tasked with drafting recommendations as to how companies can be incentivised to adopt green values</p>	

Group F Health and Wellbeing

This group covers 7 recommendations covering a wide range of aspects of health and well-being including:

- Research on services to improve well-being
- Measures relating to the NHS, including improvement in employment and wages for NHS staff, diversifying board membership, raise public awareness of services and costs and contracting/outsourcing arrangements
- Develop community health services
- Wider public services review to promote health and well-being

Draft recommendation 43

The Citizens' Assembly recommends that in order to overcome the challenges of current ineffective health promotion and education to support people to live healthier

the Scottish Government and Parliament should: invest in research on why this is, to what extent people know about support available and what would help people to utilise local facilities, groups, services that exist. A range of support and services should be available to all that need or want them for example cooking skills, exercise classes, healthy lifestyle forums.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Research would mean an evidenced based approach to put more effective supports in place ● Information is available but most people do not look for it unless it's something that affects them ● We need to know why people do not use supports available ● We also do not know how all these things in different areas, e.g. healthy eating classes, are funded ● Need to be more proactive rather than reactive which will save on funding ● Not sure what exists in all areas of Scotland and if people are aware of what they do have ● There should be more consistency of information on what's available to people, and a standardised approach across Scotland 	<ul style="list-style-type: none"> ● Preventative medicine will save the NHS money
<p>Note: This recommendation was drafted by Group 13a tasked with drafting recommendations as to how we have a properly resources and managed health and social care services and how we build health and social care services around individuals and communities to achieve good health and wellbeing for all</p>	

Draft recommendation 44

<p>The Citizens' Assembly recommends that in order to overcome the challenges of NHS's over-dependency on Agency staff the Scottish Government and Parliament should: ensure that all NHS staff receive higher wages and enhanced employment packages to facilitate the retention of staff and strengthen recruitment.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Important because Agencies are allowed greater flexibility and higher wages which is more attractive than NHS conditions ● To avoid NHS staff leaving for better paid positions and Agency work or moving abroad after being trained by UK ● Healthcare is the main way to determine if a country is well developed: NHS should be better staffed/working conditions to ensure staff stay and don't leave ● Should not have so much Agency staff in the NHS as they are so expensive. If they had enough staff in the first place there would be no need for them 	<p>Evidence used</p> <ul style="list-style-type: none"> ● Agency staff are being paid much higher wages which is costing the NHS a lot of money – if the NHS was made more attractive, this cost would go down ● Agency staff are only paid more money but are not given same benefits and support package ● Numerous NHS budget cuts have resulted in overdependency of Agency workers ● A country is judged on its well-being and development by the quality of the health service it provides ● Nurses, for example, have had no significant pay rise in years
<p>Note: This recommendation was drafted by Group 13b tasked with drafting recommendations as to how we have a properly resources and managed health and social care services and how we build health and social care services around individuals and communities to achieve good health and wellbeing for all</p>	

Draft recommendation 45

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions about the underfunding of health despite 50% of tax going towards it **the Scottish Government and Parliament should:** make people more aware of how much the NHS costs them at an individual level and use examples to highlight these costs (such as invoices) to build a sense of value and respect for the service.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● People need to recognise that they are paying for the NHS services through their taxes and they need to treat it with respect and value what they are paying for! ● There is a constant creep towards private healthcare and looking for ways to get people to pay for things themselves, e.g. cosmetic procedures in dentistry ● Patients have ample opportunity to change or cancel appointments and dentists charge for this already ● Patient behaviours can be costly to the NHS and there needs to be ways to stop this 	<ul style="list-style-type: none"> ● Having good health supports better well-being which contributes to a XXXXX¹ country ● We are all paying in for this service most people have paid in over their lifetime and this money is distributed fairly, for all ● The cost of the NHS will continue to climb if citizens do not change their behaviours
<p>Note: This recommendation was drafted by Group 13b tasked with drafting recommendations as to how we have a properly resources and managed health and social care services and how we build health and social care services around individuals and communities to achieve good health and wellbeing for all</p>	

¹ In the text prepared by members.

Draft recommendation 46

<p>The Citizens' Assembly recommends that in order to overcome the challenges of dominance of management/business consultants in the NHS</p> <p>the Scottish Government and Parliament should: ensure that there is a higher proportion of medically trained staff and the inclusion of community members at management/board level.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Costs would be cut by reducing management ● It is more democratic ● It is important for the interests of the community to be represented by individuals who are invested in that community 	<p>Evidence used</p> <ul style="list-style-type: none"> ● Makes sense for someone working in a health/social space to have relevant training rather than on mgt consultancy only ● Community inclusion is important for well-being and ensures services are community led and more relevant for the needs of those living there
<p>Note: This recommendation was drafted by Group 13b tasked with drafting recommendations as to how we have a properly resources and managed health and social care services and how we build health and social care services around individuals and communities to achieve good health and wellbeing for all</p>	

Draft recommendation 47

The Citizens' Assembly recommends that in order to overcome the challenges of hospitals doing everything and being inaccessible for many

the Scottish Government and Parliament should: create social and minor health care hubs in the community in order to build proactive community resilience but also to reduce the strain on hospitals. These hubs could be available for, for example, Drugs, Alcohol, Smoking, Healthy eating, Physiotherapy, Mental Health groups.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Less travel and inconvenience which is better for the environment and is better for peace of mind ● Preserve hospital time for acute/serious conditions ● Focus is on prevention rather than cure 	<ul style="list-style-type: none"> ● Well-being is built up by local connections and nearby support ● Well-being is a better goal than traditional GDP. Investing short-term will save money and lives long-term ● There are lots of unused/available spaces in villages and towns ● Classes in health centres to allow people to attend so they can prevent conditions worsening. They can learn what to do so they do not end up having to go to hospital to find this out. Prevention (diet/exercise/knowledge) in the community
<p>Note: This recommendation was drafted by Group 13b tasked with drafting recommendations as to how we have a properly resources and managed health and social care services and how we build health and social care services around individuals and communities to achieve good health and wellbeing for all</p>	

Draft recommendation 48

<p>The Citizens' Assembly recommends that in order to overcome the challenges of creeping privatisation of the NHS the Scottish Government and Parliament should: be transparent about contracts or services that are being passed over to private companies.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● Keep the majority of the budget and contracts within the NHS ● A free NHS is fundamental to our way of life ● Do not want a 2 tier/American health model that penalises the poor ● Private services are more expensive and are not required to be as transparent or held to account as much as public services 	<p>Evidence used</p> <ul style="list-style-type: none"> ● There are too many services that are being passed out to private companies without fair bidding or transparent tendering
<p>Note: This recommendation was drafted by Group 13b tasked with drafting recommendations as to how we have a properly resources and managed health and social care services and how we build health and social care services around individuals and communities to achieve good health and wellbeing for all</p>	

Draft recommendation 49

The Citizens' Assembly recommends that in order to overcome the challenges of looking after every person in society

the Scottish Government and Parliament should: undertake a root and branch review of public services in order to prioritise good mental health care and holistic wellbeing for every individual through education, awareness, person-centred care and appropriate resourcing.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Mental health underpins people's wellbeing – coping, health, etc. – about holistic needs ● Mental health has become even more of a challenge since COVID-19 ● So that everyone feels respected ● Addressing isolation and loneliness ● Underpins much of society and the problems we are experiencing – if we all have good mental wellbeing we would all move along with a much more positive mindset ● Linked to suicide, poverty, etc. ● Treat others how you want to be treated – everyone respecting one another 	<ul style="list-style-type: none"> ● Input around a wellbeing society – housing, finance, environment, transport ● Lived experience ● COVID-19 impacts ● Wellbeing economy ● Data showing impacts of COVID-19 on people's mental health – more calls to GPs, services for depression and loneliness ● Health spending focuses on physical health – 50% expenditure but not enough focus on mental wellbeing; mental health orgs closing, etc. – connection with austerity ● Lack of security for young people on jobs, housing – impact of COVID-19 – has tapped into a hopelessness/helplessness; increased demand for services, uptick suicides

Note: This recommendation was drafted by Group 15 tasked with drafting recommendations on enabling Scotland to be an inclusive country where everyone feels safe, valued and respected, where we all have personal responsibility to treat each other with kindness, looking after the most vulnerable in our communities

Group G Further Powers

This group covers 6 recommendations on a range of areas where further devolution or working with the UK Government would be required. These cover:

- Changes to tax powers
- Reducing the working week
- Enabling Scotland to develop trade agreements
- Powers over immigration

Draft recommendation 50

The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way

the Scottish Government and Parliament should:

have more devolved powers over how the tax system can be made fairer for all citizens and how tax revenue can be used. For example, to become more self-sufficient and have control of industries like fishing and renewable energy, in terms of investment & financial benefits.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Because without more powers we are too dependent on UK govt. To be more self-sufficient we need more control 	<ul style="list-style-type: none"> ● Lorna Slater's evidence from the Green party ● Nicola McEwen's evidence ● David Bell provided an insight on what we need in terms of powers to make a fairer system and create new taxes ● Evidence on the influence of constitutional issues on spending choices

Note: This recommendation was drafted by Group 1 tasked with drafting recommendations on enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way

Draft recommendation 51

The Citizens' Assembly recommends that in order to overcome the challenges in relation to a healthy work-life balance

the Scottish Government and Parliament should: investigate the feasibility of a four day working week.

Why is this important	Evidence used
<ul style="list-style-type: none"> Increased happiness; better work/life balance; less sick days; increased productivity 	<ul style="list-style-type: none"> Create more hours of work to give these to young people, all the positive impacts of four-day working week (e.g. happiness, productivity)
<p>Note: This recommendation was drafted by Group 5 tasked with drafting recommendations on enabling Scotland to provide support, education and growth opportunities and security for all young people to realise their potential, both physically and mentally, regardless of their background with a view to securing their future and that of our country</p>	

Draft recommendation 52

The Citizens' Assembly recommends that in order to overcome the challenges of Scotland raising more of its own income

the Scottish Government and Parliament should: explore how it can gain greater powers to gather, keep and use more tax income from companies based in Scotland, and from products such as Whisky, Fishing Industries, Oil, Tourism and Energy, etc.

Why is this important	Evidence used
<ul style="list-style-type: none"> Because lots of tax income generated in Scotland leaves and goes to the Westminster/London It feels like we could potentially make much more money for Scotland from our tourism offer, and many other aspects of Scottish based Industry Makes Scotland more sustainable 	<ul style="list-style-type: none"> Scotland does not have full fiscal powers We received input from experts on these matters
<p>Note: This recommendation was drafted by Group 14 tasked with drafting recommendations on enabling Scotland to have more powers to make its own decisions and manage its own affairs, that engages cooperatively with the other regions of the UK and internationally</p>	

Draft recommendation 53

<p>The Citizens' Assembly recommends that in order to overcome the challenges of Scotland being restricted in its ability to make trade agreements and develop international relations</p> <p>the Scottish Government and Parliament should: seek to gain greater powers which would allow us to negotiate and agree our own international and trade relations.</p>	
Why is this important	Evidence used
<ul style="list-style-type: none"> ● Scotland should have more of a say in how Scotland relates to International neighbours and be able to make its own arrangements ● Better to boost our economy and build the country, especially to build back after Covid-19 ● Because Brexit (which Scotland voted against) has diminished our ability to be involved and architects of our own fate ● It is important for us to have our own 'agency' and be able to put ourselves out there and set out our own stall 	<ul style="list-style-type: none"> ● We were provided with evidence during one of our weekends of how Scotland does not have devolved powers over foreign affairs
<p>Note: This recommendation was drafted by Group 14 tasked with drafting recommendations on enabling Scotland to have more powers to make its own decisions and manage its own affairs, that engages cooperatively with the other regions of the UK and internationally</p>	

Draft recommendation 54

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to Scotland's diverse community and workforce

the Scottish Government and Parliament should: work and negotiate with the UK government and others to seek to gain maximum control, and be able to manage its own immigration laws and arrangements to the benefit of Scotland and its people.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Scotland should be open to attract skills/talent and diversity ● We need people/diversity to come to Scotland to work and grow the country and pay taxes ● A caring and welcoming Scotland is something we are proud of – we are a diverse community that welcomes and accepts people of all creeds and beliefs and none 	<ul style="list-style-type: none"> ● We have a relatively small population and lots of space ● This is a reserved matter, so government would need to work with others to achieve this ● We talked about what makes Scotland great on our first weekend and part of that was about how diverse and welcoming we are
<p>Note: This recommendation was drafted by Group 14 tasked with drafting recommendations on enabling Scotland to have more powers to make its own decisions and manage its own affairs, that engages cooperatively with the other regions of the UK and internationally</p>	

Group H No common theme

This group is a mixed group with no common theme, with 6 recommendations covering:

- Internet and technology access, which may require further powers or co-operation with the UK Government
- Pensions reform – which may require further powers or co-operation with the UK Government
- Social renewal
- Criminal justice reform

Draft recommendation 55

The Citizens' Assembly recommends that in order to overcome the challenges in relation to providing equal internet access to all **the Scottish Government and Parliament should:** invest in infrastructure (and utilise existing infrastructure) to widen mobile networks and remove black spots, ensuring all communities have access to the internet through free community hot-spots and publicly available hardware. Internet should be considered as a basic need, free to all.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Everything is currently online because of Covid-19 – technology continues to advance and everything is online now, from education to shopping ● People need to be able to connect with other to reduce isolation. They might only have access to families via skype or FaceTime, connectivity issues may result in inability to speak with friends or family ● Important to utilise existing structures (e.g. existing pylons or telegraph poles) to add mobile network posts 	<ul style="list-style-type: none"> ● Lots of connectivity issues – everybody is getting kicked out of zoom! ● Closure of local community spots has resulted in the loss of internet hot-spots that were freely available ● 5G rolled out during lockdown as it is seen as an important commodity
<p>Note: This recommendation was drafted by Group 4 tasked with drafting recommendations on the publication of information that is valid, concise, factual, accurate, reliable, verifiable and accessible to all</p>	

Draft recommendation 56

The Citizens' Assembly recommends that in order to overcome the challenges in relation to building a truly integrated society which works in the best interest of everyone, ensuring its needs are met ethically, morally and legally by individuals, corporations and government, and these should be supported, protected, nurtured and financed fairly by all,

the Scottish Government and Parliament should: legislate upon clear and simple standards and ways of working (for example, IT and public information systems) to improve collaboration, accessibility and communication locally and nationally, which achieves cost efficiencies, and streamlines services and working practices across both private and public organisations to ensure they are understood by all and run for the benefit of citizens.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Do not have services we need locally ● One principle of working instead of having different systems ● No doubt & clear understanding that everyone has, e.g., green bin on same day, etc. ● All systems, IT, waste systems, academia, health care, social care, all public services, all councils have same criteria for waste disposal, same platform, because no easy way of finding out information, e.g. bin day ● Need one principle of working, instead of having different systems/management – make less mistakes and understand each other better, less competition ● Dangerous because emergency information, misconstrued info can lead to someone losing their life ● Easy system and way of working no matter your level of intelligence ● Should ensure the needs of society are met ethically, morally and legally by individuals, corporations and government where work and education are an enshrined right and not a privilege, and these should be supported, protected, nurtured and financed ● Systems do not talk to each other, mismanagement and waste. Systems, e.g. social/law work in different systems/work against each other 	<ul style="list-style-type: none"> ● Information is not shared across health service, public services, local councils – we need one system for all ● Duty of care and duty of candour which is about honesty and integrity ● Access to services, improving people's live chances, empowering and franchising people, giving them a voice ● Accountability not just by politicians but by private companies ● Citizen assembly: giving them a voice ● Whole life outcomes for people, especially for the people in the most impoverished areas, differences between neighbourhoods/classes. Same kids from different areas go to same schools ● GP that does not know person and filling in forms – need to work on same system ● SWIFT system, systems working against each other instead of with each other ● Cannot send patients notes, e.g. above pixel count ● Future-focused

Note: This recommendation was drafted by Group 6 tasked with drafting recommendations on the support and training that can be provided to encourage and support everyone to reach their full potential, and recommendations for how we can create a better standard of living and opportunities by investing in accessible, relevant training and support

Draft recommendation 57

The Citizens' Assembly recommends that in order to overcome the challenges of unemployment

the Scottish Government and Parliament should: work with Westminster to lower the age of the state pension, ensuring that retiring at state pension age is not enforced by employers.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Frees up jobs for other workers ● Supports older people to be able to help with child care, helping people back into training and employment ● Relieves older workers with health issues from working, especially in manual and caring jobs 	<ul style="list-style-type: none"> ● Lack of employment opportunities ● Protects older people from infection transmission in the work place ● Even less jobs after Covid-19
<p>Note: This recommendation was drafted by Group 7 tasked with drafting recommendations on improved income through a realistic living wage to ensure a better standard of living and opportunities for</p>	

Draft recommendation 58

The Citizens' Assembly recommends that in order to overcome the challenges of building a stronger, fairer and more equal Scotland

the Scottish Government and Parliament should: implement the recommendations of the existing Social Renewal Advisory Board and measure it against the National Performance Framework.

Why is this important	Evidence used
<ul style="list-style-type: none"> ● Demonstrates government is listening to bodies they have established and also to groups such as citizens' assembly 	<ul style="list-style-type: none"> ● Dr. Elke Heins presentation on values ● Actions in hand in T15 briefing document ● Weekend 5 – evidence on unequal impact of pandemic ● Weekend 4 inputs on taxation – incentivise businesses to be socially and environmentally responsible ● Strong community and collaborative responses to Covid-19 pandemic
<p>Note: This recommendation was drafted by Group 15 tasked with drafting recommendations on enabling Scotland to be an inclusive country where everyone feels safe, valued and respected, where we all have personal responsibility to treat each other with kindness, looking after the most vulnerable in our communities</p>	

Draft recommendation 59

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to criminal justice reform

the Scottish Government and Parliament should: undertake a full review of the criminal justice system to improve outcomes for communities, offenders and victims. This would include the reintroduction of community policing, involving citizens in improving local communications and services.

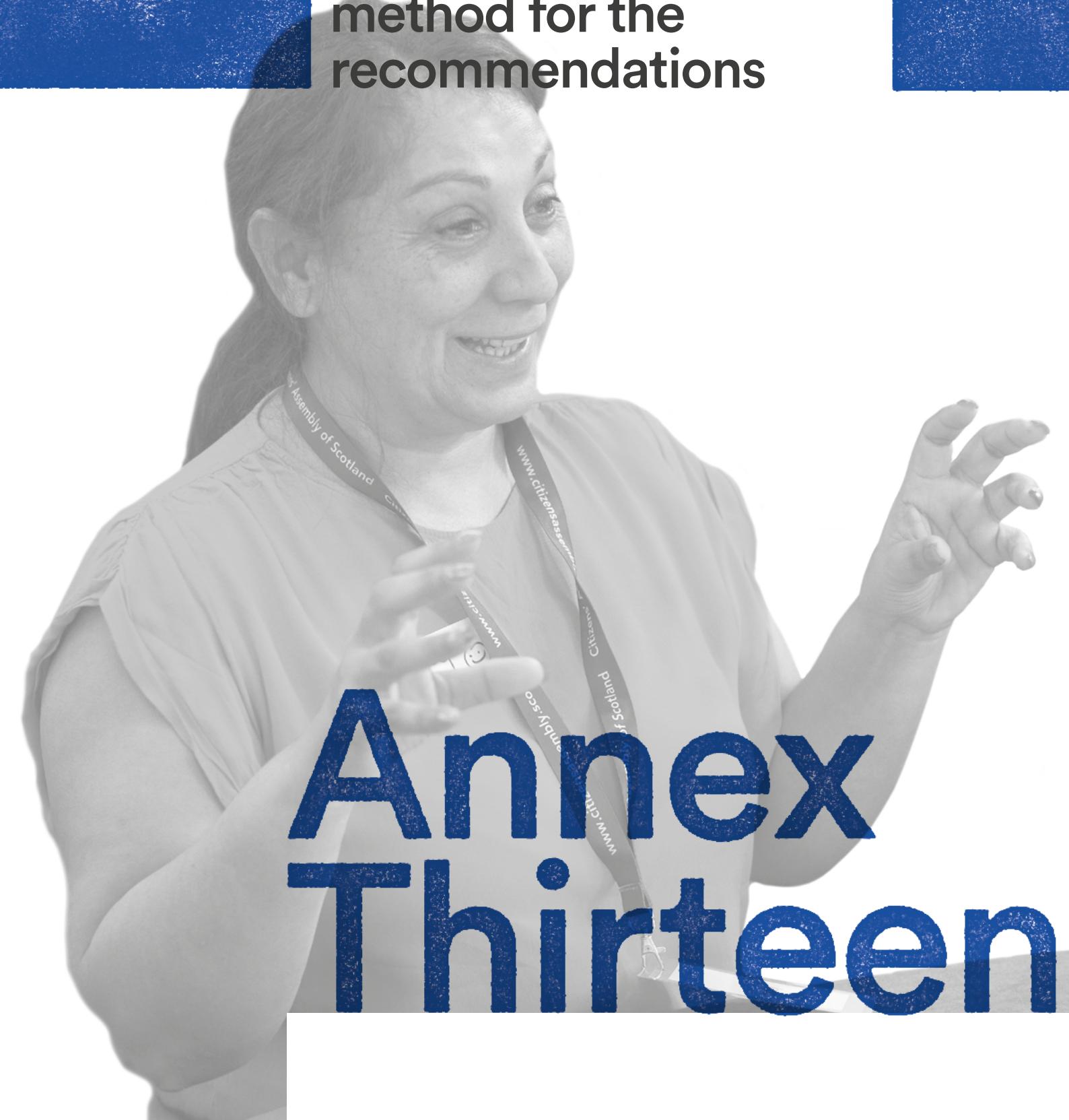
Why is this important	Evidence used
<ul style="list-style-type: none"> ● Police need to be seen as supportive – improved relationships with communities ● Community policing has disappeared ● Centralisation and merger of police forces has not worked ● Reform criminal justice system so people feel safer ● Merger of police forces has not worked well for community policing ● Need to have detailed look at all elements of criminal justice reform ● People coming out of criminal justice system are not able to fend for themselves ● Awareness within community of vulnerability of people coming out of criminal justice system so they receive the support they need ● More policing at a community level – identifying issues and responding to crime; visible presence makes people feel safer; rapid response; deterrent effect ● More police can help support older people – feeling safe 	<ul style="list-style-type: none"> ● Lived experience ● Research on crime and fear of crime – Scottish Government's own research ● Linked to rebuilding communities and mental wellbeing ● Funding cuts for policing and integration of separate forces
<p>Note: This recommendation was drafted by Group 15 tasked with drafting recommendations on enabling Scotland to be an inclusive country where everyone feels safe, valued and respected, where we all have personal responsibility to treat each other with kindness, looking after the most vulnerable in our communities</p>	

Draft recommendation 60

<p>The Citizens' Assembly recommends that in order to enable citizens to make informed decisions in relation to how they self-empower</p> <p>the Scottish Government and Parliament should: guarantee free education for life as a right and not a privilege, that vocational studies/life-skills are compulsory beginning at primary school and that apprenticeships are open to all ages including a voluntary national service scheme supporting education, health or other key national services.</p>	
<p>Why is this important</p> <ul style="list-style-type: none"> ● After 3-4 years of apprenticeships come out as better – rounded individuals. Communication will be better improved, understand what colleagues responsibilities are. Multi-skill/cross-skill/up-skill ● You matter, you are enough and your contribution is welcome no matter what you choose; you enrich society and yourself ● Voluntary-integrated service can help you retrain at any stage in life and be useful ● How to cook, shop/spend money, budget, build, etc. ● Apprentice/education – still need to be taught ● Being able to swap skills/vocation and try things out ● Hard to decide when you leave school what you want to do ● National services could be window-cleaning, engineering, etc. ● Mature generation can set example for younger generation 	<p>Evidence used</p> <ul style="list-style-type: none"> ● SQA every few years, ask generations life-skill questions as well as academic, since life skills less/system's fault not asking them to sew, build, create, metal work, do not have that as compulsory now ● High school cancelling vocational work ● Life-skills in primary school, Christmas production for example, working out stage management, build a stage, cafe for elderly citizens, children did buying/selling/making, woodwork skills (for age group) ● Supported by personal responsibility, care for others, government ● Life skills really important for all people, things that seem trivial which are really important for living/practically day-to-day ● Glasgow life indicator: NHS ● Whole life cycle outcomes from deprived backgrounds are vastly improved when they have opportunities to things that they do not normally have access to – provide better when government provides services and open to all
<p>Note: This recommendation was drafted by Group 6 tasked with drafting recommendations on the support and training that can be provided to encourage and support everyone to reach their full potential, and recommendations for how we can create a better standard of living and opportunities by investing in accessible, relevant training and support</p>	

Annex Thirteen

Weekend 7 voting results on the voting and reporting method for the recommendations



Annex Thirteen



Introduction

This annex details the vote results from Weekend 7 on the two questions of preferred voting method when voting on draft recommendations and preferred reporting method for reporting on the recommendations. Voting took place on the Saturday through a secure survey monkey link sent to members. 91 of the Assembly members took part in the vote.

Vote results summary

Members voted to adopt a star rating method to voting on recommendations (using a strongly disagree/disagree/agree/strongly agree scale). The results are shown below:

Q1: Which voting method do you prefer?

Answered: 91 Skipped: 0

Answer Choices	Responses	
Single choice voting (Support/Disapprove)	29.67%	27
Star voting (4 stars)	58.24%	53
I don't want either option	1.10%	1
No preference	10.99%	10
Total	91	

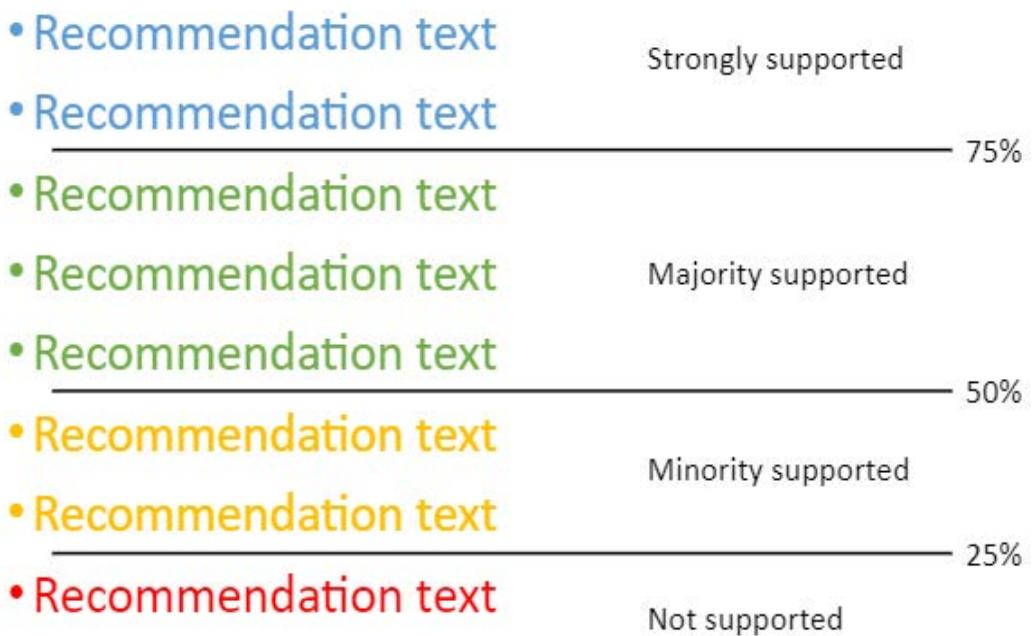
Members voted to report the recommendations using bands of support as outlined below:

Q1: Which reporting method do you prefer?

Answered: 91 Skipped: 0

Answer Choices	Responses	
Only those recommendations with majority support are recommendations	39.56%	36
25/50/75 bands of support	41.76%	38
I don't want either option	1.10%	1
No preference	17.58%	16
Total	91	

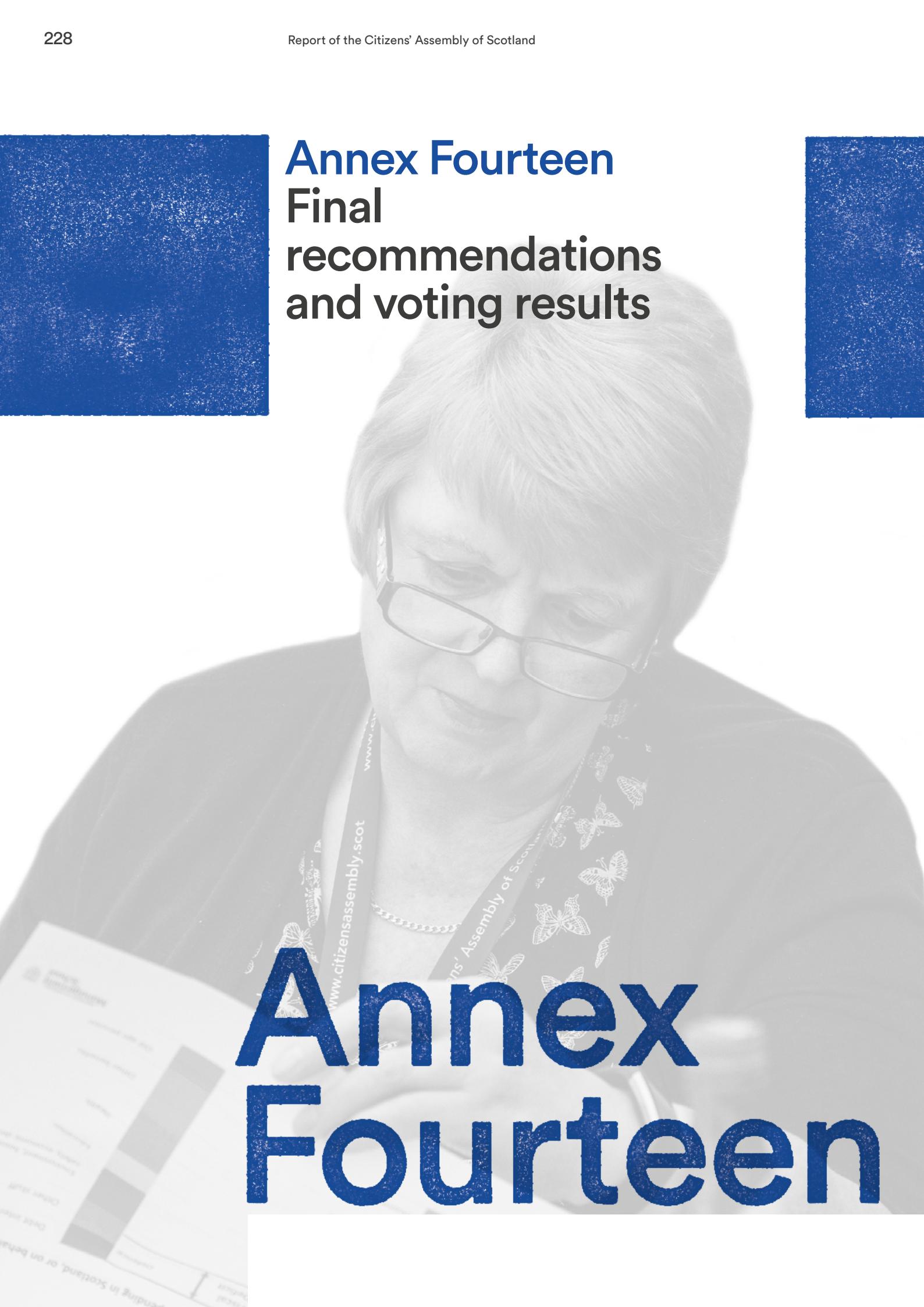
How we will report the vote





Annex Fourteen

Final recommendations and voting results



Annex Fourteen



Introduction

This annex sets out the voting method for weekend 8 and the voting results for each of the 60 recommendations.

Voting method

Voting on the 60 draft recommendations took place across two sessions during weekend 8, with voting and reporting of voting conducted in line with decisions made by members in weekend 7 (as outlined in [Annex 13](#)). Voting took place via two survey monkey links. 103 members voted in the first round of voting on recommendations 1-37 and 100¹ members voted in the second round of voting on recommendations 38-60.

Voting results

The results below firstly set out the outcome of the first round of voting on recommendations 1-37, followed by the outcome of the second round of voting on recommendations 38-60. They are clustered in the thematic groups that were presented in and are set out in the order that they were voted on.

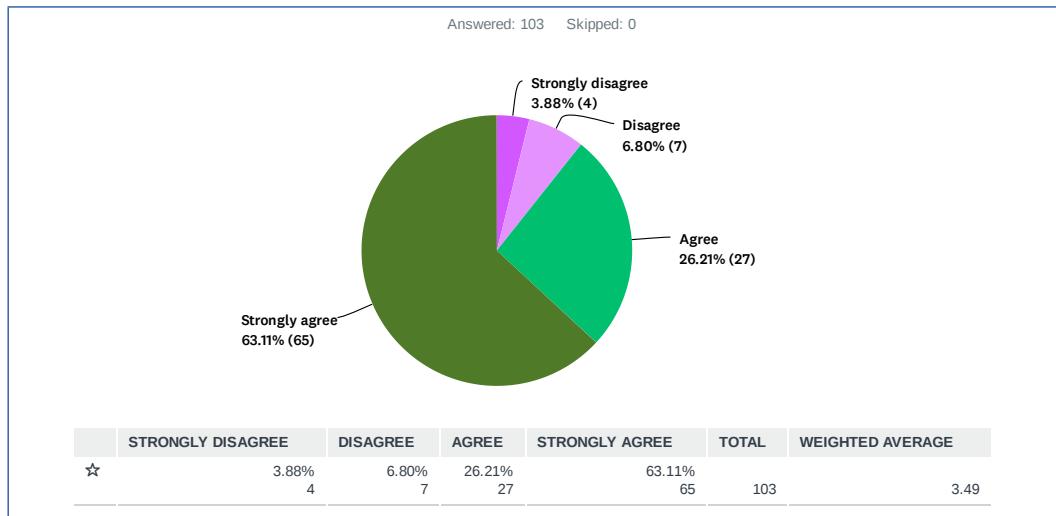
In summary, all of the recommendations were supported in final voting, with 58 of the 60 being strongly supported (agreed or strongly agreed by over 75% of members) and the other 2 supported by a majority (agreed or strongly agreed by over 50% of members). Some recommendations secured near unanimous support.

¹ While there were 100 respondents to the round 2 of voting, one respondent only voted on recommendations 38,39, 40 and 41. This is likely due to a respondent exiting the survey before pressing 'done' on the survey.

Vote 1 on Recommendations 1 – 37

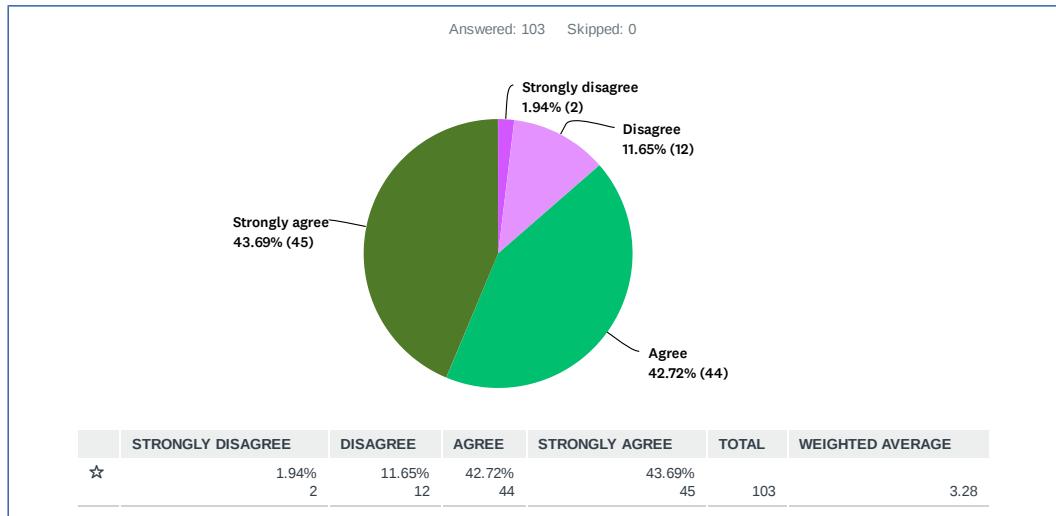
(A) How decisions are taken

1



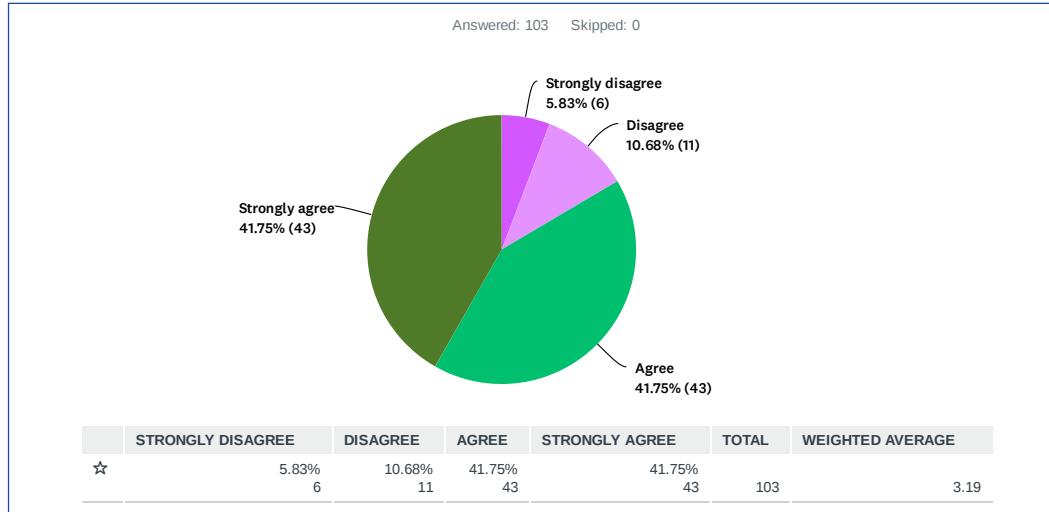
The Citizens' Assembly recommends that in order to allow citizens to make informed decisions in relation to Scotland leading with integrity, honesty, humility and transparency in a self-sufficient and innovative way, the Scottish Government and Parliament should: make further use of citizens' assemblies to gather people's views and ideas on issues of national importance, e.g. to involve citizens in reviewing existing legislation in key areas and suggesting which should be simplified or reviewed.

2



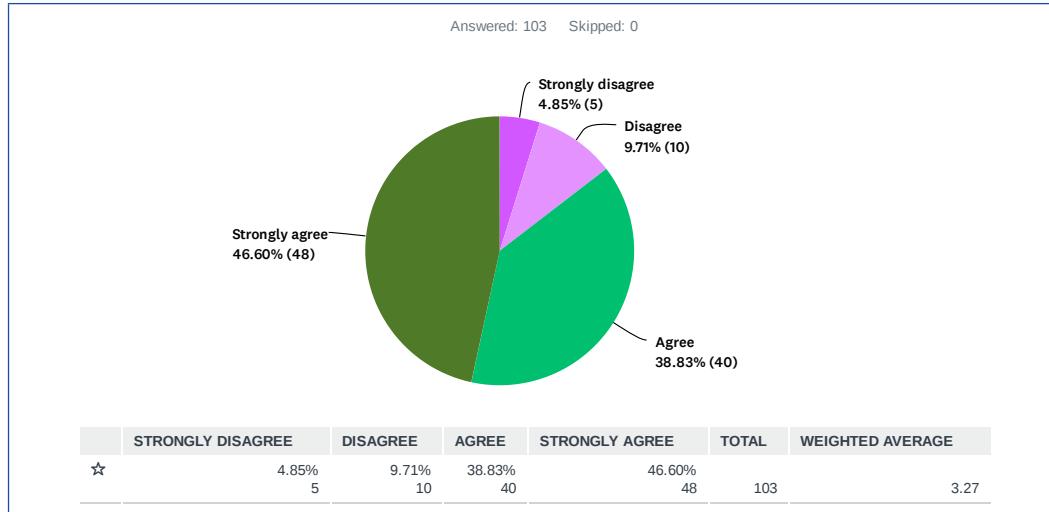
The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making, the Scottish Government and Parliament should: make decisions jointly with citizens through mini assemblies on issues that affect everyone, including all under-represented groups. These should be called at the start of each parliamentary session and be set up to examine specific issues. Their recommendations must be debated in Parliament before the assemblies are disbanded.

3



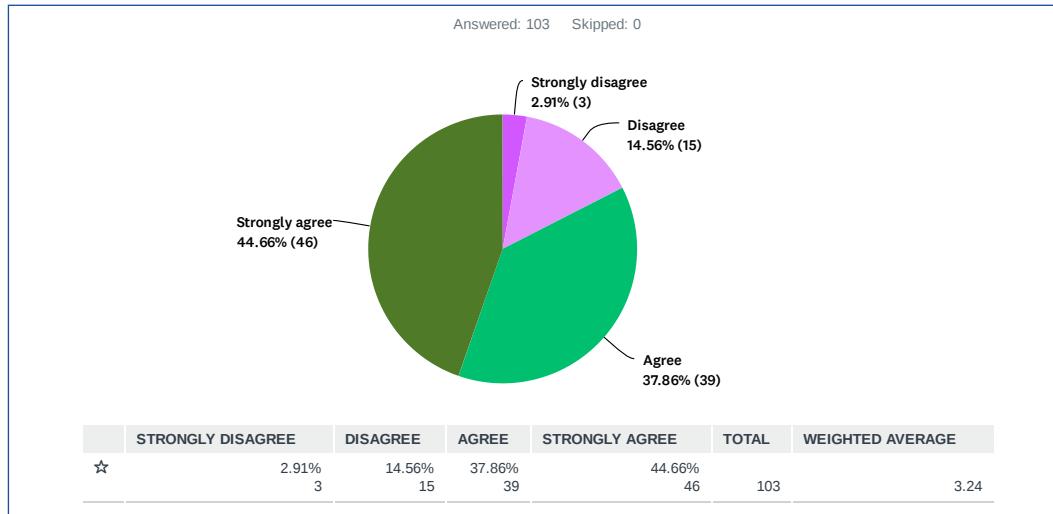
The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making, the Scottish Government and Parliament should: set up a 'house of citizens' to scrutinise government proposals and give assent to parliamentary bills. Membership should be time-limited and representative of the population of Scotland, similar to the way this CA was selected. There should be an oversight body to ensure this.

4



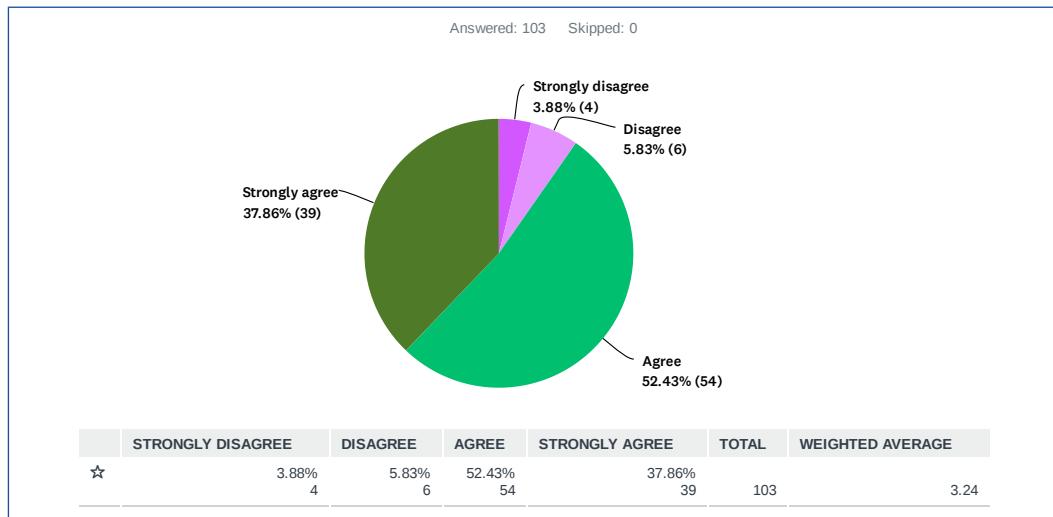
The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making, the Scottish Government and Parliament should: set up a citizens' committee in Scottish Parliament. This would be a randomly selected body, with members being encouraged and supported to take part. It would offer advice and opinions on government proposals, review the work of parliament and hold the government to account. It would be for a fixed term with members receiving a gift of thanks.

5



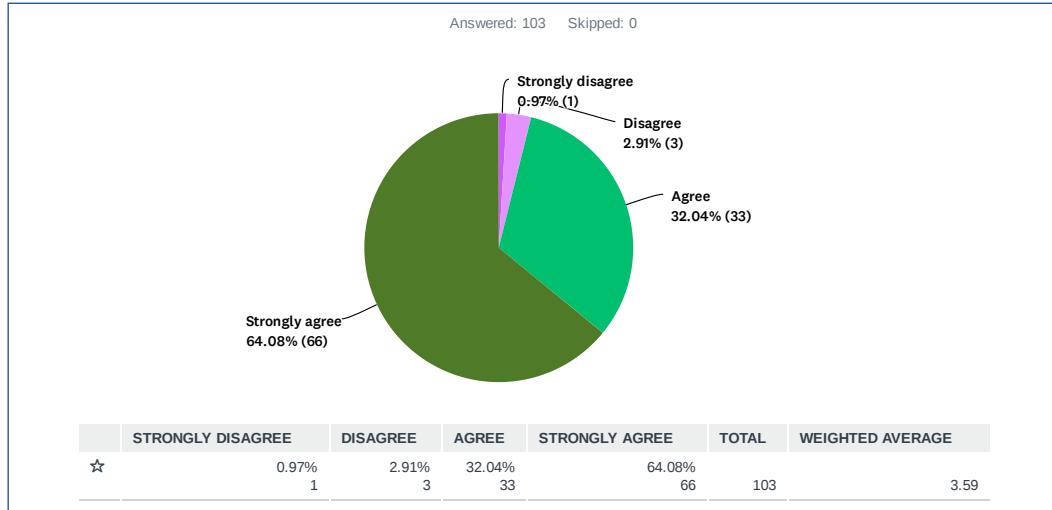
The Citizens' Assembly recommends that in order to overcome the challenges in relation to having citizens influence changing laws and making decisions, the Scottish Government and Parliament should: make more use of Citizens' Assemblies to involve communities and citizens in deliberating on major policies. They should be used regularly. There should be an independent body to make the decision on when and on what topics when politicians cannot come to agreement, and to ensure accountability for follow up.

6



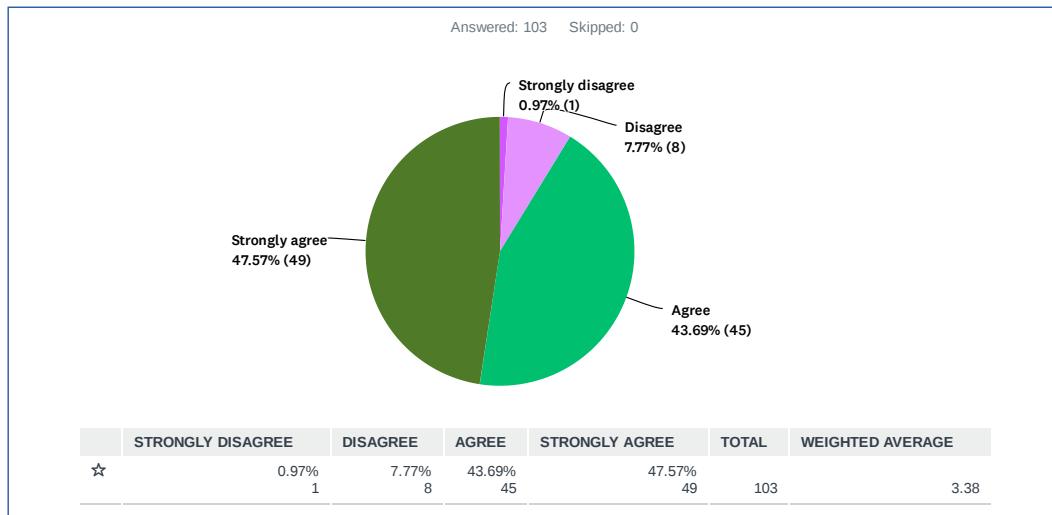
The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to rebuilding their communities, the Scottish Government and Parliament should: establish community-based citizens' assemblies to assess what is happening in our communities (including the effects of COVID-19), identify gaps and recommend actions, including through digital technology, that can bring people together and make our communities more inclusive.

7

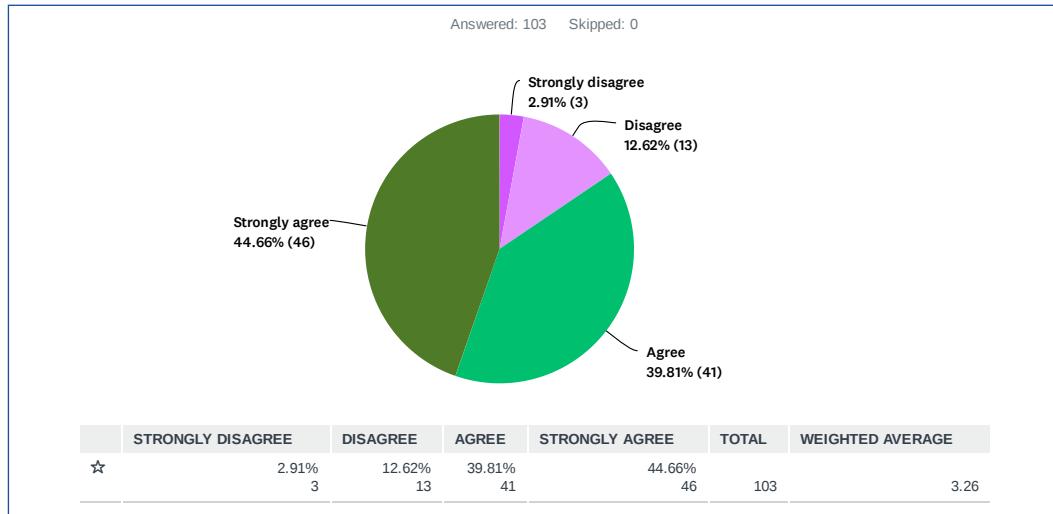


The Citizens' Assembly recommends that in order to allow citizens to make informed decisions in relation to Scotland leading with integrity, honesty, humility and transparency in a self-sufficient and innovative way, the Scottish Government and Parliament should: ensure the honesty, transparency and integrity of politicians, the existing standards of behaviour should be promoted and strengthened if required, to increase accountability of those elected for their actions within government.

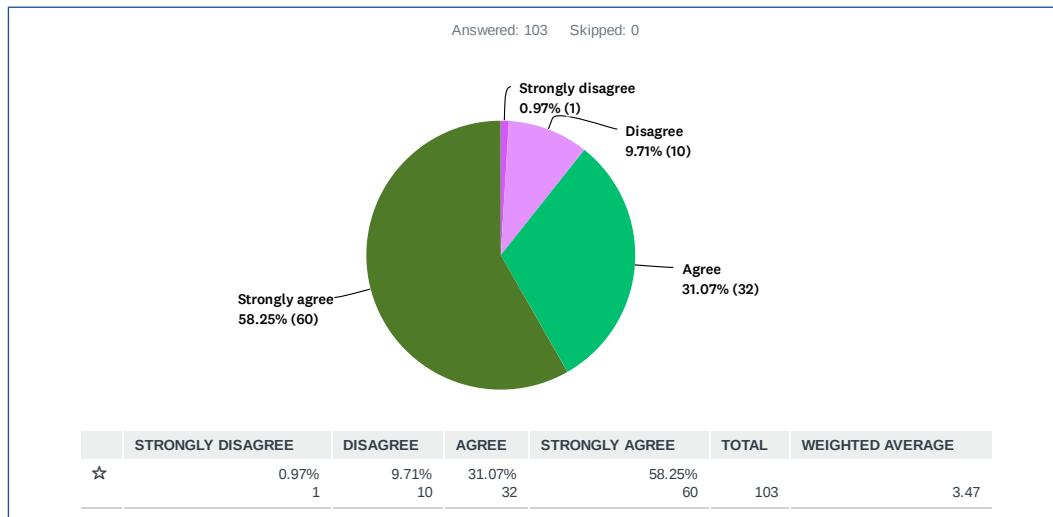
8



The Citizens' Assembly recommends that in order to overcome the challenges in relation to citizens' engagement in decision-making, the Scottish Government and Parliament should: encourage MSPs to act on the views of their constituents, rather than sticking with party lines. They should actively consult with constituents on matters which may have an impact on their community and on matters about which a significant number of constituents have shown concern.

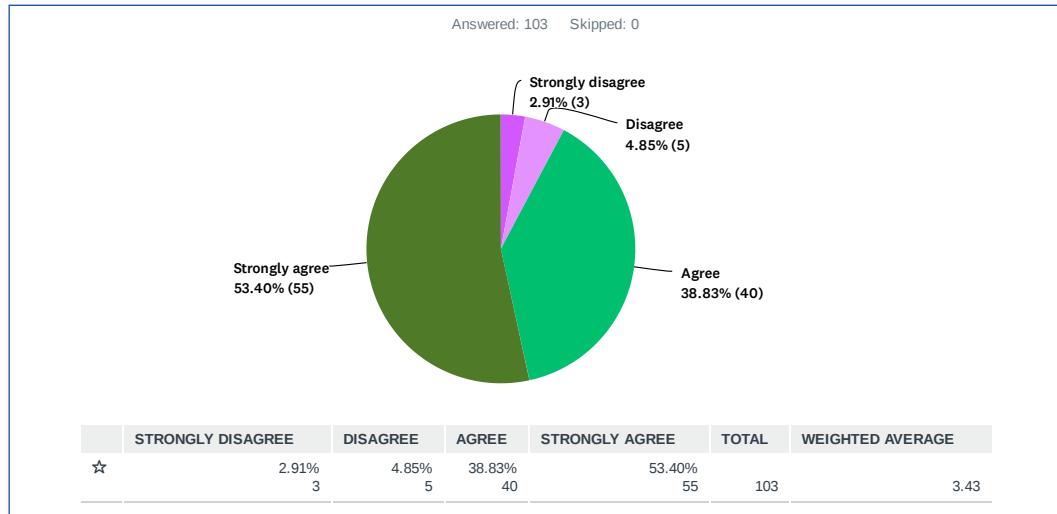
9

The Citizens' Assembly recommends that in order to overcome the challenges in relation to the lack of public trust in politicians, the Scottish Government and Parliament should: appoint a non-political independent review body to do a forensic investigation to deliver a more accountable parliament with acceptable standards of behaviour; responsibility for delivery on commitments; faster public access to information on what is happening; acknowledgement of all those who supported society during Covid-19.

10

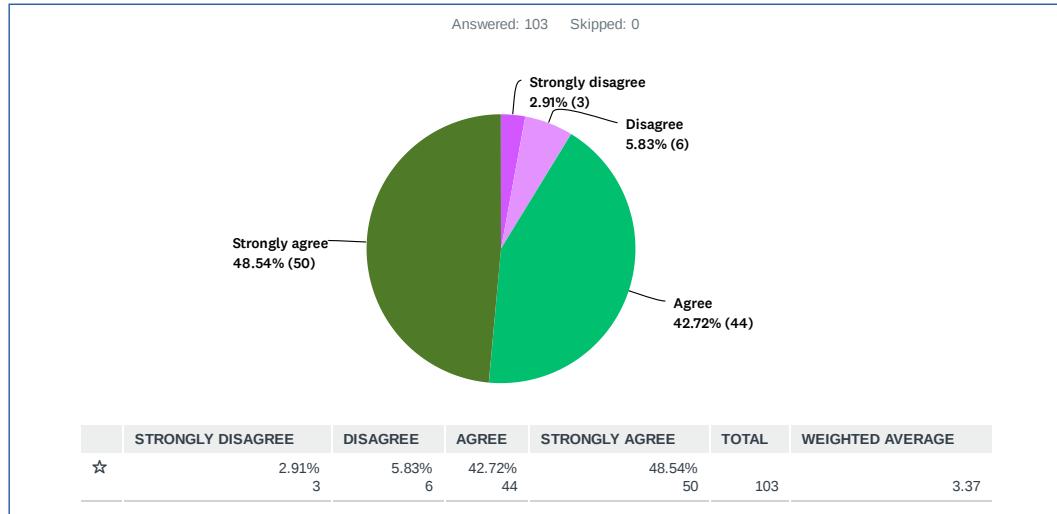
The Citizens' Assembly recommends that in order to overcome the challenges of/failure to deliver on policy, the Scottish Government and Parliament should: be held accountable and consequences in place when goals are not met.

11



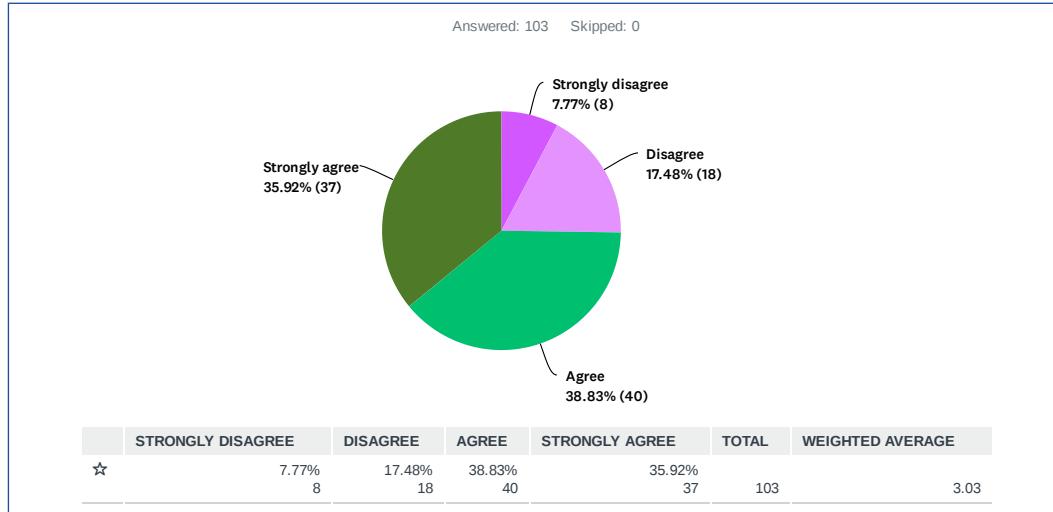
The Citizens' Assembly recommends that in order to overcome the challenges in relation to the Government sharing good quality, honest information with the public, the Scottish Government and Parliament should: make an annual presentation of major commitments and policies and progress against them. Presented simply and without jargon. Pitched at a level that is accessible but meaningful using media channels in a non-biased and honest way as a true representation of what is happening and what is ongoing.

12



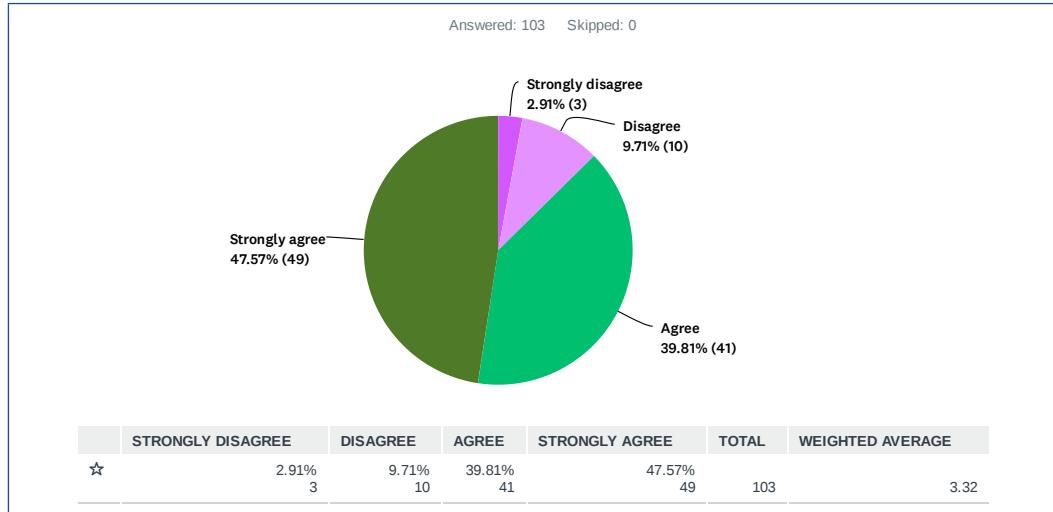
The Citizens' Assembly recommends that in order to overcome the challenges in relation to publishing information that is valid, accurate, reliable, verifiable and accessible to all, the Scottish Government and Parliament should: regularly publish all tax-payer funded documentation (including legislation, research, expert advice, curriculums, etc.) in a free and publicly available space with all relevant links and sources attached in formats that are easily understandable and searchable.

13



The Citizens' Assembly recommends that in order to overcome the challenges in relation to publishing information that is valid, accurate, reliable, verifiable and accessible to all through a national database, the Scottish Government and Parliament should: financially invest in national and community libraries and a complementary online library to house all Scottish Government information for the public domain which is easy to search and accessible for all.

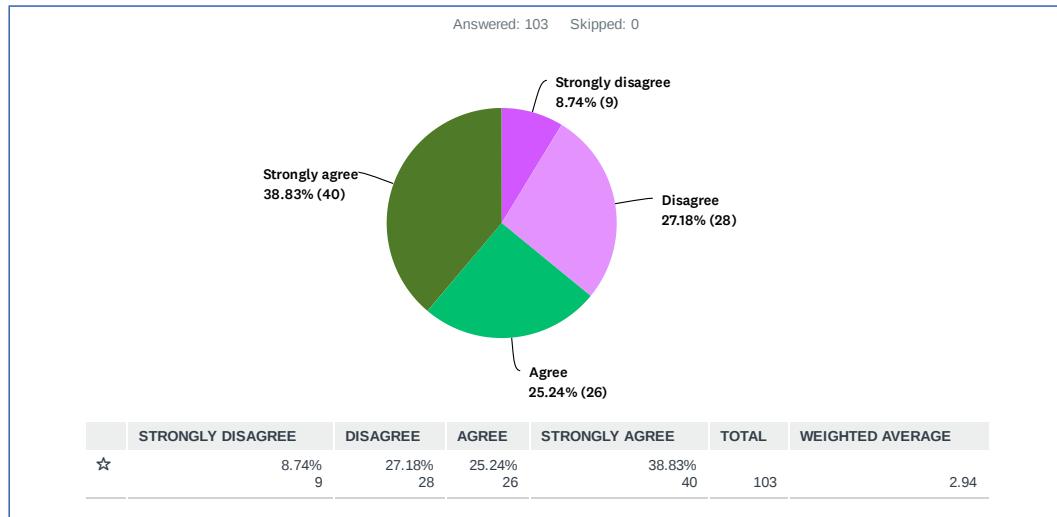
14



The Citizens' Assembly recommends that in order to ensure that transparency is maintained the Scottish Government and Parliament should: treat the public as equals and publish all relevant information which informs local and national government decisions in one central location which is easily searchable and cross-referenced. Information should be available for all (e.g. in other languages and in formats suitable for people with disabilities such as using screen readers).

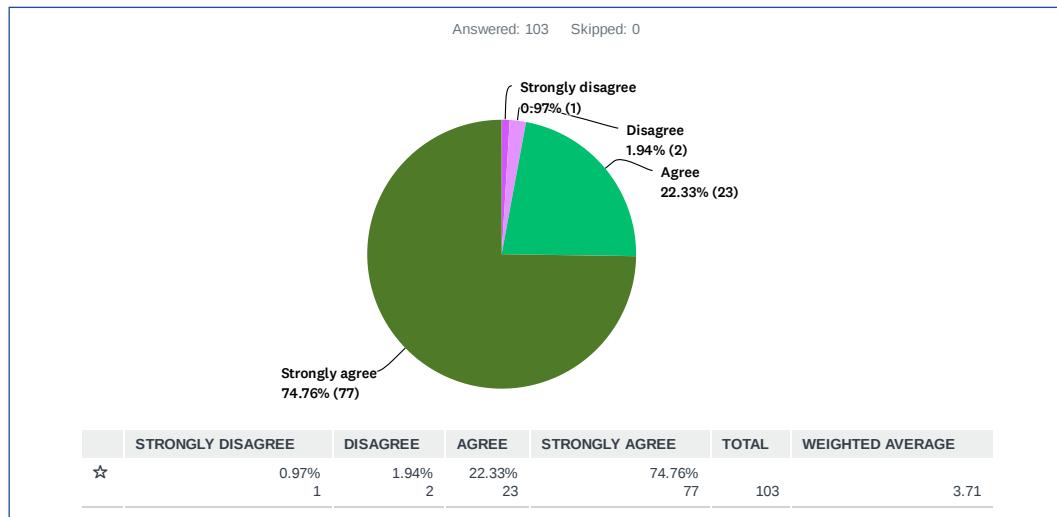
(B) Incomes and poverty

15



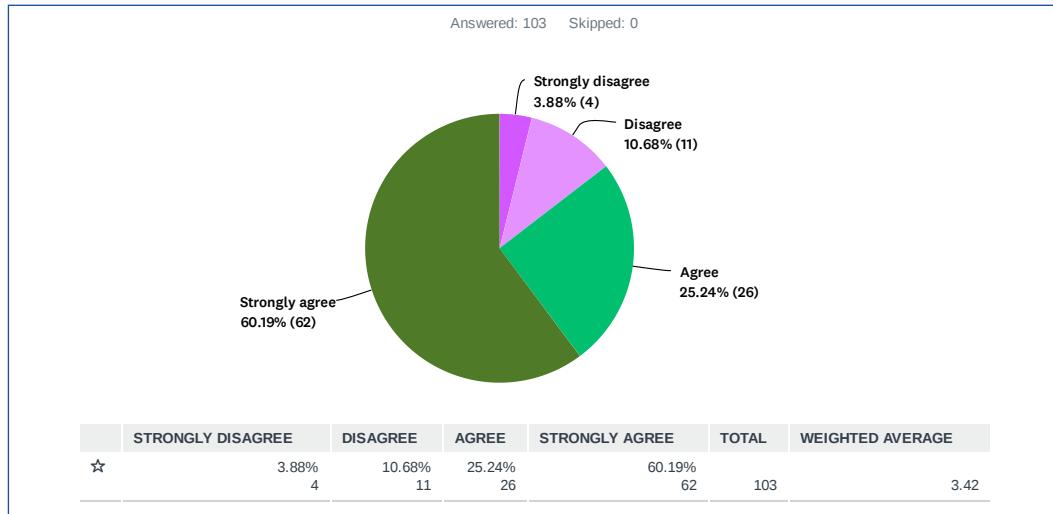
The Citizens' Assembly recommends that in order to overcome the challenges in relation to universal social responsibility and inclusion, the Scottish Government and Parliament should: ethically invest in our society by ensuring everyone has a central bank account provided at birth for every citizen (for example, £1000 which cannot be spent until you reach a certain age) contributed to on a regular basis throughout a citizen's lifetime by means of a Universal Basic Income, which provides a real living income to ensure people don't worry about food, living costs and creates our own model of working by blending our own ideas with the best tried and tested methods from other countries.

16



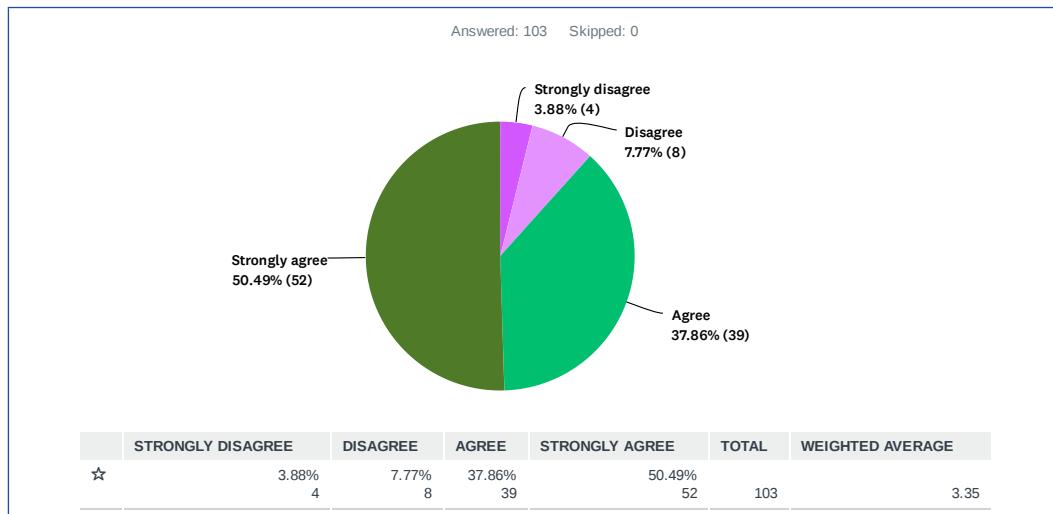
The Citizens' Assembly recommends that in order to overcome the challenges of work poverty, the Scottish Government and Parliament should: make the payment of a living wage a legal requirement for all employers.

17



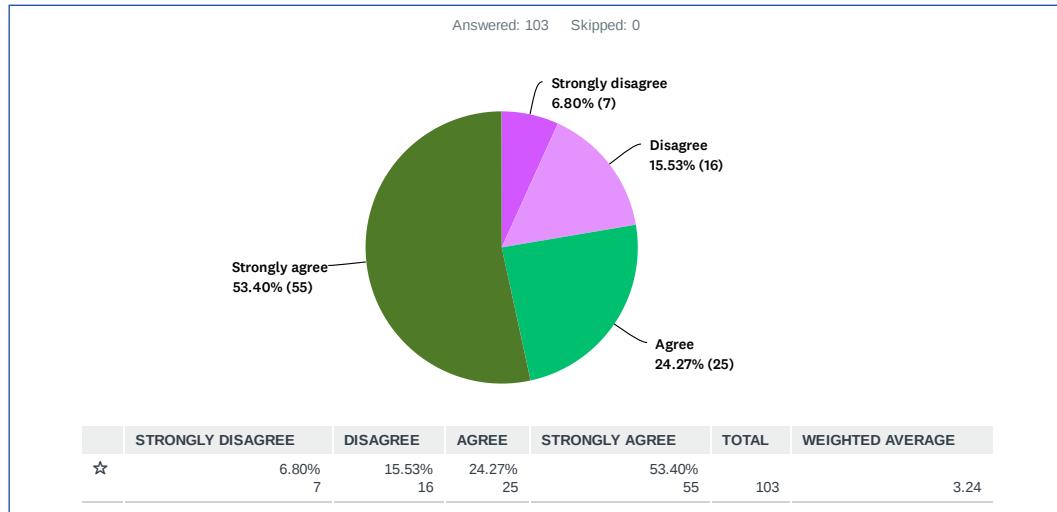
The Citizens' Assembly recommends that in order to overcome the challenges of unstable work and low incomes, the Scottish Government and Parliament should: work with Westminster to make zero hours contracts illegal.

18



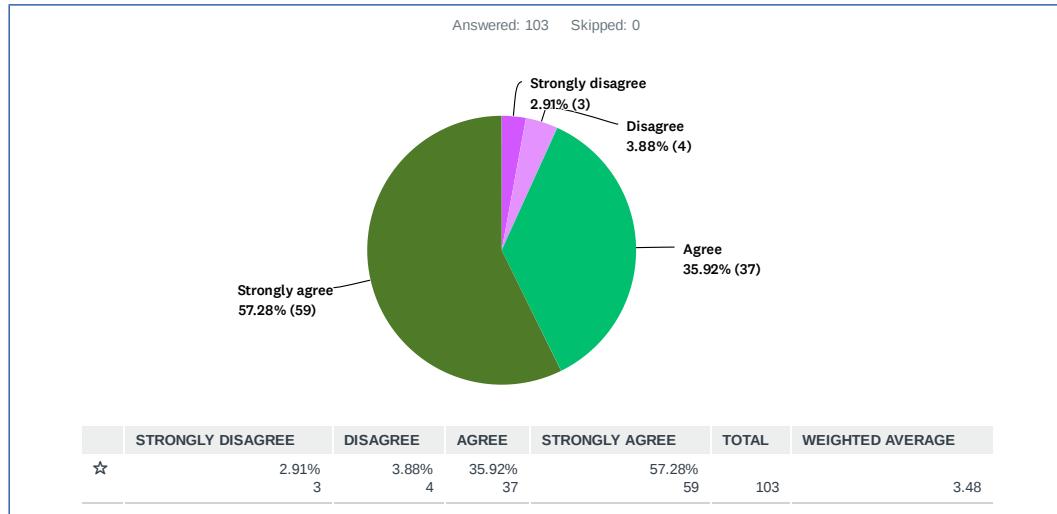
The Citizens' Assembly recommends that in order to overcome the challenges of Scotland's poverty, the Scottish Government and Parliament should: set up a task force to overcome poverty - there should be one in each council area and with guidelines from government including fair representation of citizens affected by poverty on the task force.

19

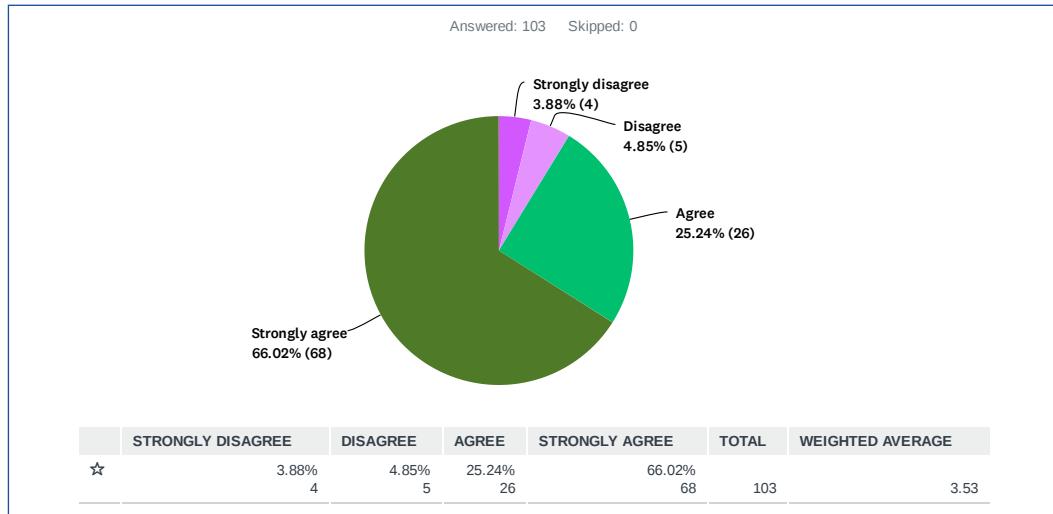


The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to defining poverty, the Scottish Government and Parliament should: ask citizens 3 questions - Do you have a roof over your head? Can you heat your house? Will you be able to put hot food on the table? If the answer is no, you are in poverty.

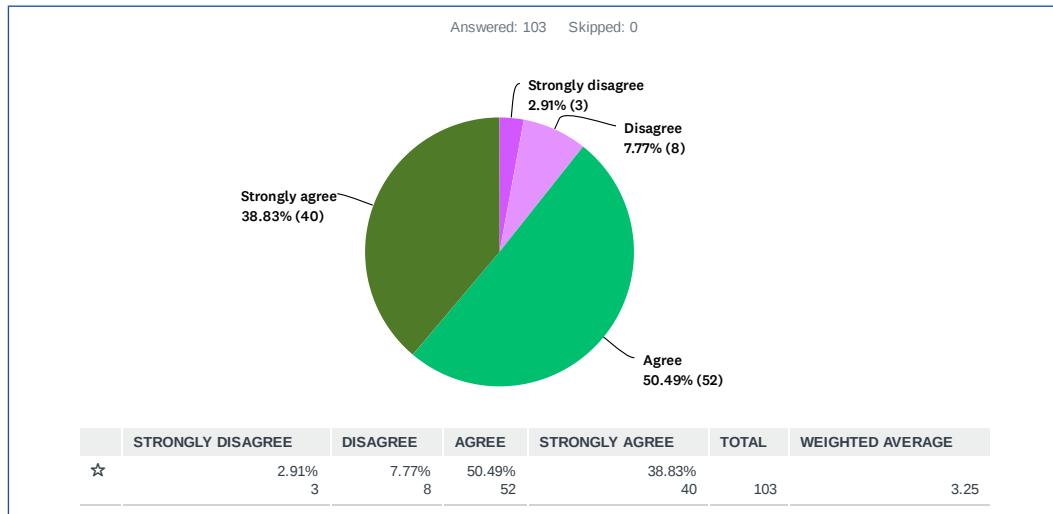
20



The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to preventing poverty, the Scottish Government and Parliament should: identify issues that lead people falling into poverty and intercept people before they reach poverty, e.g. address job losses, push for the abolition of zero hour contracts, etc.

21

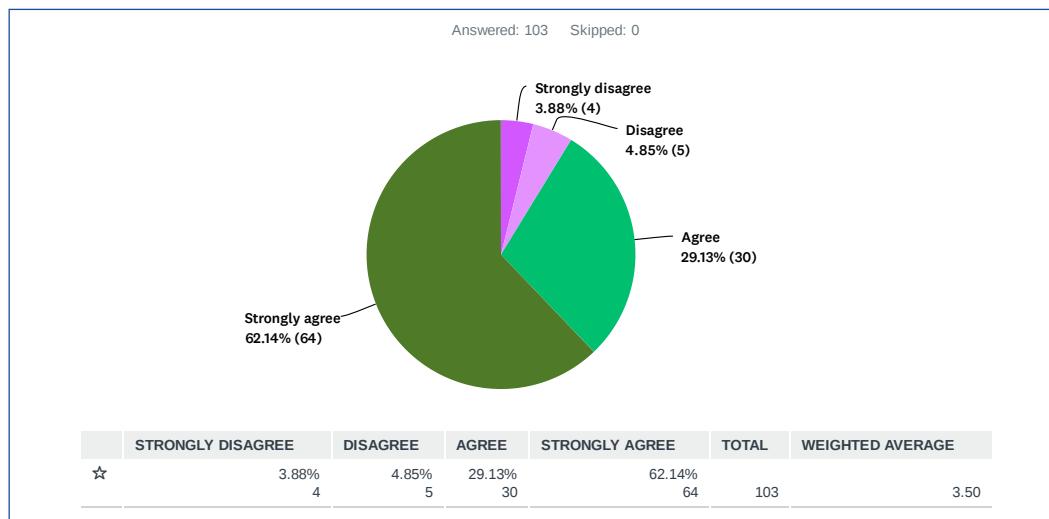
The Citizens' Assembly recommends that in order to overcome the challenges of working poverty, the Scottish Government and Parliament should: push for the abolition of the zero hour contract, make companies more flexible and accountable and have all companies pay staff at least the living wage.

22

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to support for poverty, the Scottish Government and Parliament should: require the 32 local councils to establish local task forces and appoint a poverty representative as a bridge between local and national level.

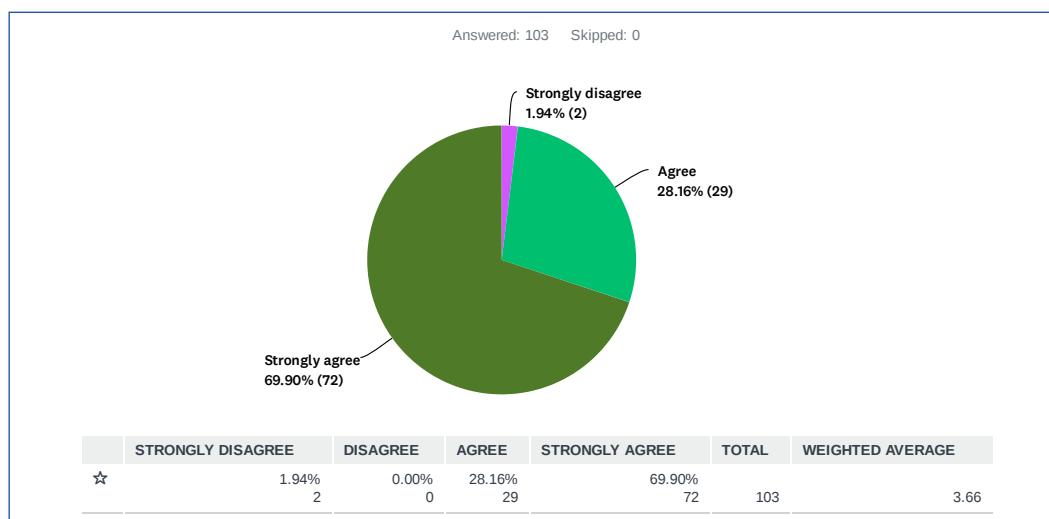
(C) Tax and economy

23

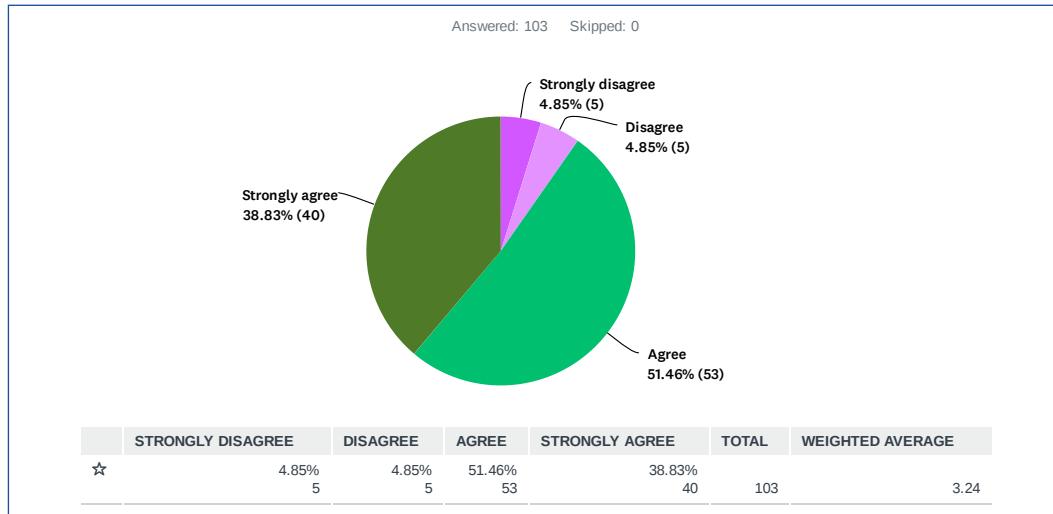


The Citizens' Assembly recommends that in order to overcome the challenges of the tax gap, the Scottish Government and Parliament should: provide legislation and power to a proactive, independent, specialist body that is responsible for finding evaders and avoiders of tax, with power to recover tax due.

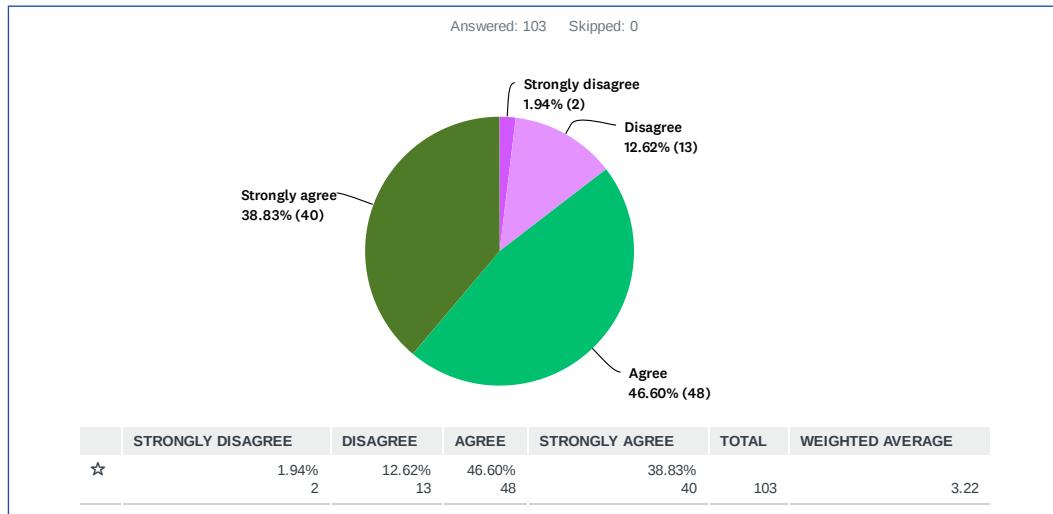
24



The Citizens' Assembly recommends that in order to overcome the challenges of adverse business practices, the Scottish Government and Parliament should: develop tax incentives for all businesses to encourage good employment practices such as good environmental choices; higher salaries/wages so that people have more money to spend in the Scottish economy; apprenticeships and opportunities for young school leavers and graduates in trades and skills as well as academic pursuits; large businesses being motivated to invest in research to contribute to creating jobs; invest in and develop workforce skills (engineering and new industries like green energy, entrepreneurial skills, etc).

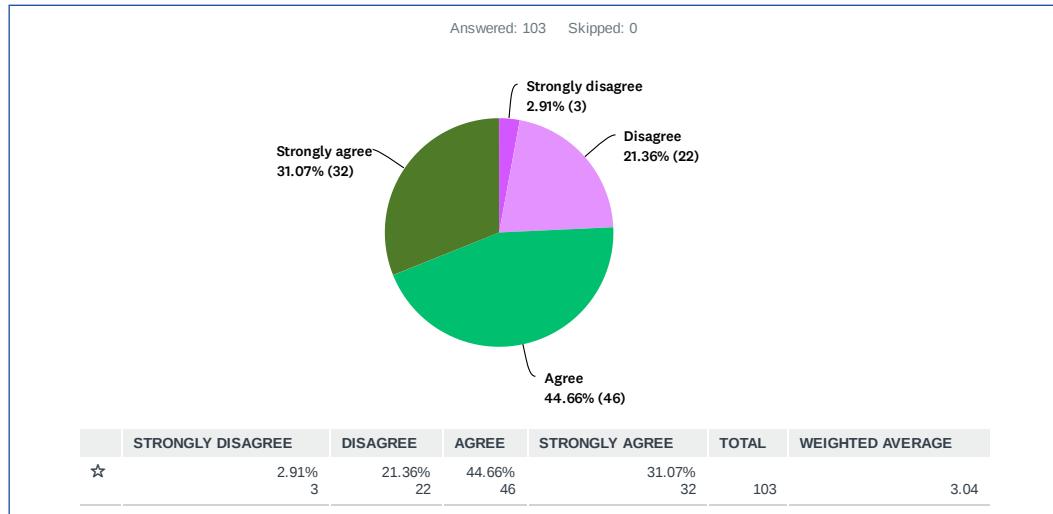
25

The Citizens' Assembly recommends that in order to make tax more transparent and understandable, the Scottish Government and Parliament should: provide an information hub for everyone about tax and why it is important. Individuals should be signposted to this hub when they receive their National Insurance number.

26

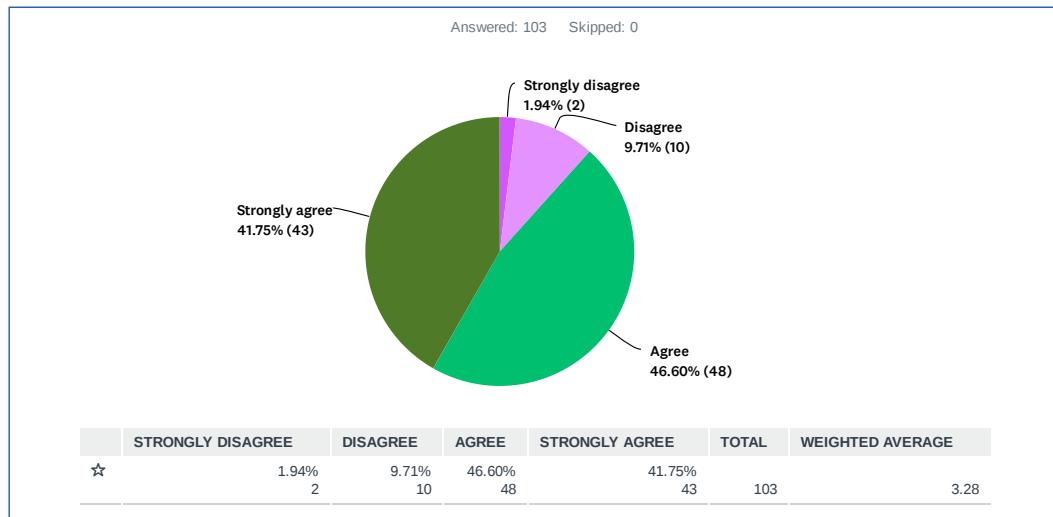
The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax, the Scottish Government and Parliament should: publish a register of organisations which shows compliance with tax and employment measures using the green/amber/red system.

27



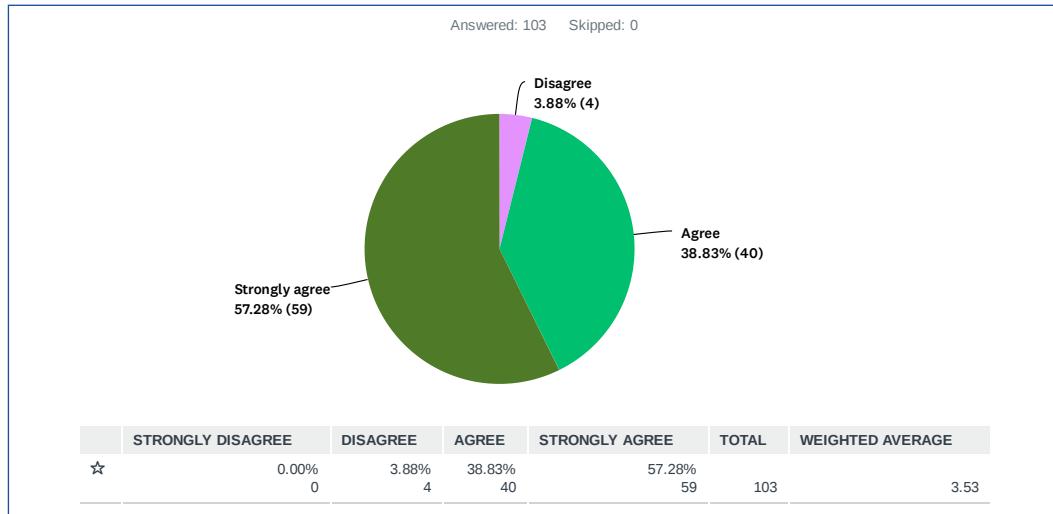
The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax, the Scottish Government and Parliament should: appoint a credible, engaging and independent figure who can communicate government tax and spending information every quarter in a way that involves and educates the public. This could be done by creating a public information post using graphics and delivered either in person or using characters and voice overs through animation.

28



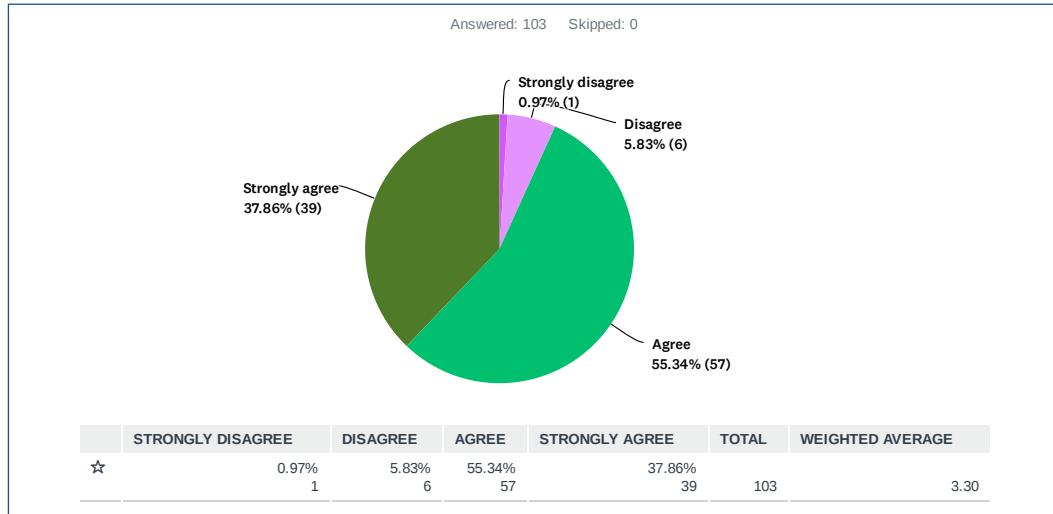
The Citizens' Assembly recommends that in order to overcome the challenges of understanding tax, the Scottish Government and Parliament should: provide a public statement available on all platforms from the Finance Minister every quarter about how taxes of all types have been spent and what remains in all budgets.

29



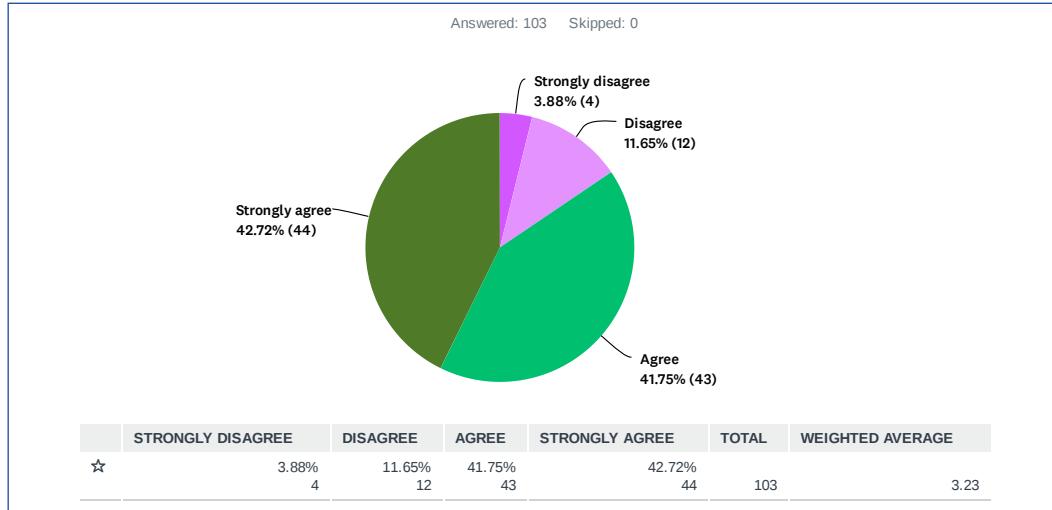
The Citizens' Assembly recommends that in order to overcome the challenges of growing Scottish industry sustainably the Scottish Government and Parliament should: identify and invest in industries conducive to making Scotland a global leader and a hub for scientific and technological innovation; build on Scotland's scientific, industrial and technological strengths and its extensive natural resources; have a strong innovative leadership and culture that takes the necessary action to motivate and allow others to realise their aspirations and abilities.

30



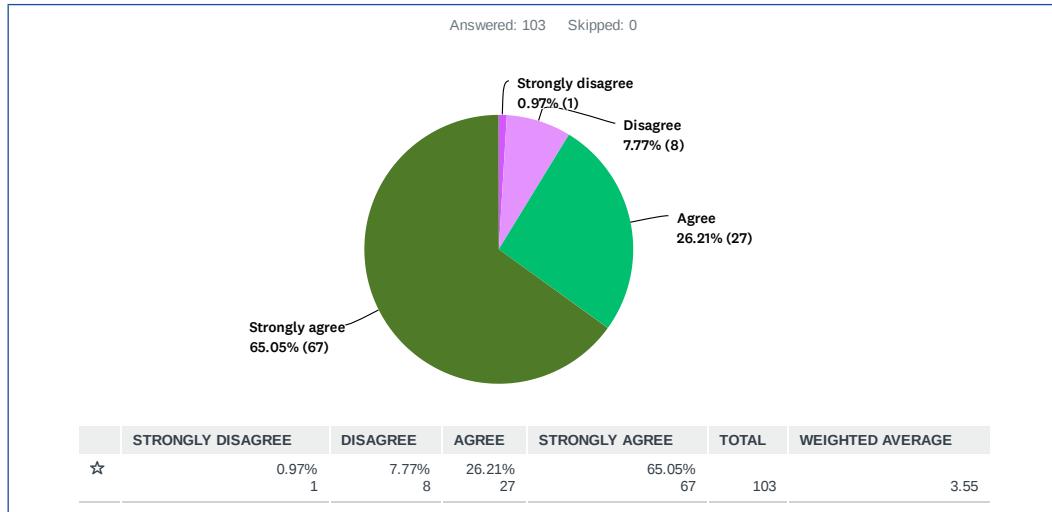
The Citizens' Assembly recommends that in order to overcome the challenges of encouraging individuals and companies to engage in the process of innovation, the Scottish Government and Parliament should: invest and incentivise through research grants and tax breaks, etc.

31



The Citizens' Assembly recommends that in order to overcome the challenges of ensuring that the very best and most talented people and businesses in the new technological industries are located in Scotland, the Scottish Government and Parliament should: establish more centres of excellence in new technologies in every area of Scotland. For example, the Rowett Institute in Aberdeen and Roslin Innovation Centre; inspire children from an early age to have an interest in, and to consider a career in, science and technology. This would be achieved through education and other initiatives such as an educational theme park like the Epcot Centre.

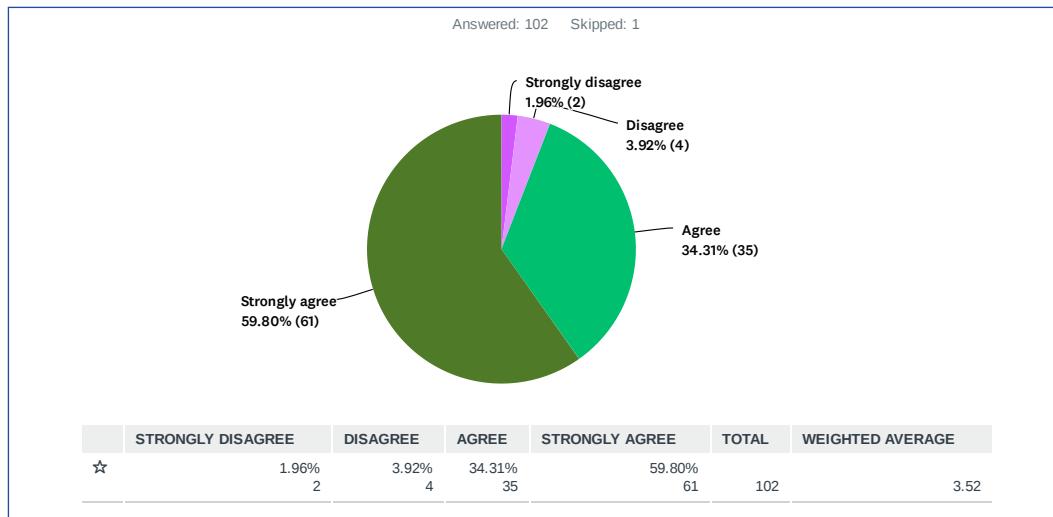
32



The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way, the Scottish Government and Parliament should: develop a plan for investment in business in Scotland to secure jobs in the wake of COVID-19. To concentrate on Scottish small and medium size businesses needing support rather than multinationals. Investment should favour those businesses willing to behave ethically.

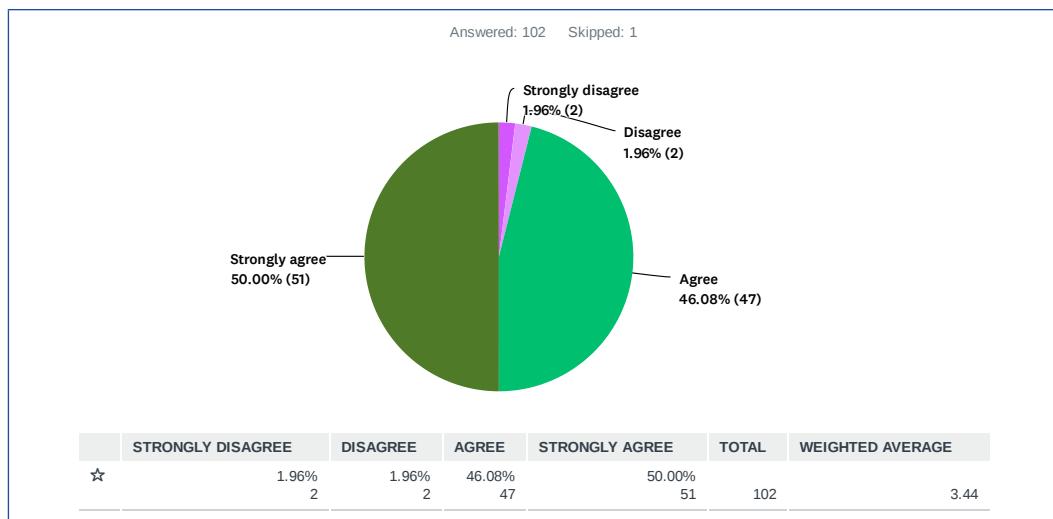
(D) Young People

33

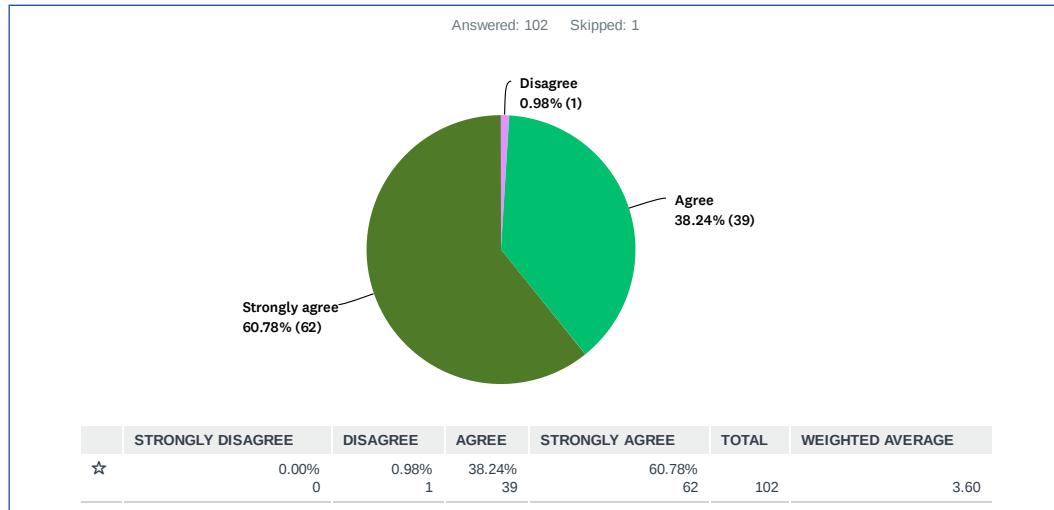


The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's mental health issues, the Scottish Government and Parliament should: fund compulsory, permanent mental health support liaison officers in every school, increase and ring-fence funding for CAMHS (Child and Adolescent Mental Health Services) and better support for the transition into adult mental health services.

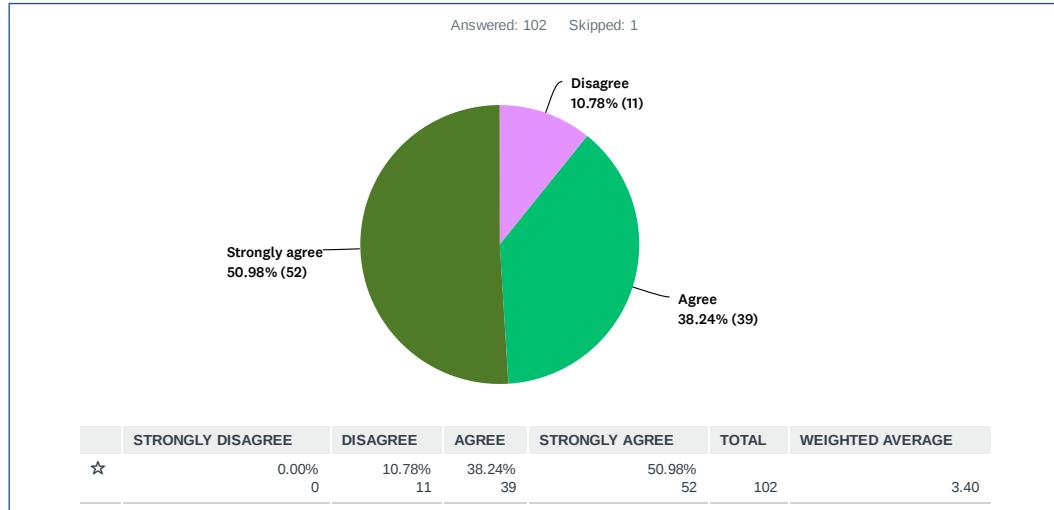
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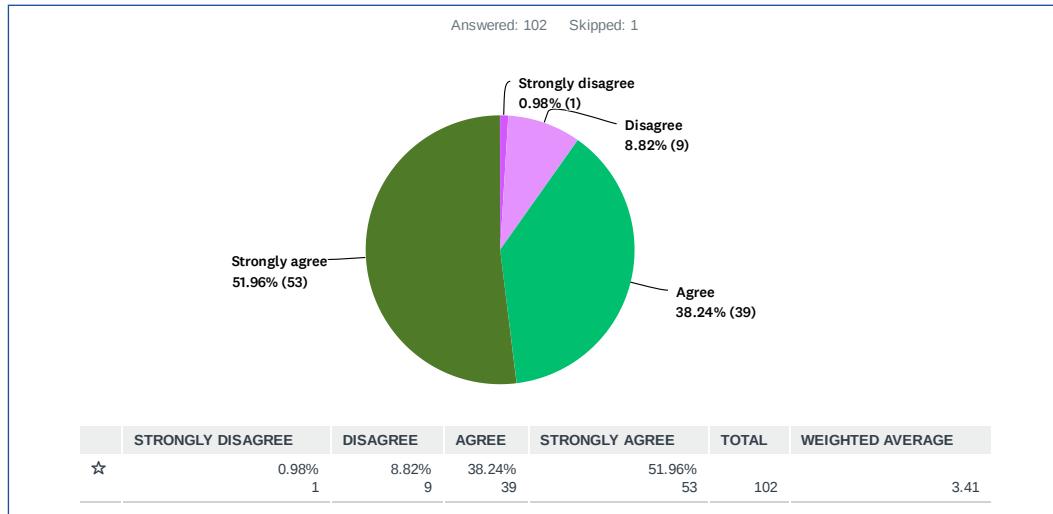
The Citizens' Assembly recommends that in order to overcome the challenges in relation to affordable and quality housing, the Scottish Government and Parliament should: work with councils and other stakeholders, including tenant associations (such as Living Rent), to implement rent caps across the country, give all young people entitlement to affordable social housing, simplify the information available to young people about welfare support for housing, strictly enforce rules for landlords including housing associations, to maintain good quality repair of housing, and make buying property more accessible.

35

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's unemployment and underemployment, the Scottish Government and Parliament should: create more apprenticeships and increase apprentice wages, guarantee further opportunities at the end of college training courses and apprenticeships, including through employer incentives, and create an apprenticeship database for employers to find qualified young people.

36

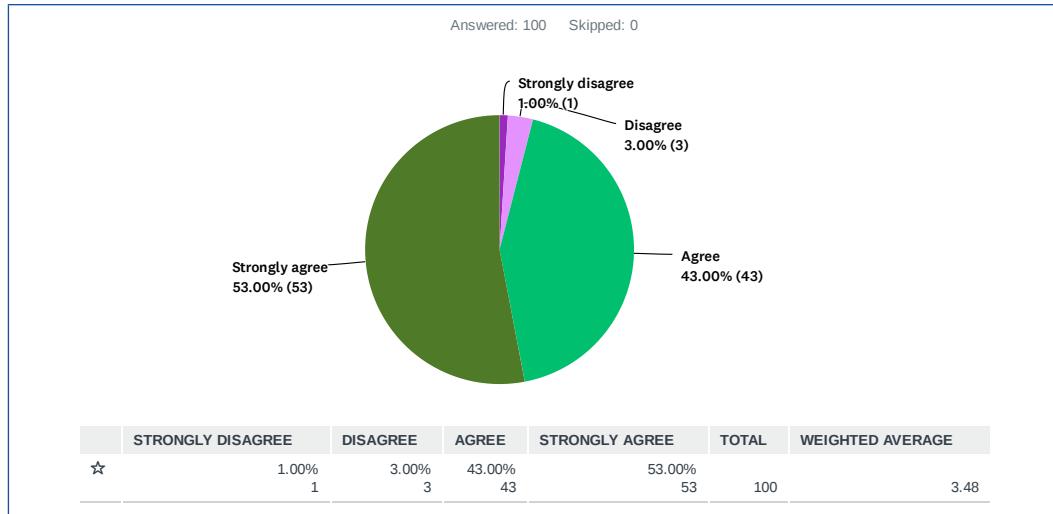
The Citizens' Assembly recommends that in order to overcome the challenges of poverty, the Scottish Government and Parliament should: raise the minimum wage for young people aged 16– 24 to a national living wage.

37

The Citizens' Assembly recommends that in order to overcome the challenges in relation to young people's health and wellbeing, the Scottish Government and Parliament should: invest in and provide opportunities for all young people to access extra-curricular activities, including sports and the arts, with support and guidance for young people to pursue opportunities that are right for them.

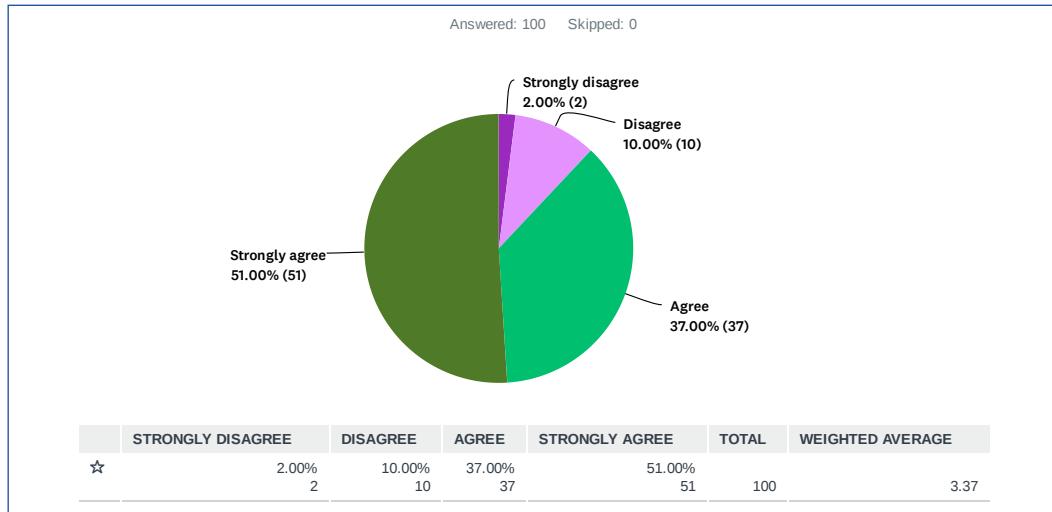
Vote 2 on Recommendations 38 – 60

(E) Sustainability

38

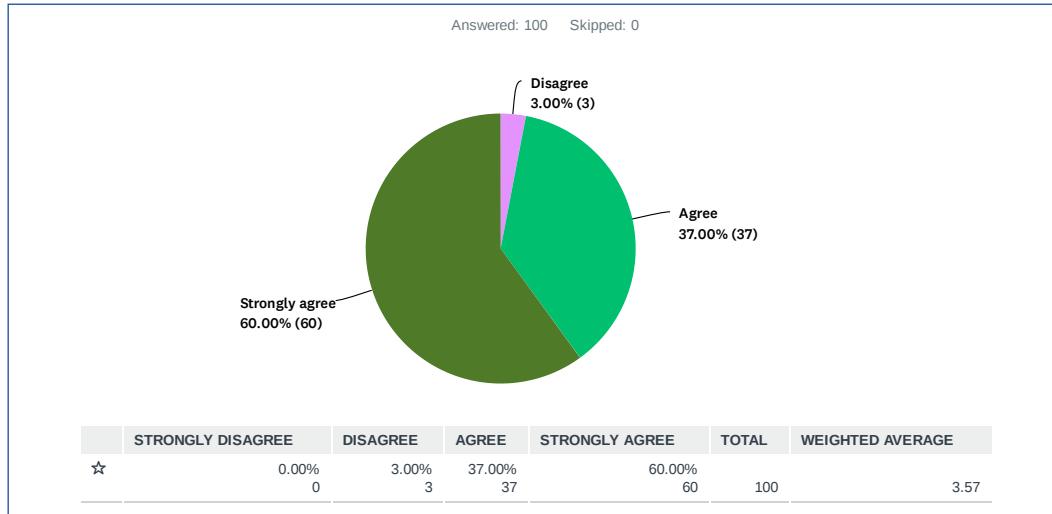
The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way, the Scottish Government and Parliament should: reduce waste and unnecessary use of non-biodegradable products and be the first to ban these and become a world leader in this area. This must be accompanied by a consistent approach to recycling throughout the country which minimises pollution and the use of landfill.

39

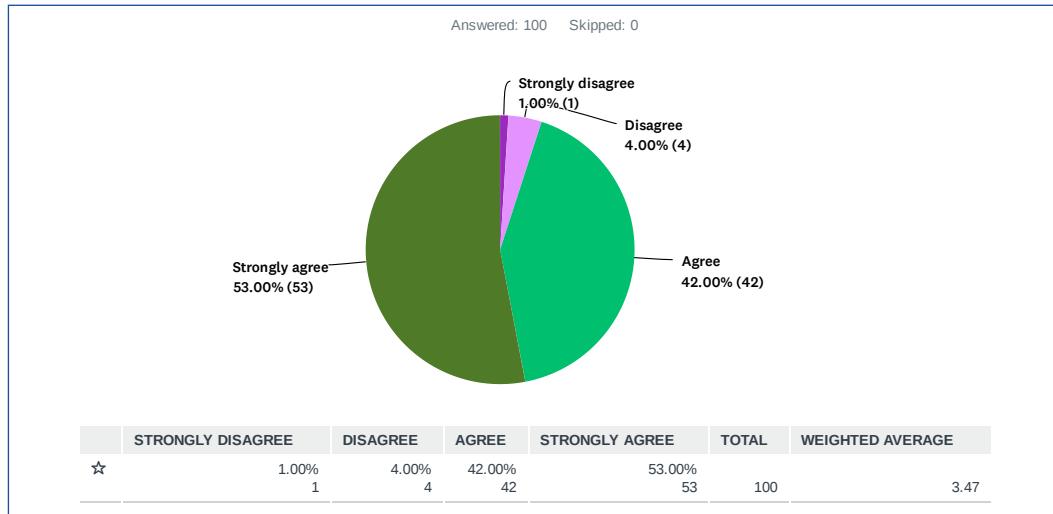


The Citizens' Assembly recommends that in order to overcome the challenges of how people can contribute to a sustainable future, the Scottish Government and Parliament should: educate the public that we all need to play a role in saving the planet and contributing to a sustainable future. They should raise awareness through an approved government website of the changes people can make (including schemes they can benefit from, support available and behavioural changes).

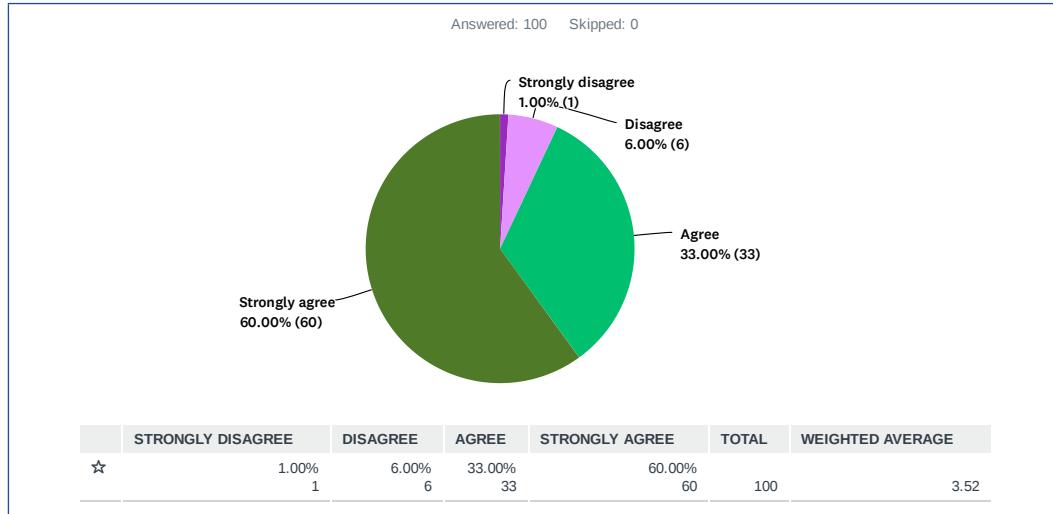
40



The Citizens' Assembly recommends that in order to overcome the challenges of protecting the energy that can be produced in Scotland, the Scottish Government and Parliament should: invest in, and incentivise wider investment in, the infrastructure that will enable us to harness our renewable energy resources to their full potential, including improved distribution and storage capacity.

41

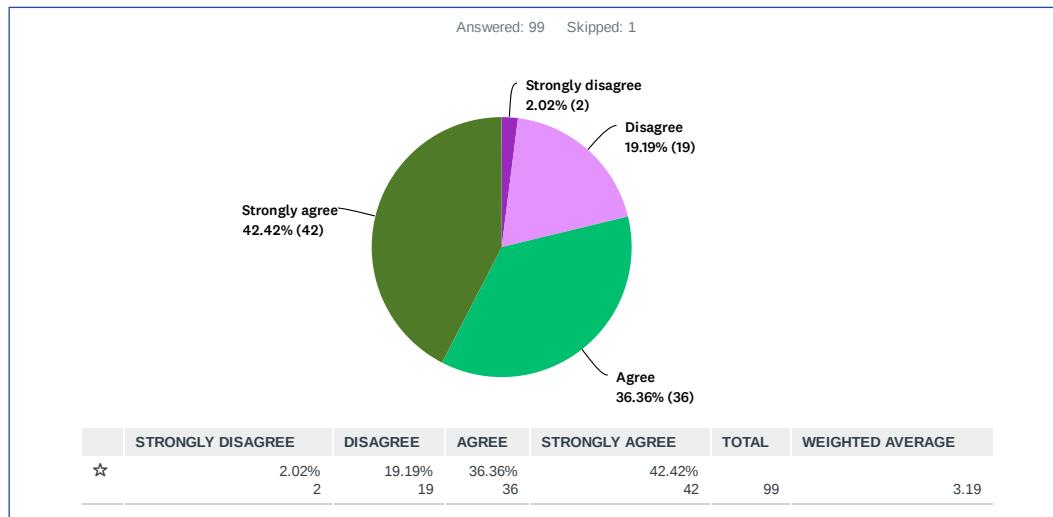
The Citizens' Assembly recommends that in order to overcome the challenges facing high streets and the sustainability of Scottish businesses, the Scottish Government and Parliament should: investigate how best to support and give tax breaks to small local businesses who are impacted most by Covid-19, to urgently help them begin to participate in a green recovery and encourage new local business to open with green values.

42

The Citizens' Assembly recommends that in order to overcome the challenges of providing sustainable, affordable housing, the Scottish Government and Parliament should: make it easier and cheaper for people to invest in the energy efficiency of their houses (particularly the upgrading of older houses) by subsidising the costs of eco-friendly building materials for everyone (e.g. VAT reductions, government grants or schemes, or capped pricing) so that it encourages the use of these types of materials.

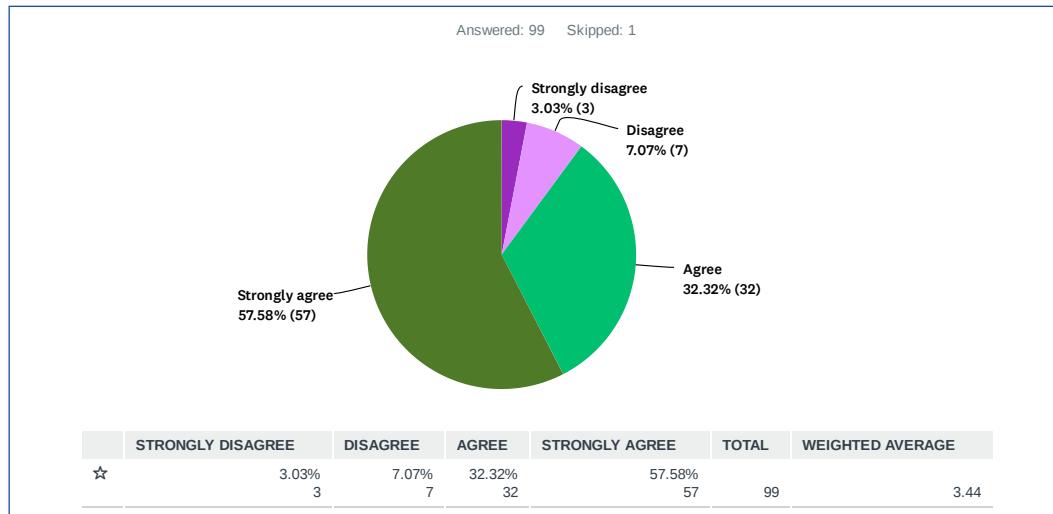
(F) Health & Wellbeing

43

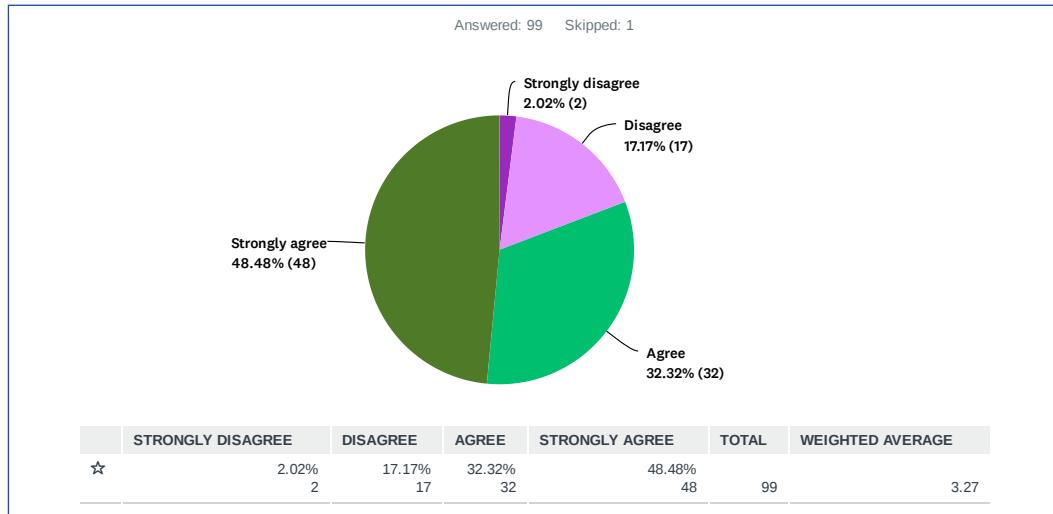


The Citizens' Assembly recommends that in order to overcome the challenges of current ineffective health promotion and education to support people to live healthier the Scottish Government and Parliament should: invest in research on why this is, to what extent people know about support available and what would help people to utilise local facilities, groups, services that exist. A range of support and services should be available to all that need or want them for example cooking skills, exercise classes, healthy lifestyle forums.

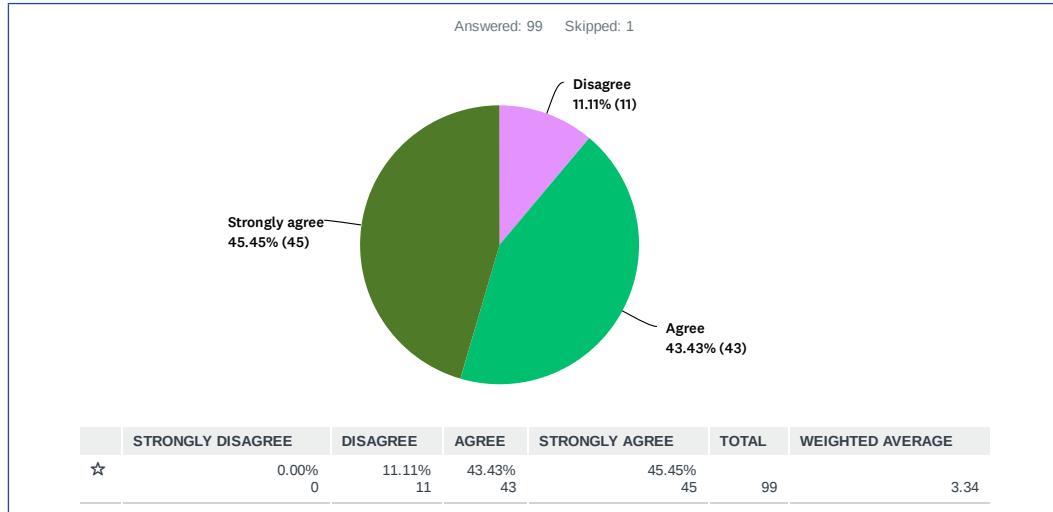
44



The Citizens' Assembly recommends that in order to overcome the challenges of NHS's overdependency on Agency staff, the Scottish Government and Parliament should: ensure that all NHS staff receive higher wages and enhanced employment packages to facilitate the retention of staff and strengthen recruitment.

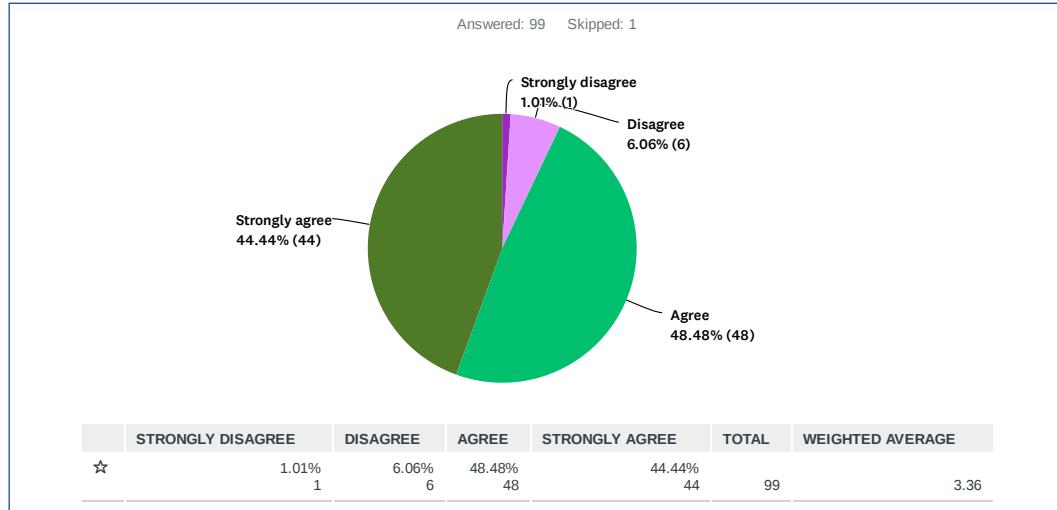
45

The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions about the underfunding of health despite 50% of tax going towards it, the Scottish Government and Parliament should: make people more aware of how much the NHS costs them at an individual level and use examples to highlight these costs (such as invoices) to build a sense of value and respect for the service.

46

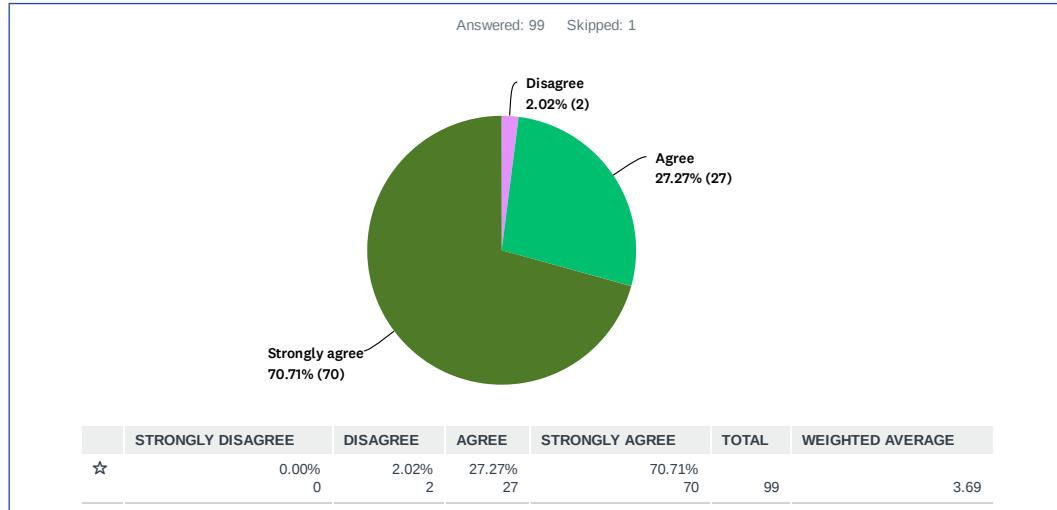
The Citizens' Assembly recommends that in order to overcome the challenges of dominance of management/business consultants in the NHS, the Scottish Government and Parliament should: ensure that there is a higher proportion of medically trained staff and the inclusion of community members at management/board level.

47

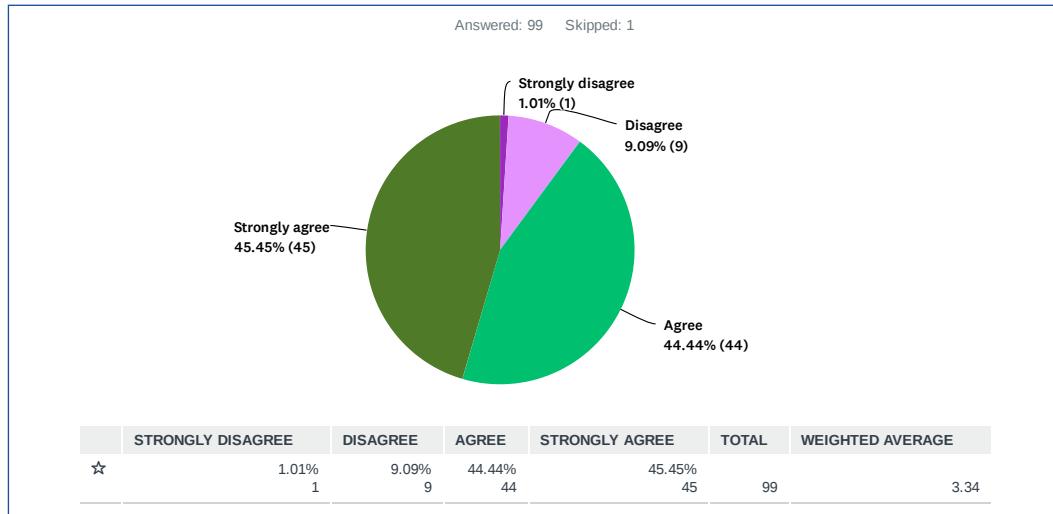


The Citizens' Assembly recommends that in order to overcome the challenges of hospitals doing everything and being inaccessible for many, the Scottish Government and Parliament should: create social and minor health care hubs in the community in order to build proactive community resilience but also to reduce the strain on hospitals. These hubs could be available for, for example, Drugs, Alcohol, Smoking, Healthy eating, Physiotherapy, Mental Health groups.

48

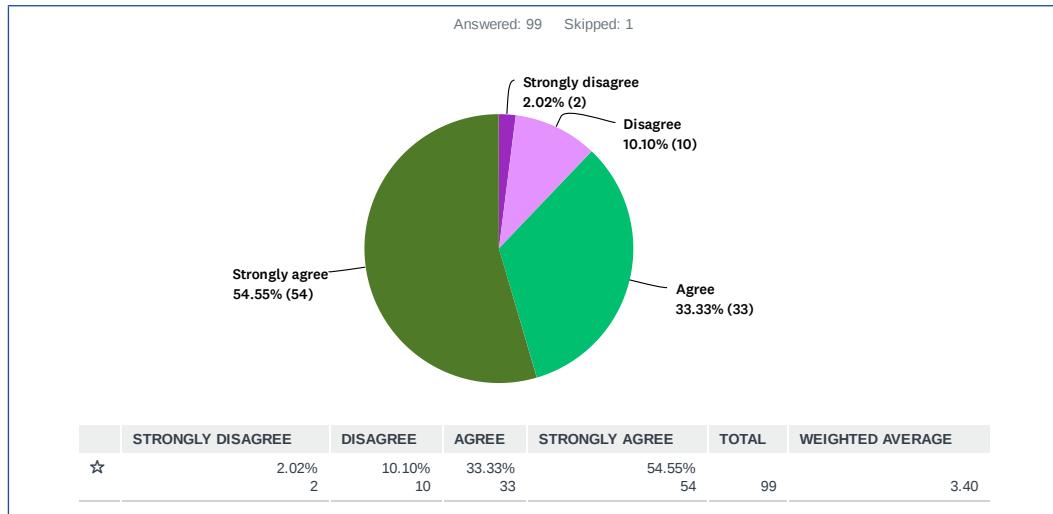


The Citizens' Assembly recommends that in order to overcome the challenges of creeping privatisation of the NHS, the Scottish Government and Parliament should: be transparent about contracts or services that are being passed over to private companies.

49

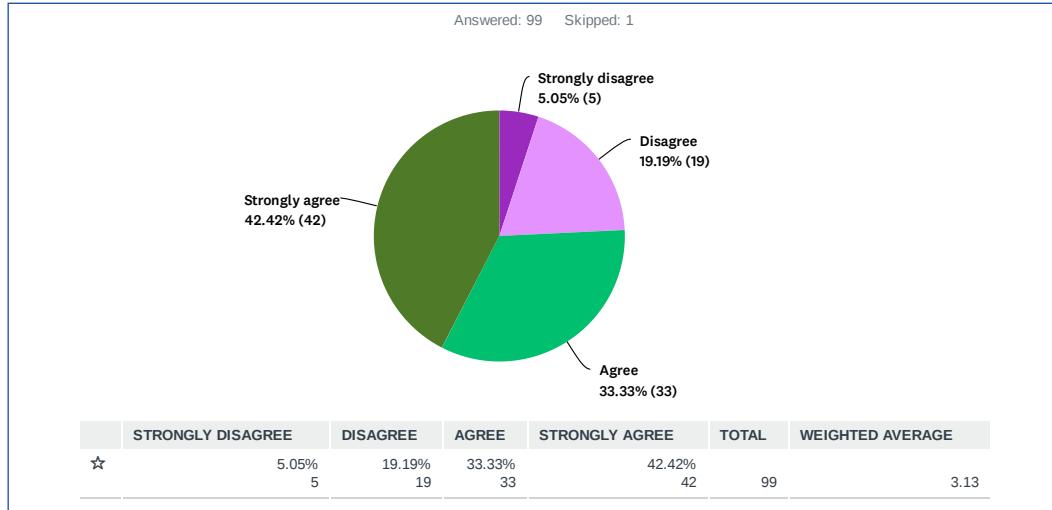
The Citizens' Assembly recommends that in order to overcome the challenges of looking after every person in society, the Scottish Government and Parliament should: undertake a root and branch review of public services in order to prioritise good mental health care and holistic wellbeing for every individual through education, awareness, person-centred care and appropriate resourcing.

(G) Further powers

50

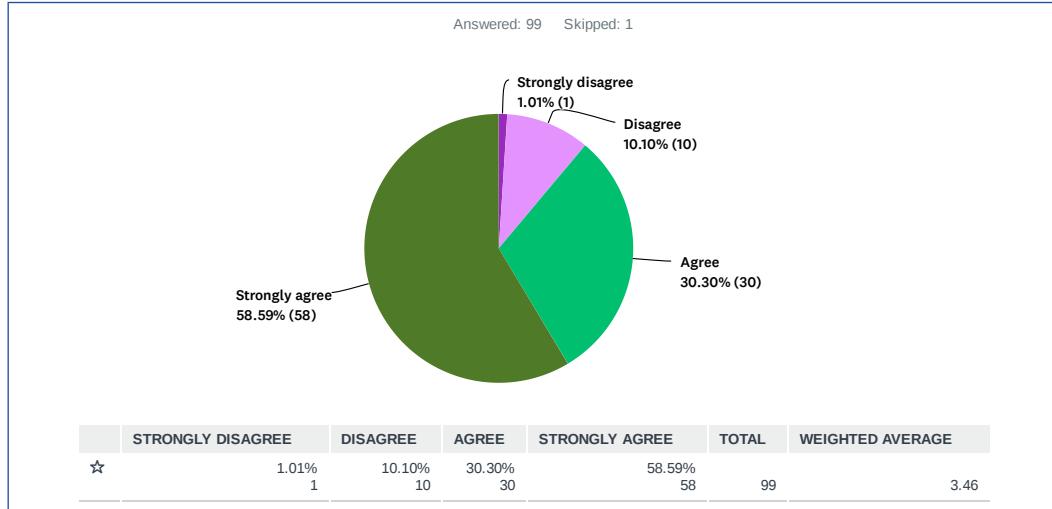
The Citizens' Assembly recommends that in order to overcome the challenges in relation to enabling Scotland to lead with integrity, honesty, humility and transparency in a self-sufficient and innovative way, the Scottish Government and Parliament should: have more devolved powers over how the tax system can be made fairer for all citizens and how tax revenue can be used. For example, to become more self-sufficient and have control of industries like fishing and renewable energy, in terms of investment & financial benefits.

51



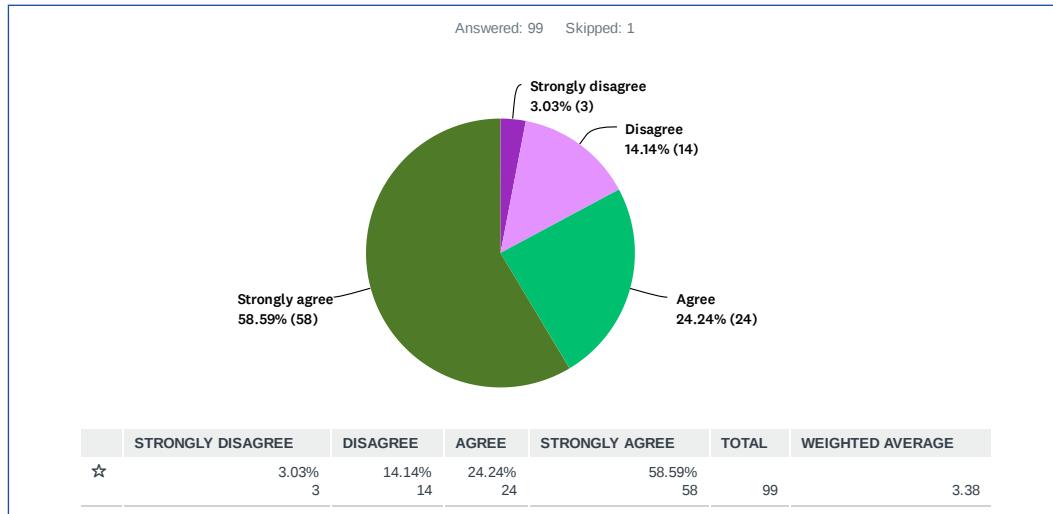
The Citizens' Assembly recommends that in order to overcome the challenges in relation to a healthy work-life balance, the Scottish Government and Parliament should: investigate the feasibility of a four day working week.

52



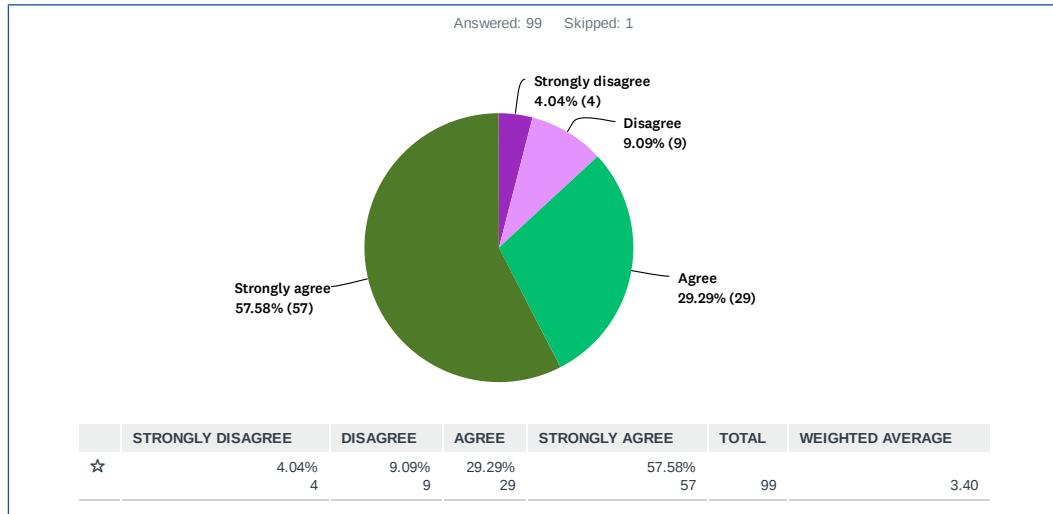
The Citizens' Assembly recommends that in order to overcome the challenges of Scotland raising more of its own income, the Scottish Government and Parliament should: explore how it can gain greater powers to gather, keep and use more tax income from companies based in Scotland, and from products such as Whisky, Fishing Industries, Oil, Tourism and Energy, etc.

53

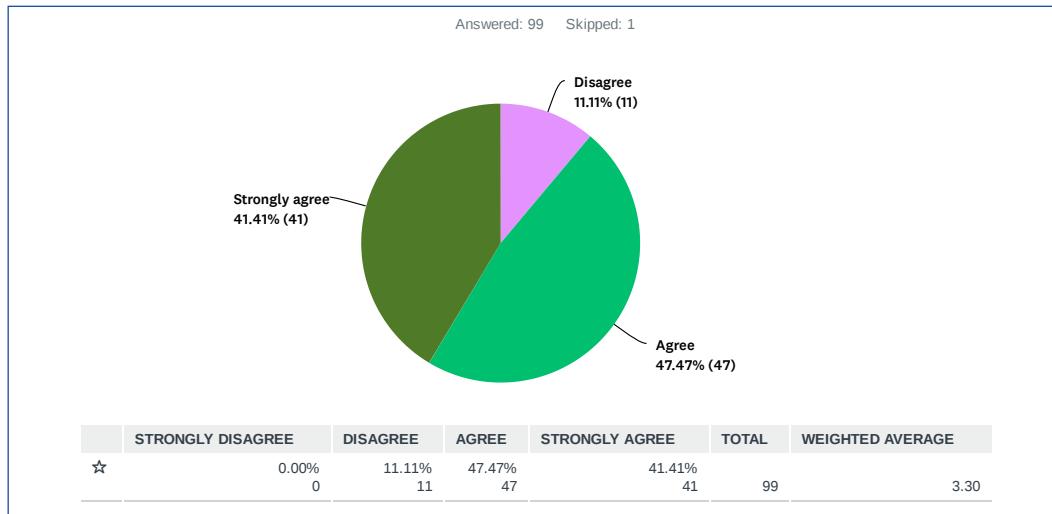


The Citizens' Assembly recommends that in order to overcome the challenges of Scotland being restricted in its ability to make trade agreements and develop international relations, the Scottish Government and Parliament should: seek to gain greater powers which would allow us to negotiate and agree our own international and trade relations.

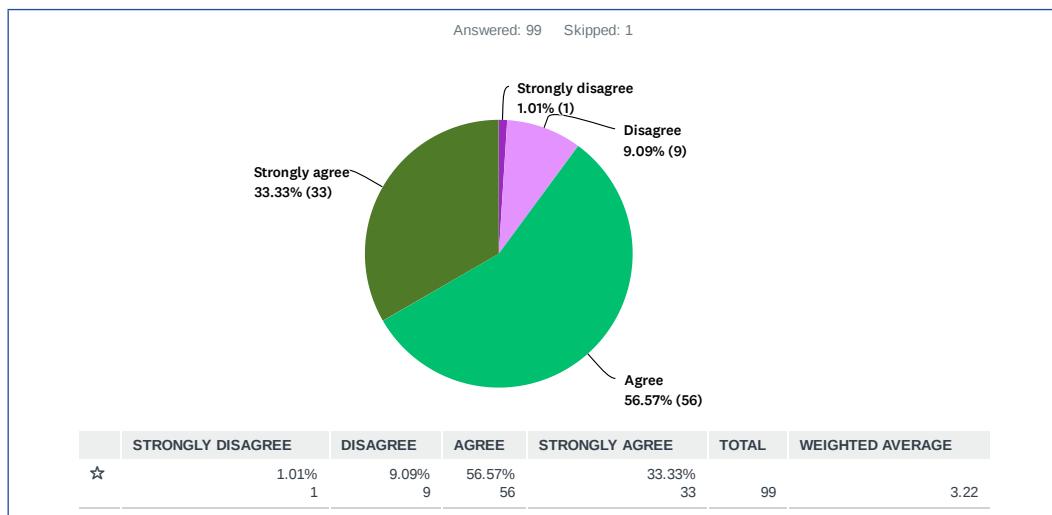
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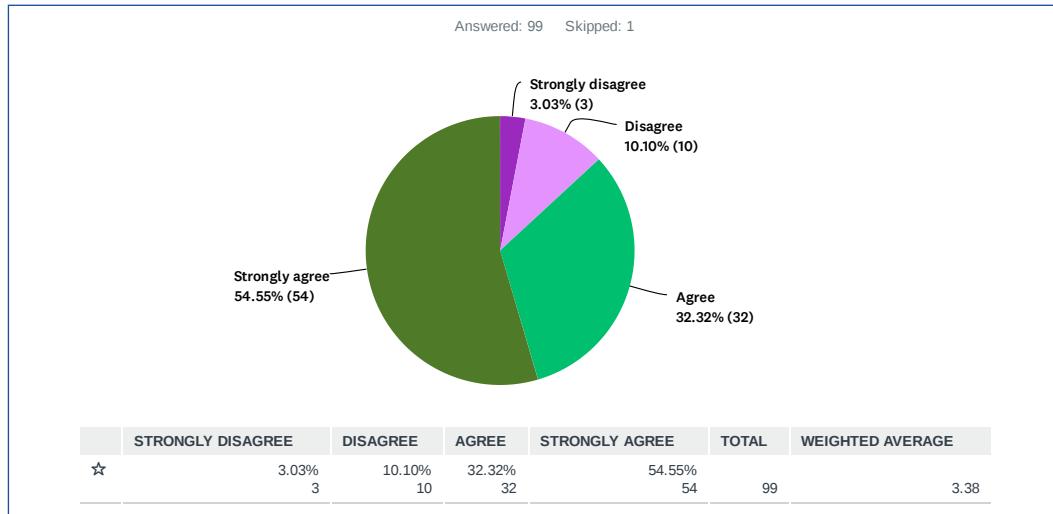
The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to Scotland's diverse community and workforce, the Scottish Government and Parliament should: work and negotiate with the UK government and others to seek to gain maximum control, and be able to manage its own immigration laws and arrangements to the benefit of Scotland and its people.

(H) Mixed group**55**

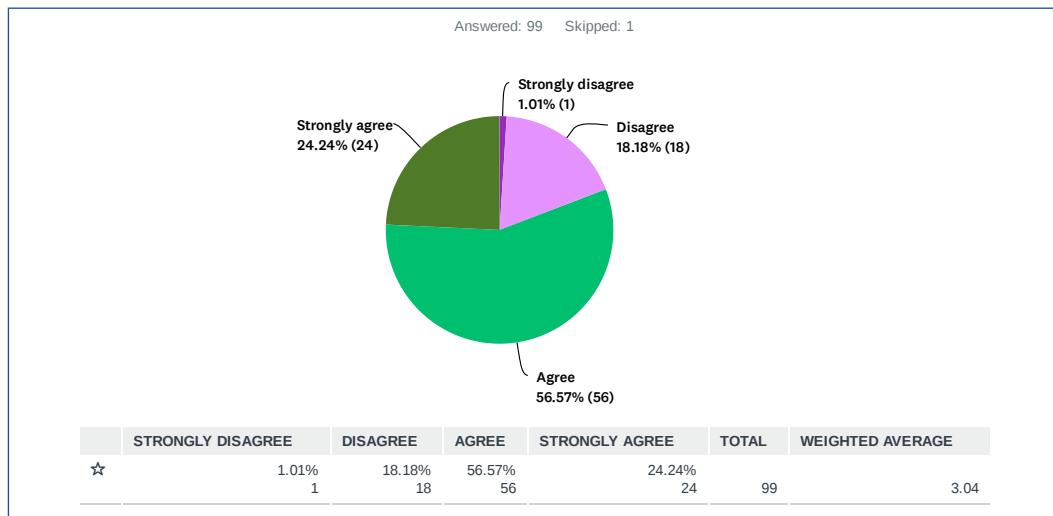
The Citizens' Assembly recommends that in order to overcome the challenges in relation to providing equal internet access to all, the Scottish Government and Parliament should: invest in infrastructure (and utilise existing infrastructure) to widen mobile networks and remove black spots, ensuring all communities have access to the internet through free community hot-spots and publicly available hardware. Internet should be considered as a basic need, free to all.

56

The Citizens' Assembly recommends that in order to overcome the challenges in relation to building a truly integrated society which works in the best interest of everyone, ensuring its needs are met ethically, morally and legally by individuals, corporations and government, and these should be supported, protected, nurtured and financed fairly by all, the Scottish Government and Parliament should: legislate upon clear and simple standards and ways of working (for example, IT and public information systems) to improve collaboration, accessibility and communication locally and nationally, which achieves cost efficiencies, and streamlines services and working practices across both private and public organisations to ensure they are understood by all and run for the benefit of citizens.

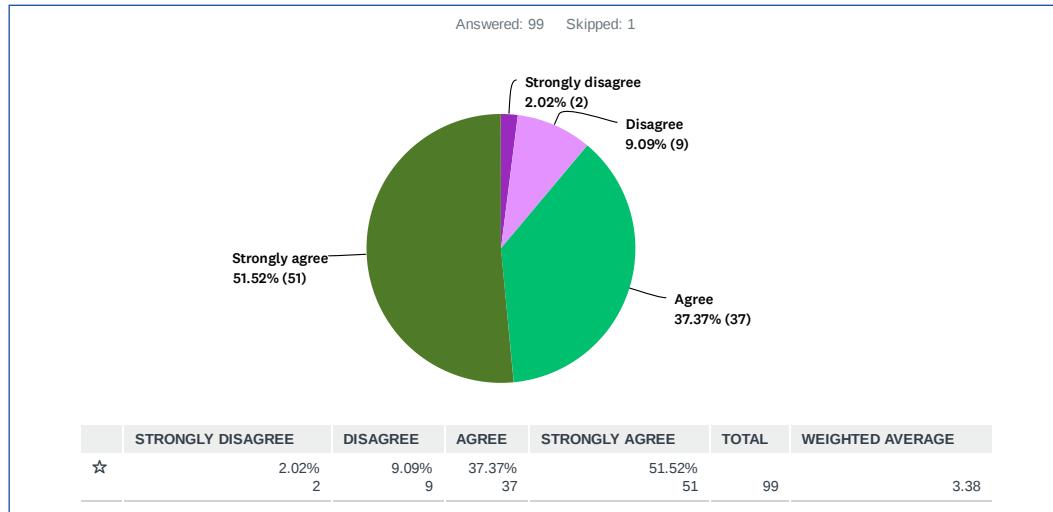
57

The Citizens' Assembly recommends that in order to overcome the challenges of unemployment, the Scottish Government and Parliament should: work with Westminster to lower the age of the state pension, ensuring that retiring at state pension age is not enforced by employers.

58

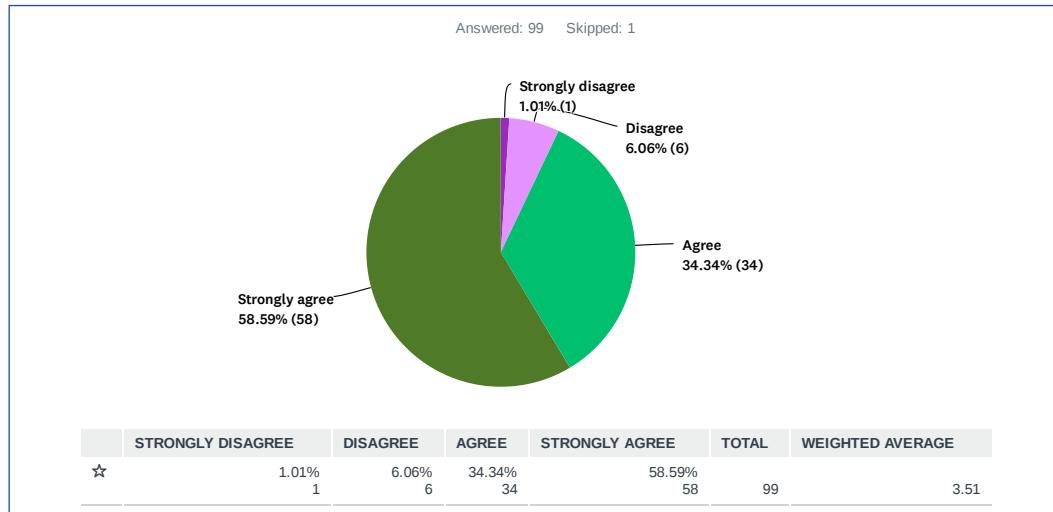
The Citizens' Assembly recommends that in order to overcome the challenges of building a stronger, fairer and more equal Scotland, the Scottish Government and Parliament should: implement the recommendations of the existing Social Renewal Advisory Board and measure it against the National Performance Framework.

59



The Citizens' Assembly recommends that in order to ensure that citizens can make informed decisions in relation to criminal justice reform, the Scottish Government and Parliament should: undertake a full review of the criminal justice system to improve outcomes for communities, offenders and victims. This would include the reintroduction of community policing, involving citizens in improving local communications and services.

60



The Citizens' Assembly recommends that in order to enable citizens to make informed decisions in relation to how they self-empower, the Scottish Government and Parliament should: guarantee free education for life as a right and not a privilege, that vocational studies/life-skills are compulsory beginning at primary school and that apprenticeships are open to all ages including a voluntary national service scheme supporting education, health or other key national services.

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