

What Makes A Fairer Scotland?

Who are we?

People Know How (PKH) has been established as a social innovation organisation to help and support people to discover their strengths and assets. We are a Scottish Charitable Incorporated Organisation (SCIO) based in Edinburgh and our initial focus is with children and young people. We plan to work with other groups of people on a range of issues over the coming years. We fundamentally believe people know how to achieve their full potential and seek to empower them towards their goals.



PKH has developed four strands of work:

1. People Know How – Social Innovation Academy

We are developing a training programme that will equip volunteers (initially) and students (in subsequent years) to carry out community development, community consultation, social research and use methods to design innovative solutions to social issues. This is being developed with Queen Margaret University and Opening Educational Practices in Scotland Project (linked with Open University).

2. People Know How – Consultation

We are consulting with children and young people across Edinburgh, East and MidLothian. The consultation aims to ascertain what the issues of the day are for them and how they consider PKH could respond. PKH will then develop and trial a project to support children and young people based on these findings. This work is funded by the BIG Lottery – Investing In Ideas.

3. People Know How – Volunteers Supporting Schools

We are consulting with stakeholders, gathering and analysing research toward designing a service to support children and young people in schools whilst offering meaningful opportunities and training for people to volunteer and work in these schools.

4. People Know How – Innovative Associates

We support and work with a number of partners to develop and deliver our projects and services. We are developing an associate programme where PKH will work to mutual benefit with people or networks that have a passion and knowledge in a particular specialism to develop an innovative way of working. We are currently looking at three different pieces of work. Firstly, a programme that would support young people in exploring their sexual identity, health and relationships. Secondly, we are working with a newly established network of people and organisations looking at the needs of the growing community of Spanish speaking people in Edinburgh.

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FAIRER SCOTLAND EVENT

The aim of this event was to consult a group of people and create a debate of what is needed to create a Fairer Scotland. We promoted and advertised the event via our networks: Facebook & twitter and created a space for fairer Scotland event on our website: <http://peopleknowhow.org/creating-a-fairer-scotland/>

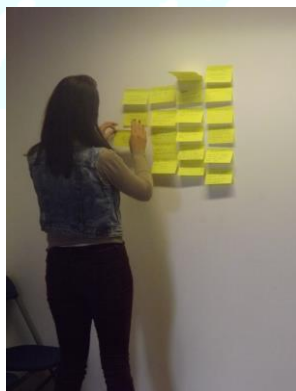
To ensure impartiality in the event, we involved an external facilitator, Alex Dunedin. We considered that his background would guarantee the quality of the given information to the consulted community. Alex Dunedin is the creator of Ragged University. The Ragged University is an informal education project which aims to use knowledge building as a lens to focus community. Inspired by the successes of the Ragged Schools in Victorian times, the project builds public events by identifying interests and needs to create learning activities around. Part of this is exploring what a fairer society means in practical terms for the general community.



Glenn Liddall and Alex Dunedin introducing the workshop and the idea of having a #fairerScotland



We held an event in east Edinburgh on the 13th of October from 12noon until 3pm. 23 people came to the event and the age range was from 23-56. A further 10 English speaking and 18 Spanish speaking people completed our online survey. One of the first activities was to ask all attendants what Fairer Scotland meant to them. People were asked to share ideas and put them on post-its. We organised the information they shared and put it in common.



On the next exercise, we asked the attendants to divide into two groups. People were invited to talk about the themes Healthier, Happier, been Treated with Respect, Having Opportunities and Equality, so they could talk more about what these meant to them.

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We organised the event into interactive and visual workshops. During the event, the people worked first in small groups and then we promoted discussion between the groups. In the end, the all group discuss the different ideas they had to create a #fairer Scotland.

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Here are the answers we collected from the group of people that attend the event:

*** What are the issues that matter most to you?**

Health:

Access to private healthcare
Health opportunities
Access to innovative/expensive care
Prescription costs

Education:

- Education Opportunities
 - Tuition fee etc
- Schooling – kids being excluded in favour for 'easier' kids
- Achievement gap in low income
- Opportunity to access to schools and university/high paying jobs to follow

More Equal Opportunities

Discrimination
Gender Inequality
Sexism
Men earning more than women
Racism 'foreign' sounding names don't
always get interviews
Lack of social mobility
Richer neighbourhoods get better services
because people have more time and
resources to get involved in pressuring for
them

people | How
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It's not just the
places and
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CREATING
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* What do you think needs to be done?

- ✓ Building Access
- ✓ Streets haven't been adapted for wheelchair use and are dangerous
- ✓ Educate against discrimination

- Give more access to conversations where decisions are made
- Reduce childcare costs
- War leading to all kinds of unfairness e.g. poverty, violence...
- Dismiss the bureaucracies, that make it complex for community organisations to access funding
- Everyone should have a Basic Salary

* How can you and your community play a role in helping to shape our future?

- Fight against Stereotypes
- Fight against imposing a kind of "fake identity" on almost any group of people e.g. gender race, leading to different kinds of violence

- Fight against Borders
- Immigration rules
- Fight and educate against Racial profiling & violence

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What #FairerScotland means to you?

- ✚ Worth, dignity, community engagement
- ✚ Community, family, identity, empathy
- ✚ Self, attitude, Self-sustainability
- ✚ To be green,
- ✚ To be healthy: Physical, mental, emotional
- ✚ Resilience- helping oneself to overcome obstacles
- ✚ Happy, active, connect with others, community, engaged, part of a bigger entity
- ✚ To having opportunities

Happier
Healthier
Change priorities
Respect
Responsibility and accountability
Equality
Having opportunities
Complexity – no one size fits all answer (it is always AND, not just one thing will make a Fair Scotland)

The main conclusion was that to create a fairer Scotland we should be working on the basis of “AND”. The idea behind is that we should always be thinking of adding more aspects and ideas to our fair Scotland. For instance, being fair, is always a complex issue and we should think consider ALL solutions and approaches – there is no one “size fits all”.



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People Know How was very excited at the prospect of being involved in the Scotland wide debate to create a Fairer Scotland, so with the idea of reaching as many people as possible, we created an online survey: <https://form.jotform.com/52843621950961> To see all the responses, please, see next page. **Annex 1.**

As People Know How, has always been very involved with the Spanish community, we also wanted to give them the opportunity to answer these questions. That's why we created the survey in Spanish. <https://form.jotform.com/52843443603958> To see all the responses (we have translate them to English), please, see **Annex 2.**

We promoted both surveys through twitter and especially through facebook. We were very surprised as the response rate especially amongst the Spanish Speaking community.



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ACKNOWLEDGES:

This project was supported by **Voluntary Action Fund**. We are thankful for their financial and for providing necessary guidance concerning projects implementation.



We are also grateful to **Ragged University** for provision of expertise, and technical support in the implementation.



We would like to express our sincere thanks towards **volunteers** who devoted their time and knowledge in the implementation of this project.

Nevertheless, we express our gratitude toward all the people that have shared their views to enable us to compile this report.

People Know How Team



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ANNEX 1: ENGLISH Survey

2 problems you face as citizens of Scotland?	Should they be the main priorities for the government? Please tell us more about your thoughts.	What are the 2 most important issues for you?	Please can you explain briefly why?	A word that truly illustrate what a fairer Scotland would look like?
<p>A generational divide in acceptance of and openness towards discussing our emotional and mental health.</p> <p>A general reluctance to engage with and better understand people from different classes/income levels/working backgrounds/ideological stances.</p>	YES	Taxation and housing.	Tax because it sets the bar for what kind of society we want to be and housing as it is an issue which affects many other issues including poverty.	Federal
Poverty and disadvantage	YES. All families, but particularly those with children, deserve a basic living income; dignity and equality and access to opportunities	Equality and health	"Equality includes equity - access to resources, services, income that is fairly distributed Health includes mental health and well being, support with addictions and a well resourced NHS"	The best place in the world for children to be brought up in, the best place to live
Poverty and being represented by legal processes	YES. Poverty leads to a whole cluster of other problems which society faces including poor health, non-participation in the wider economy, addiction and drug abuse, crime and being criminalised. Also, there is a need to be legally represented by processes. When an injustice occurs, such as exploitation of employees by employers, consumers by companies, this needs to be met by equal recourse to the law. Without this equality the social contract is eroded and people in society resort to more fragmented, individualistic means of securing survival.	Being able to demonstrate my skills in a job situation which does not rely on a CV filled with qualifications, and the opportunity to borrow money to start a business plus get the industry support to do so	For many of us, we don't get the chance to go to college or university and get degrees or the like - financial situations prevented us from taking part; this carries the assumption dominantly that one cannot develop the skills to do certain things without having gone to university - this is not so and a valid chance to compete in the job market would be fair. Equally, the people who get the opportunity to get the financial capital to start their own business and gain the support to make it past the two year survival mark are people who tend to be well off already. The opportunity to be entrepreneurial and gain the necessary industry information to get into a position to become an independent trader is often not readily available, and those who do not have capital already will not get offered capital.	Transparent

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<p>Lack of information about political participation.</p> <p>Lack of intercultural debate about integration.</p>	<p>YES. I think the Scottish Government should engage more with the foreign population in Scotland. Immigrants need to know more about their rights of political participation. They need to know what is the take of the SG in the next Immigrant Bill to be passed in the House of Commons in Westminster. It seems to be that there is a clear position about immigration from the current government but I'm missing a campaign that stands up for immigrant rights and their contribution to Scottish society.</p>	<p>I think a fairer Scotland is definitely a country where social and environmental justice are more than words and where people feel well informed and represented not only in the parliament but in the institutions and planning policies.</p>		<p>Equality</p>
<p>Unreliable healthcare</p> <p>Opening hours of shops</p>	<p>YES, and More reliable healthcare. Through personal experience, the waiting time for treatment after diagnosis was ridiculously long, and different doctors within the same practice disagreed on the diagnosis.</p>	<p>Healthier</p> <p>Equal opportunities</p>	<p>Healthier – already explained</p> <p>Equal opportunities - for all to feel respected and valued and to be able to fulfill their potential without looking to move to another place or feeling like they will not be able to achieve something because of discrimination and not ability</p>	<p>Brighter (metaphorically : clearer and more visible processes and accountability)</p>

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ANNEX 2: Spanish Survey (translated to English)

2 problems you face as Spanish Speaking citizen on Scotland?

2 problems you face as Spanish Speaking citizen of Scotland?	Should they be the main priorities for the government to help the Spanish Speaking community?	If no, please state what the main priority should be.	Please tell us more about your thoughts.
"Sometimes, not always or often, the rejection of the Scottish to hear me speak Spanish, for example in the hospital they stood and walked away. This one is not always happening, but it is their his lack of patience when we do not understand"	NO	I think the government is not the problem of what I have said , is the attitude of each person	
Get good and reliable information because I had to call to have no offices. At some point, I have feel discriminated by some people.	YES		
The lack of social assertiveness of this country that makes Europeans considered rude, when we are just assertive and direct The rigid class system at the University that prevent the immigrants and BME groups to access to senior management positions	YES		
Racism Abusive jobs, endless days	YES		Tougher laws against job insecurity
No problems	NO	Being a fairer country	
The lack of information, a place to ask questions in Spanish would be nice	NO	I lived in Scotland for two years. I've studied English and a master's degree there, both subsidized so I think I've had the same opportunities that Scottish people had. To me, Scotland has been fair. I believe that Scotland has treated me like as any Scottish people or even better.	
The lack of information when you arrive to Scotland Discrimination at work, but discrimination by foreign people, never from Scottish people	YES		
Problems to go to the doctor. Problems to find a flat. Felt discriminated in both situations	NO	Poverty, drugs and Unemployment	
The public spaces, museums etc have signs in all languages except in Spanish. There are no schools that are in Spanish, or Spanish is the 3rd language to study in institutes behind English or French.	YES		
I never had any problems because of being Spanish. I struggled a little bit at	NO	There should be an	

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the beginning because of the accent, but it wasn't an impediment		alternative in the first contract with all real estate agencies.	
The bad image we have thanks to some compatriots Sometimes you get the feeling that people try to take advantage of you thinking that you do not speak the language or are on vacation.	YES		
Discrimination in housing rental agencies	NO	I have not felt any discrimination because of my language. Furthermore, they provide you with an interpreter if needed	
I found brochures, bills and others in English for foreigners or translated to Polish, Portuguese, Chinese but not Spanish. It would be important for people are not fluent in English	YES		

Please give us ideas where the Spanish-speaking community could help Scotland.

- Engage with public activities: emigration organized forums, conferences against racism, and so on.
- To adapt
- Teaching how important it is that your country supports you. This happens in Scotland but not in Spain
- Let us show our culture and exchange it
- Visit schools to show children how rich is to be a multicultural country
- I am in favour of having some kind of system that gather to Scottish people with Spanish people as the exchange of knowledge in two languages also results in an increased knowledge of the cultures.
- The destruction of ghettos, generally speaking there are many Spanish people taking advantage of the newcomer
- Above all respect for the culture that welcomes us and try to contribute to the good of our own.

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What are the 2 most important issues for you?

What are the 2 most important issues for you?	Please can you explain briefly why?
I think the main problem is the weather, many people need to see the sun more often and that makes them be in a worse mood , more depressed, or irritable. Another on is the huge difference in: the culture, humour, food and especially the little street life Scottish people do because of the weather. I will never be equal if I have to compete with a Scottish person, even if I am more qualified.	Although they don't leave anybody hanging on, Scotland give priority to their own,
I am worry about the environment because the Scottish people do not consider many things as saving energy, water, etc. Being treated with respect but not only in Scotland.	
The Scottish government should create a law to banned the fracking, instead of adopting the current moratorium , and moderate the new real estate and speculative bubble	
Healthy environment and be treated with respect.	The health of the environment is essential for life in balance and sustainability of our future. Being treated with respect is essential to human dignity and happiness in the whole society.
The respect and kindness.	That is the foundation of a good society .
1. Just for the fact of being an immigrant and you must accept that you are going to work hard. 2. The lack of help when you have problems at work.	the simple fact of being an immigrant , implies how lucky you are
Alcoholism and the food pricing.	Eating healthy is very expensive and should be available to everyone. It is important to eat healthy and some families can not afford it
Have a healthier environment. Being treated with equality	Healthy environment improves health and bienestar
I think Scotland has always treated me well, I have never felt discriminated because of being a foreigner, I have sometimes being valued even more. I have not had problems with the language, as I have being bilingual all my life. The only factor that I could change is perhaps, the lack of knowledge about the Scottish culture .	I think that when you arrive to the country, in my case to Dundee , there could be some kind of meetings where somebody briefly explains the basics of the country and some of its laws. For example, that you can not drink alcohol in the streets or buy it in supermarkets after 10pm . These differences in cultures may cause difficulties for anyone who is not from there but it's not such a big deal.
Equality at work. Scotland is multicultural, but some are quite macho cultures at work, in unions and computer engineering, have to fix this. Another problem I see is the lack of information or lack of knowing where to find it	Machismo in the workplace by certain cultures in certain areas is discrimination. There is Information, but people do not know how to find it and they trust on other Spanish speakers and I believe that's why the ghettos are created.
The problem I see is more the language but it is something that everyone has to fix on their own.	because I believe that at least where I live we have been very welcomed
Being happier and be treated with respect	Because if I 'm happier it also improves my relationships and my work. Being treated with respect is important for everyone because I have recently experienced xenophobia of certain people. I believe that if I treat others with respect, I expect to receive the same from the others

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Do you have any other ideas of how the Spanish & Scottish communities could work together for mutual benefit?

- ✚ Sharing language and Culture
- ✚ Integrate into trade unions, political parties and groups communities
- ✚ Exchange of culture and experiences.
- ✚ Helping others through joint collaboration
- ✚ Exchanges between schools and workers.
- ✚ Exchange language lessons to learn Spanish and English.
- ✚ Days of Coexistence between Spanish and Scottish people
- ✚ Exchanging folk and culinary culture. Our popular culture, especially in the north of Spain where I come from, is quite similar to the Scottish one, which could give us a common ground to get to know each other.

#FairerScotland
#PeopleKnowHow

Can you think of a word that truly illustrates what a fairer Scotland would look like?

UNION
WILLINGNES
OPPORTUNITY
COUNTRY
RESPECT
WELCOME
EQUALITY
ADAPTABILITY