Scotland's Mental Health and Wellbeing

Vision & Priorities

Scottish Government
Riaghaltas na h-Alba

COSLA

Mental Health and Wellbeing

Delivery Plan 2023-2025

Contents

Sources of support

Some of the content in this Delivery Plan may have an emotional impact on you. Support is always available, and some of the national sources of help are listed here. All of the telephone numbers listed below are free to call.

Mind to Mind

If you're feeling anxious, stressed or low, or having problems sleeping or dealing with grief, find out how you can improve your mental wellbeing by hearing what others have found helpful by visiting the Mind to Mind website.

Samaritans

Samaritans provide confidential, non-judgemental emotional support 24/7 for people who are experiencing feelings of distress or despair. You can contact Samaritans by phoning 116 123 or emailing jo@samaritans.org.

Childline

Childline is a free service for children and young people for when they need support or advice. It is open 24/7, and there are many ways to get help. You can call 0800 1111 or visit the Childline website.

Breathing Space

Breathing Space is Scotland's free, confidential listening service for individuals over 16 experiencing symptoms of low mood, depression or anxiety. You can contact them on 0800 83 85 87 Monday to Thursday from 6pm to 2am and 24 hours a day at weekends (from 6pm Friday to 6am Monday).

NHS 24 Mental Health Hub
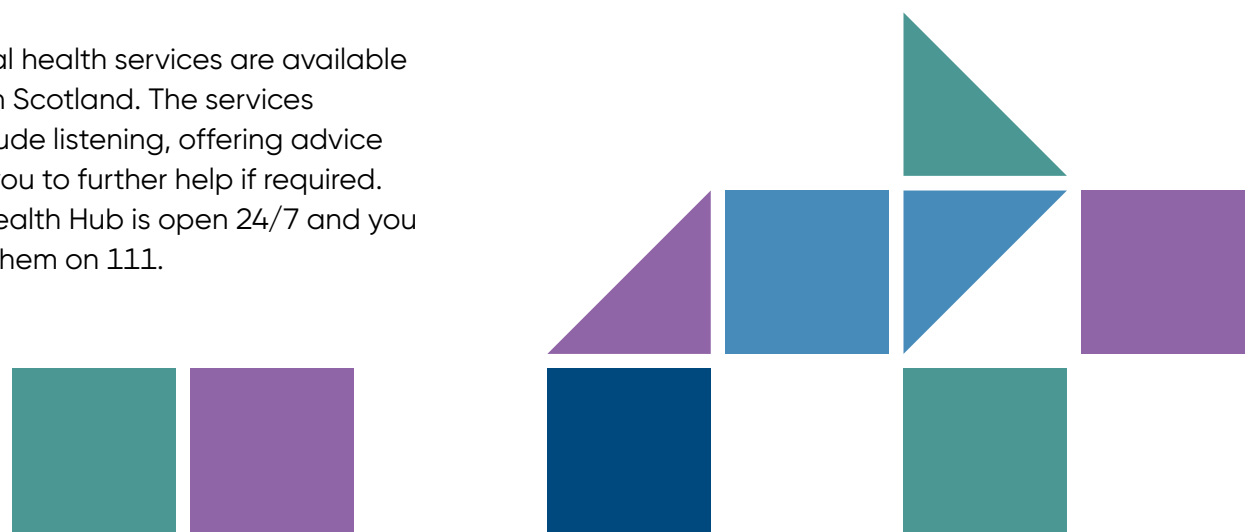
NHS 24 mental health services are available to everyone in Scotland. The services available include listening, offering advice and guiding you to further help if required. The Mental Health Hub is open 24/7 and you can contact them on 111.

Introduction

This Delivery Plan sets out the actions that we will take to make progress towards the outcomes and priorities in our new Mental Health and Wellbeing Strategy, which was published on 29 June 2023. Like the Strategy, this Delivery Plan and our accompanying Workforce Action Plan are jointly owned by the Convention of Scottish Local Authorities (COSLA) and Scottish Government. This recognises the importance of local and national leadership, the role of the social determinants of mental health, and the importance of prevention and early intervention in supporting the mental health and wellbeing of our communities. This is also reflected in the recent Audit Scotland report on Adult Mental Health.

The Strategy sets out our long-term commitment to improve the mental health and wellbeing of everyone in Scotland. Our vision is of a Scotland, free from stigma and inequality, where everyone fulfils their right to achieve the best mental health and wellbeing possible. It recognises that a highly effective mental health system must address all levels of need, from maintaining good mental wellbeing, to the support available in communities, to recognising and responding to the many underlying social determinants, circumstances and inequalities that can affect people's mental health and wellbeing. The Strategy was developed with significant input from stakeholders, and people with lived experience, and this will continue to drive the work we do to realise the ambitions of this Strategy.

Our vision

Our vision is of a Scotland, free from stigma and inequality, where everyone fulfils their right to achieve the best mental health and wellbeing possible.

Summary outcomes

Our outcomes describe the differences or changes that we want to see as a result of this Strategy:

1 Improved overall mental wellbeing and reduced inequalities.

2 Improved quality of life for people with mental health conditions, free from stigma and discrimination.

3 Improved knowledge and understanding of mental health and wellbeing and how to access appropriate support.

4 Better equipped communities to support people's mental health and wellbeing and provide opportunities to connect with others.

5 More effective cross-policy action to address the wide-ranging factors that impact people's mental health and wellbeing.

6 Increased availability of timely, effective support, care and treatment that promote and support people's mental health and wellbeing, meeting individual needs.

7 Better informed policy, support, care and treatment, shaped by people with lived experience and practitioners, with a focus on quality and recovery.

8 Better access to and use of evidence and data in policy and practice.

9 A diverse, skilled, supported and sustainable workforce across all sectors.

This first Delivery Plan sets out what actions we will take over the next 18 months to make progress towards delivering each of the ten priorities identified in the Strategy. This includes actions from different areas across government in recognition of our cross-government approach. The work in this Plan seeks to complement and build on other policies and programmes of work which support our Strategy's outcomes to address the causes of poor mental health and to support those who need help quickly and effectively.

The actions in this Delivery Plan align to the short-term outcomes in our Strategy's outcomes framework. As well as delivering impact in the short-term, these actions will provide the building blocks for medium to long-term change.

The Delivery Plan will be reviewed and refreshed after 18 months. Actions in the Delivery Plan will not just be limited to each plan's lifespan. Each refresh will carry over actions, while introducing new commitments as appropriate, and closing off anything that has been successfully delivered.

Verity House and partnership working

Scottish Government and COSLA will take the Strategy forward in partnership to support our joined up, whole system approach. In progressing our actions, we recognise the differing roles, responsibilities and capacity of our respective organisations and each action will be led jointly or by the most appropriate partner, whilst maintaining a spirit of collaboration and joint oversight. We anticipate that our partnership approach and related actions will continue to develop with each planning cycle.

All of our actions are aimed at improving the experience and outcomes of people who use supports and services. We know that wider partners– as well as communities and individuals – all have a part to play in improving mental health and wellbeing in Scotland. This may range from information sharing, feedback or delivering supports and services. Working together will be crucial to the success of this Plan. For example, we will work closely together with those involved in the delivery of actions relating to new service standards and specifications to ensure that these can be rolled out effectively.

Within our Delivery Plan we have provided an indicative action lead and likely key partners as we take the actions forward, recognising that this is not an exhaustive list and will evolve as the Plan progresses.

The Verity House Agreement, signed by the First Minister and COSLA President on 30 June 2023, sets out our principles for working together to empower local communities, tackle poverty, transform the economy and provide high-quality public services. It includes commitments to:

▶ agree a new Fiscal Framework governing how local authorities' funding is allocated, reducing ring-fencing and giving them control over their budgets to meet local needs.

▶ setting the expectation that services will be delivered at a local level unless agreed otherwise.

▶ incorporate the European Charter of Local Self-Government into Scots Law.

▶ reform public services, building on the partnership working established during the pandemic recovery.

▶ agree a monitoring and accountability framework, drawing on proportionate reporting and data, to provide evidence and visibility over progress towards agreed outcomes.

These commitments will have relevance across our plan, and we will seek to realise them through our actions whilst aligning with wider work on the Agreement.

Audit Scotland Report on Adult Mental Health

On 13 September 2023, Audit Scotland published their report on Adult Mental Health Services. The report contains a number of recommendations for the Scottish Government, local authorities and our partners, many of which reflect the themes set out in our strategy. Through this Delivery Plan we have looked to ensure that the actions set out, reflect and respond to those Audit Scotland recommendations.

Governance, monitoring and evaluation

In the Strategy, we said we would put appropriate joint governance arrangements in place to oversee implementation and support progress. These arrangements are set out below and will be established during the first year of this Plan.

We will establish a new Mental Health and Wellbeing Leadership Board to oversee progress. The Board will:

▶ Provide national leadership and strategic oversight of priorities.
▶ Ensure activity delivers clear benefits, aligned with the Strategy's vision, outcomes and principles.
▶ Provide constructive support and challenge to ensure progress against actions set out in the Delivery Plan.
▶ Play a key role in evaluating the impact of interventions and sharing learning.

Membership of the Leadership Board will include representation from a range of Scottish Government portfolio areas, Local Government, NHS Boards, Integrated Joint Boards (IJBs) and the Third Sector. The Board will have direct access to advice from key groups, including the Equality and Human Rights Forum and the Diverse Experiences Advisory Panel.

In establishing the Leadership Board we will look to streamline the existing governance landscape to reduce the number of advisory and other groups. This will simplify decision-making and support clearer accountability for delivery. The Leadership Group will also play a key role in shaping and agreeing a Monitoring and Evaluation Framework for the Strategy, which will be published during the lifetime of this first Plan.

Resource

Achieving the shared vision set out in the Strategy will require a cross-government, whole system and sustained response. We are committed to working with and investing alongside our local and national partners (public, private and third sector).

The Financial Framework in the Strategy recognised that, as the current financial challenges are likely to continue over the next few years, it is even more important to ensure that investment is effectively targeted to deliver sustainable and high-impact services and support. In this context, this Strategy will provide a framework for prioritising resources across the system over the next ten years.

The duty of Best Value applies to Scottish Government, local authorities and all public bodies in Scotland and is relevant both to new programmes of work and to how we use existing funding in the system to improve performance and outcomes. Adequate funding that is fully aligned with the Strategy outcomes will be required to support effective delivery. We will work across local and national government and relevant partners to determine adequate costings and we will work together to identify how this will be funded, whether this is through additional funding or by using existing resources more effectively. In implementing the actions in this Delivery Plan, we will work with partners to ensure we recognise pressures and look to reprioritise actions and drive efficiencies to ensure we can focus on agreed priorities while recognising wider financial pressures.

Funding decisions and the principles which underpin these will be built into the new governance arrangements for the Strategy. This will also include arrangements for evaluating and monitoring the impact of investment against the Strategy's outcomes, which will inform ongoing and future resourcing. Decision-making will align with the joint understanding of the separate accountabilities and responsibilities of the key partner organisations and partnerships.

Workforce Action Plan

We want to ensure that commitments in our Mental Health and Wellbeing Strategy are underpinned by a diverse, skilled, supported and sustainable mental health and wellbeing workforce.

The actions we will take over the coming years to achieve this are detailed in our Mental Health and Wellbeing Workforce Action Plan, which has been published alongside and will interact closely with this Delivery Plan.

Equalities and human rights

We want Scotland to be an inclusive country that protects, respects and fulfils internationally recognised human rights and addresses inequalities. This is particularly important for those who are marginalised or vulnerable, those who need to be detained for treatment and those who are unable to make decisions for themselves. Upholding and strengthening equalities and human rights underpins the Strategy and the work set out in this Delivery Plan. Our information, support, services, care and treatment must be person-centred and accessible to all, anti-racist, culturally and gender sensitive, and age-appropriate.

Over the last 18 months, we have engaged with stakeholders, people with lived experience and the Equality and Human Rights Forum to gather evidence and better understand marginalised groups' experiences of mental health. This evidence has been published in the Scottish Government Mental Health Equality Evidence Report accompanying this Delivery Plan. While there are still some gaps in our evidence base, this Delivery Plan reflects the Report and has been informed by a robust Equality Impact Assessment (EQIA) process.

We will tackle mental health inequalities as highlighted in the Inequality Action Table in Appendix 1. Accessible supports and services that are sensitive to the needs of marginalised groups have been highlighted as a priority in evidence and by stakeholders, including Audit Scotland. In this first Plan, we will focus attention on improving equality of access to and experience of mental health support and services with a specific focus on actions under Priorities 4 and 7. We will work closely with the Equality and Human Rights Forum and people with lived experience to develop, test and learn from a good practice approach to implementation.

The actions in this Delivery Plan are built on equality and human rights. We will continue to use the PANEL principles (Participation, Accountability, Non-Discrimination and Equality, Empowerment, and Legality) in taking actions forward and will be publishing a human rights impact assessment. We will review the table in Appendix 1 when we review the Delivery Plan in 18 months.

Responding to the Scottish Mental Health Law Review

A key action for this first Delivery Plan is to establish a new Mental Health and Capacity Reform Programme to enhance protection of people's rights. This will begin the process of updating and modernising our mental health and capacity legislation, strengthen accountability and bring about wider policy and practice change. This Programme will be complex and wide-ranging, and while there will be early actions, its implementation will take place over the lifetime of the Strategy.

Trauma-informed and responsive

This Delivery Plan acknowledges that many of us will experience some form of trauma and/or adverse childhood experiences (ACEs) in the course of our lives, which can affect our mental health and wellbeing. The majority of people will recover well, through supportive, positive relationships with family, friends, colleagues, people in their community and service providers. In some cases, they will also receive clinical psychological interventions of therapy.

Many people with lived experience of trauma report finding it difficult to feel safe and trust others, especially in situations that remind them of traumatic experiences. This can lead to difficulties accessing services and exclusion from other aspects of society. Our ambition is to embed trauma-informed and responsive practices and systems across Scotland. We can remove barriers to services and opportunities by training the workforce to recognise people who are affected by trauma. We can also do this by designing policies, systems and services to establish trust, safety, choice, collaboration and empowerment for people who have experienced trauma.

We have already seen significant progress and enthusiastic, trauma-informed leaders and staff are taking forward a range of activity right across Scotland. We will continue to drive that progress through our flagship National Trauma Transformation Programme.

Acknowledgements

In the process of writing this Delivery Plan, we have received contributions and comments from our partners, stakeholder organisations and people with lived experience from a wide range of sectors and settings. We would like to thank everyone who took the time to help us shape it.

Priority 1

> 📢 **Tackle mental health stigma and discrimination where it exists and ensure people can talk about their mental health and wellbeing and access the person-centred support they require.**

Outcomes	Challenges and opportunities
1 2 3 4 5 6 7 8 9	Stigma and discrimination
	Delivering supports and services
	Primary and community care
	Workforce

Key area of focus

Tackling mental health stigma is foundational if we are to achieve the Vision in our Mental Health and Wellbeing Strategy. We will continue to take a 'whole-system' approach to tackle mental health stigma and discrimination at all levels. This includes public, structural and self-stigma. We will encourage people across Scotland to reach out whenever they are struggling with their mental health and to seek help and support if needed.

Over the lifetime of this Delivery Plan, we will work with others to build our understanding and explore what we need to do to tackle stigma and discrimination where it is most experienced. This will include working with people with lived experience, with a particular focus on those with severe and enduring mental illness.

Tackling stigma is one of the priorities for action within our forthcoming Self-Harm Strategy. It is a guiding principle within the implementation of the Suicide Prevention Strategy, Creating Hope Together, and also a key element of the Mental Health Workforce Action Plan. We will continue to build confidence and skills across public services so that the right help and support is always available.

In the longer term, we will take a collaborative and coordinated approach to incorporating anti-stigma and discrimination work across Government. We will also support this within delivery partner organisations, recognising opportunities to build on existing best practice. We will explore wider approaches to tackling mental health stigma, for example, the relationship with other types of stigma such as substance use. We will also explore the potential for other activity, such as national cultural programmes, to support our work.

Outcomes

- The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.
- People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.
- People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.
- Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.
- We adopt a 'mental health and wellbeing in all policies' approach to facilitate cross-policy actions that more effectively address the wide-ranging social, economic and environmental factors that impact people's mental health and wellbeing, including poverty, stigma, discrimination, and injustice.

Strategic Action 1.1: We will work across government and with key stakeholders to develop a shared responsibility and coordinated action for tackling mental health stigma and discrimination, recognising its cross-cutting nature.

Action		Lead and Key Partners
1.1.1	Lead an expert group to identify key cross-cutting actions needed to address stigma and discrimination for those who experience it most, with actions identified by spring 2024.	Scottish Government See Me and partners across a range of key sectors, such as education, employment and health and social care.
1.1.2	Form an anti-stigma collective to support innovation, share leadership and commitment to take forward the key actions identified by the expert group.	Scottish Government See Me and partners across a range of key sectors, such as education, employment and health and social care.
1.1.3	Drawing on learning from participants, continue to support the delivery of the Changing Room: Extra Time programme in football clubs in Edinburgh, Glasgow and Aberdeen to support men by creating a safe space for them to speak openly about their mental wellbeing throughout the life of this Delivery Plan.	Scottish Government Scottish Association of Mental Health (SAMH)
1.1.4	Throughout the lifespan of this Delivery Plan, work with key partners and people with lived experience of complex mental health problems and illness to address the stigma experienced in healthcare, education and workplaces and influence improvement in the other settings identified in the Scottish Mental Illness Stigma Study.	Scottish Government See Me and partners across a range of key sectors, such as education, employment, and health and social care.
1.1.5	Throughout the lifespan of this Delivery Plan, improve our understanding of how mental health stigma is experienced by communities who have been marginalised due to systems and structures in Scotland, and work in partnership to take forward targeted and focused actions to address it.	Scottish Government See Me, Diverse Experiences Advisory Panel

Priority 2

Improve population mental health and wellbeing, building resilience and enabling people to access the right information and advice in the right place for them and in a range of formats.

Outcomes	Challenges and opportunities
1 2 3	Global challenges
4 5 6	Stigma and discrimination
7 8 9	Delivering supports and services
	Primary and community care
	Workforce

Key area of focus

This priority focuses on ensuring that people can access the information they need, wherever they need it.

This means going beyond the information available through clinical mental health services. We will build on the principle that not everyone will want to or be able to access information in the same way, and that there are a range of different settings in which people need support, both digitally and in-person.

We will make sure that support, care and treatment are provided that are easy for people to access in a flexible way to suit their needs. This includes online, in-person and within communities. We will also ensure that universal services, the third sector and peer support workers continue to play a vital role in enabling access.

To make a positive difference to mental health and wellbeing across the whole population, we will make sure that those providing frontline services, within the health and social care sector or beyond, have a good understanding of mental health and trauma, and of the practical barriers people can face when accessing services. This also means ensuring that digital resources are directly relevant and widely promoted, and that there are always alternatives available for those who either cannot, or do not wish to access information digitally.

Through the National Trauma Transformation Programme (NTTP), we will continue to work with partners to help communities, workforces and leaders to recognise the impact of trauma and adversity and create trauma-informed and responsive environments that support and sustain workforce wellbeing. This will help to identify where the impact of trauma and adversity creates barriers to accessing the health and wellbeing support to aid recovery.

Outcomes

- The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.
- People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.
- People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.
- Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.
- Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.
- Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

Strategic Action 2.1: Recognising that people need to access mental health and wellbeing advice, resources and support in a range of formats, we will continue to expand the range of information and advice available online, in addition to digital therapies for those requiring further help. This will complement the range of holistic support provided across sectors, in person and by phone, to promote mental health and wellbeing.

Action		Lead and Key Partners
2.1.1	Throughout the lifespan of this Delivery Plan, work with NHS 24 to develop new content on Mind to Mind mental wellbeing website. This will include developing further lived experience content to better reflect the needs of people from lower socio-economic groups and minority ethnics communities for example, expanding the range of practical advice and improving signposting.	Scottish Government

NHS 24, Change Mental Health, third sector organisations |
| 2.1.2 | Throughout the lifespan of this Delivery Plan, work in partnership with stakeholders to raise awareness of resources on Mind to Mind and promote messaging in a number of ways, including digital, radio and face-to-face settings, such as sports clubs and other venues. | Scottish Government

NHS 24, third sector organisations, local authorities |
| 2.1.3 | By spring 2024, redevelop online mental health and wellbeing self-help and support content, to respond to the needs of children and young people, and their parents and carers. This includes a refresh of Young Scot's 'Aye Feel' mental health and wellbeing hub, and expansion and development of the resources and content on Parent Club, including the 'Wellbeing for Wee Ones' Hub. | Scottish Government

Parent Club, Young Scot |
| 2.1.4 | Over the next 18 months, work with children, young people, parents, carers and other partners to reduce the potentially harmful impacts of social media, especially in relation to body image as identified by the Body Image Advisory Group. Work here includes enhancing the available support and resources on body image, screen time and social media, including developing a resource for schools to support conversations with young people and developing additional content as part of the online resource 'Mind Yer Time'. | Scottish Government

Scottish Youth Parliament (SYP), Children's Parliament, local authorities, Association of Directors of Education in Scotland, Education Scotland (ADES), third sector organisations working with women and girls |
| 2.1.5 | Throughout the lifespan of this Delivery Plan, continue to work in partnership with key stakeholders to ensure compassionate advice, resources, and support is available for people experiencing bereavement. | Scottish Government

Third sector organisations, local authorities, NHS Boards, NHS 24 |

Strategic Action 2.2: We will expand the range of digital therapies and resources available, providing free access to trustworthy mental health support at any time.

Action		Lead and Key Partners
2.2.1	Throughout the lifespan of this Delivery Plan, work with the Connecting Scotland Initiative to improve individual access to the internet and healthcare services.	Scottish Government Scottish Council for Voluntary Organisations (SCVO)
2.2.2	By December 2024, undertake a rigorous evaluation of all Scottish Government-sponsored digital mental health products and establish data sharing agreements with all Boards to enable in-house analysis of completion rates and patient satisfaction with digital products.	Scottish Government NHS Boards
2.2.3	Throughout the lifespan of this Delivery Plan, work with partners to support increased and timely access to brief, evidence-based psychological therapies, removing barriers to care, alongside screening to ensure appropriate referrals to digital psychological interventions.	Scottish Government NHS 24, NHS Boards

Strategic Action 2.3: Recognising the important role that people with lived experience can play as part of the mental health workforce, to improve mental health, we will champion the value of peer support across a range of settings.

Action		Lead and Key Partners
2.3.1	Throughout the lifespan of this Delivery Plan, work with people with lived experience and other partners to identify and share evidence of the benefits and impacts of peer support and the settings where this will have the most impact.	Scottish Government Scottish Recovery Network, Third Sector Interfaces (TSIs), third sector organisations, NHS Boards
2.3.2	Throughout the lifespan of this Delivery Plan, work with partners to further understand the enablers and barriers to developing peer support in mental health and identify how it can be appropriately integrated into supports and services. As part of this, we will explore how peer support can be further developed as an approach to supporting people with their mental health from prevention to recovery.	Scottish Government Scottish Recovery Network, TSIs, third sector organisations, NHS Boards, local authorities

Strategic Action 2.4: Beyond clinical mental health services, a range of services have a role in promoting good mental health and in supporting those with poor mental health. We will work collectively across government and with delivery partners across a range of sectors to ensure the right support is in place at all levels, linking to actions in the Workforce Plan to ensure that frontline workers have a good understanding of mental health and trauma to help reduce mental health inequalities and barriers to accessing support.

Action		Lead and Key Partners
2.4.1	Throughout the lifespan of this Delivery Plan, engage with frontline and support services to ensure they can access a range of mental health awareness resources and training opportunities that meet their needs. This includes promoting the mental health and money worries advice pack for frontline workers, ensuring it is available digitally across a range of platforms, and seeking feedback on its content to support continuous improvement.	Scottish Government/COSLA Public Health Scotland (PHS), Change Mental Health, local authorities
2.4.2	During the lifespan of this Delivery Plan, publish of a 'Roadmap to Trauma-Informed and Responsive Change: Guidance for Organisations, Systems and Workforces in Scotland'. This resource aims to help services and organisations identify and reflect on progress, strengths and opportunities to embed a trauma-informed and responsive approach across policy and practice.	Scottish Government/COSLA NHS Education for Scotland (NES), Improvement Service, Resilience Learning Partnership, Trauma Champions, Transforming Psychological Trauma Implementation Co-ordinators, Local Trauma Lead Officers
2.4.3	During the lifespan of this Delivery Plan, refresh the NTTP website, providing easy access to evidence-based tools, guidance and learning resources to support the workforce with the implementation of trauma-informed and responsive practice.	Scottish Government/COSLA NES, Improvement Service, Resilience Learning Partnership, Trauma Champions, Transforming Psychological Trauma Implementation Co-ordinators, Local Trauma Lead Officers
2.4.4	By spring 2024, set out future priorities for the NTTP in a long-term delivery plan future.	Scottish Government/COSLA NES, Improvement Service, Resilience Learning Partnership, Trauma Champions, Transforming Psychological Trauma Implementation Co-ordinators, Local Trauma Lead Officers

Strategic Action 2.5: We will work across Government and with a range of national delivery partners to ensure employers and employability support services understand their role in reducing mental health stigma and to help them to actively promote and support the mental health and wellbeing of workers and those seeking employment.

Action		Lead and Key Partners
2.5.1	Throughout the lifespan of this Delivery Plan, work collaboratively with partners, to further develop and promote the 'Supporting a mentally healthy workplace employer' platform, building on feedback from employers to ensure content remains up-to-date and continues to meet their needs.	Scottish Government/COSLA PHS, See Me
2.5.2	Throughout the lifespan of this Delivery Plan, work collectively to develop and grow the 'Supporting a mentally healthy workplace' employer learning network, hosting quarterly network events, focusing on priorities highlighted by employers and ensuring it continues to complement the digital platform and support available to employers through the 'See Me in Work' programme.	Scottish Government PHS, See Me
2.5.3	Throughout the lifespan of this Delivery Plan, work collaboratively to promote the 'See Me in Work' programme to ensure there is more awareness and engagement amongst employers. This will help to address mental health stigma in workplaces and create working environments that are open, inclusive and responsive to mental health needs.	Scottish Government/COSLA PHS, See Me
2.5.4	By the end of 2023, complete the review of suicide prevention and mental health and wellbeing training programmes and identify actions to ensure that those who would benefit from training, such as employers, frontline services, etc. can easily access a range of high quality mental health and suicide prevention training programmes.	Scottish Government PHS, Suicide Prevention Scotland
2.5.5	Throughout the lifespan of this Delivery Plan, take a cross-government approach to ensuring mental health and wellbeing support is embedded within employability services ensuring holistic and person-centred support is available to those facing barriers to employment or who are at risk of becoming economically inactive.	Scottish Government Employability Partnerships

Strategic Action 2.6: We will work with partners to enhance mental health and wellbeing support in educational settings.

Action		Lead and Key Partners
2.6.1	Throughout the lifespan of this Delivery Plan, work with the Mental Health in Schools Working Group to monitor the use and impact of the mental health and wellbeing support we are providing through education settings.	Scottish Government/COSLA ADES, Education Scotland, third sector organisations, Association of Scottish Principal Educational Psychologists (ASPEP)
2.6.2	Consider the findings from the Health and Wellbeing Census, and the forthcoming Behaviour in Schools Research (publishing November 2023), working with partners to develop a response to any emerging issues relating to mental health.	Scottish Government/COSLA ADES, ASPEP
2.6.3	In line with the Experiences and Outcomes of Curriculum for Excellence, develop new health and wellbeing resources for staff to support the emotional and wellbeing resilience of school age children. This will include the update and digitalisation of the 'Cool in School' resource by 2024, which aims to empower children to cope with the situations they encounter in their daily lives in school, and beyond.	Scottish Government Local authorities, ADES, Education Scotland, ASPEP
2.6.4	Ensure every secondary school and primary and special school pupils over the age of 10 continue to have access to school counselling services and by early 2024, will consider learning from the recommendations of the Children and Young People's Commissioner's report on counselling in schools.	Scottish Government/COSLA Local authorities
2.6.5	Throughout the lifespan of this Delivery Plan, work with colleges and universities to ensure the mental health and wellbeing needs of students are met, and utilise investment in supports and services with a focus on early intervention. We will explore opportunities to improve acute services pathways and promote the value of embedding student mental health agreements within institutions through NUS Think Positive.	Scottish Government Scottish Funding Council, National Union of Students (NUS), colleges, universities

Strategic Action 2.7: Through our lived experience led Learning Disability and Autism Leadership work, we will continue to develop and disseminate materials and best practice supporting communication around mental health and wellbeing for these communities.

Action	Lead and Key Partners
2.7.1 During the lifespan of this Delivery Plan, deliver the next phase of Scottish Government's leadership work with autistic people and people with a learning disability. We will develop and pilot co-produced professional learning resources for all NHS professionals working in adult services or with adults to help ensure our communities' mental health and wellbeing needs are better understood and met.	Scottish Government Inspiring Scotland, primary care practices

Priority 3

Increase mental health capacity within General Practice and primary care, universal services and community based mental health supports. Promote the whole system, whole person approach by helping partners to work together and removing barriers faced by people from marginalised groups when accessing services.

Outcomes	Challenges and opportunities
1 **2** **3**	Global challenges
4 **5** **6**	Stigma and discrimination
7 **8** **9**	Delivering supports and services
	Primary and community care
	Data and evidence
	Workforce

Key area of focus

This priority focuses on building mental health and wellbeing capacity in local communities across Scotland. It also seeks to increase non-medical and community models of support, from early intervention and distress invention approaches, to recovery and general wellbeing support for those who need it.

We will consider mental health and wellbeing holistically, promoting the provision of, and connections to supports and services that challenge the negative determinates of health and wellbeing. These include loneliness and poverty, as well as those that are protective in nature, such as those that promote good physical health. To achieve this, we will support community-based support for mental health and wellbeing and promote effective links between mental health supports and those addressing wider connected issues. This goes beyond signposting and will require ongoing collaboration between community planning partners, including local authorities, health and social care partnerships and the third sector. These are key partners who fully understand their communities' needs and can deliver this in a practical, non-stigmatising way.

Our work under this priority will build on work we have been doing through our community support for children and young people and adults, and work we have done to increase multi-disciplinary teams around primary care.

Outcomes

▶ The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.

▶ People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.

▶ People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.

▶ We adopt a 'mental health and wellbeing in all policies' approach to facilitate cross-policy actions that more effectively address the wide-ranging social, economic and environmental factors that impact people's mental health and wellbeing, including poverty, stigma, discrimination, and injustice.

▶ Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.

▶ Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

▶ Decision-makers and practitioners (including the third sector) are better able to access the evidence, research and data they need to ensure a more evidence-based approach to policy formation and practice.

Strategic Action 3.1: We will continue to provide and improve Community Mental Health and Wellbeing Supports and Services for children, young people and their families, which focus on prevention and early intervention and provide support for emotional distress in a community setting.

Action		Lead and Key Partners
3.1.1	Over the lifespan of the Delivery Plan, continue to fund local authorities to provide community based mental health and wellbeing supports for children and young people, focused on prevention, early intervention and emotional distress.	Scottish Government Local authorities
3.1.2	Review and refresh the Children and Young People's Community Mental Health and Wellbeing Supports and Services Framework within the life of this Delivery Plan.	Scottish Government/COSLA Local authorities, SYP
3.1.3	Work closely with stakeholders to enhance the focus on mental health within Children's Services Planning processes. This will include the co-development of a national briefing during the life of this Delivery Plan.	Scottish Government/COSLA Local authorities, NHS Boards

Strategic Action 3.2: We will continue to build capacity in local services and third sector community groups, in order to ensure everyone in Scotland, particularly people most at risk, are able to access mental health and wellbeing support within their local communities.

Action		Lead and Key Partners
3.2.1	Provide a third year of the Communities Mental Health and Wellbeing Fund for Adults in 2023/24, to be delivered by TSI-led local partnerships. This will increase access to community based mental health and wellbeing support with a focus on addressing inequalities and those facing socio-economic disadvantage.	Scottish Government TSIs
3.2.2	Build on the first two years of the Communities Mental Health and Wellbeing Fund for Adults by using the Fund National Network to inform future practice by sharing emerging learning and to support capacity building amongst TSIs, their partners and individual projects; and disseminating learning from the independent evaluation.	Scottish Government TSIs, local authorities, HSCPs, third sector organisations
3.2.3	Actively promote the value of community based interventions for both children and young people and adults, sharing good practice through a range of joint communications activities and national learning events by March 2024.	Scottish Government/COSLA TSIs, local authorities, HSCPs, third sector organisations
3.2.4	Address the unique challenges faced by those living in remote, rural and island communities, we will work with the Scottish Rural Mental Health Forum in 2023/24 to gather and share evidence, to provide strategic insight into the barriers faced by rural and island communities and build their resilience.	Scottish Government Local authorities, Scottish Rural Mental Health Forum, Change Mental Health

Strategic Action 3.3: We will drive a shift in the balance of care across mental health to ensure a focus on prevention and early intervention in the community, including a focus on providing high quality mental health care in General Practice.

Action		Lead and Key Partners
3.3.1	Work collaboratively to improve access to support, assessment and treatment in primary care mental health and wellbeing services. This will include the development of multi-disciplinary teams in general practice, and maximising the role of community mental health teams, digital provision and NHS 24 to make access simpler and quicker, aligning care and quality with the Getting it Right for Everyone (GIRFE) principles. We will produce an initial report on progress, which will include equality impacts, by November 2024.	Scottish Government IJBs, NHS Boards, GP practices, NHS 24, Scottish Ambulance Services (SAS), Police Scotland
3.3.2	Publish guidance on measuring and evaluating outcomes from mental health and wellbeing services in primary care by the end of 2023. This includes data indicators for protected characteristics and deprivation.	Scottish Government Healthcare Improvement Scotland (HIS), GP practices
3.3.3	Continue to include primary care and community mental health as priorities within the Mental Health Outcomes Framework.	Scottish Government IJBs, NHS Boards

Priority 4

Expand and improve the support available to people in mental health distress and crisis, and those who care for them, through our national approach on Time, Space, Compassion.

Outcomes	Challenges and opportunities
1 2 3 4 5 6 7 8 9	Stigma and discrimination
	Delivering supports and services
	Primary and community care
	Workforce
	Trauma and adverse childhood experiences

Key area of focus

This priority focuses on providing support, care and treatment for people in distress. It also focuses on improving our response to people experiencing crisis, keeping them safe and preventing their situation from escalating further. This includes where distress may lead to self-harm, or suicidal thoughts and behaviours. We will work to make it easier for people to find the information, advice and support they need, including access to urgent care. We will also work to help people access self-care and community based support.

In September 2022, Scottish Government published our joint ten-year Suicide Prevention Strategy, Creating Hope Together, with our subsequent Suicide Prevention Action Plan which details the actions we will take over 2022-2025. We will continue to actively focus on groups at higher risk of suicide, including people living in poverty; men (particularly middle-aged men); women at key life stages (such as perinatal); children and young people (particularly where there are other risk factors, such as care experience); LGBTI groups; autistic people; unpaid carers. Further details of our work will be communicated via the Scottish Government and Suicide Prevention Scotland communications channel.

We are currently working with partners and people with lived experience to develop Scotland's first dedicated Self-Harm Strategy and Action Plan. We are also continuing to consolidate and build on compassionate, trauma-informed support for people who are experiencing distress, so that they can access support where and when they need it this includes through our world-leading Distress Brief Intervention programme.

As part of our approach to addressing inequality across this Delivery Plan, we will work alongside the Equality and Human Rights Forum and people with lived experience to develop, test and learn from a good practice approach to implementation. This will include how we can direct our resources for maximum impact.

Outcomes

- The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.
- People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.
- People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.
- Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.
- Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.
- Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

Strategic Action 4.1: Implement the Year 1 priorities of our initial three year action plan which will take us measurably closer to realising the ambitions set out in Creating Hope Together Strategy (2022–2032).

Action		Lead and Key Partners
4.1.1	Continue to raise awareness and improve learning about suicide, and target our approach in order to build understanding in sectors that support groups with a higher risk of suicide, e.g. staff working in money advice and homelessness services.	Scottish Government/COSLA Suicide Prevention Scotland
4.1.2	Improve suicide responses for children and young people by building more understanding of suicide risk and behaviour amongst this group. This work will draw on insights from the suicide prevention Youth Advisory Group and the new LGBT Youth Commission on Mental Health.	Scottish Government/COSLA Suicide Prevention Scotland
4.1.3	Develop insights on help seeking and test new approaches to suicide prevention through our current work in West Highlands and Skye with Samaritans Scotland.	Scottish Government/COSLA Samaritans Scotland, Suicide Prevention Scotland
4.1.4	Use evidence to prioritise focused work with groups with higher risk of suicide. This includes taking forward two tests of change aimed at improving the reach of our suicide prevention work into specific groups and communities, and work with partners in high risk settings for suicide, for example prisons, to build effective and compassionate suicide prevention action plans.	Scottish Government/COSLA Suicide Prevention Scotland
4.1.5	Continue to build the Time, Space, Compassion approach to improve our responses to people in distress and crisis, including people who may be suicidal, through a programme of work which builds resources and facilitates improvements to practice.	Scottish Government/COSLA NHS Boards, local authorities, third sector organisations, Suicide Prevention Scotland

Strategic Action 4.2: By the end of 2023, Scotland's first dedicated Self-Harm Strategy and Action Plan will be jointly published by Scottish Government and COSLA. Recognising prevalence amongst young people and some marginalised groups, it will adopt an inclusive and tailored approach in order to deepen understanding and build effective responses for specific groups, communities and within key settings. The Strategy will create improved responses for people who self-harm across the life course.

Action		Lead and Key Partners
4.2.1	Continue to place diverse and varied lived experience and a range of professional expertise at the centre of work to implement the action plan. This will ensure the needs of diverse groups are understood and prioritised across a range of supports and services.	Scottish Government/COSLA NHS Boards, local authorities, third sector organisations including equality groups
4.2.2	Review, improve, and share data and evidence to drive improvements in support and service responses.	Scottish Government/COSLA PHS, NHS Boards, local authorities, academic partners, third sector organisations including equality groups
4.2.3	Continue to build person-centred support and services across Scotland to meet the needs of people affected by self-harm.	Scottish Government/COSLA Local authorities, NHS Boards, third sector organisations including equality groups
4.2.4	Work with key partners and people with lived experience to design, tailor and disseminate national resources and support to ensure they effectively reach their communities (who are often at higher risk of self-harm). This work will support local approaches whilst also seeking to tackle stigma and discriminatory practice.	Scottish Government/COSLA Local authorities, NHS Boards, third sector organisations including equality groups
4.2.5	Continue to expand and deepen knowledge and compassionate understanding about self-harm and tackle stigma and discrimination.	Scottish Government/COSLA Local authorities, NHS Boards, third sector organisations including equality groups

Strategic Action 4.3: We will achieve full national coverage of the Distress Brief Intervention (DBI) programme.

Action		Lead and Key Partners
4.3.1	Support local areas and national pathways to implement the DBI programme for people aged 16 and over, achieving full national coverage by March 2024.	Scottish Government DBI Central Team, Health and Social Care Partnerships (HSCPs), PHS, University of Glasgow
4.3.2	Over the lifespan of this Delivery Plan, build on the findings and implement the recommendations of the two independent evaluations of DBI, published in 2022.	Scottish Government DBI Central Team, HSCPs, PHS, Police Scotland, SAS
4.3.3	Assess the suitability of DBI for 14 and 15 year olds, publishing a formal evaluation of DBI for under 18s by spring 2025.	Scottish Government DBI Central Team, HSCPs, PHS, University of Glasgow

Strategic Action 4.4: We will prioritise, build and test delivery of compassionate, trauma-informed support for people experiencing distress or crisis (or at risk of) in specific contexts and settings.

Action		Lead and Key Partners
4.4.1	Provide funding from 2023/24 to develop and enhance trauma-informed support for all children, young people and their families experiencing distress and crisis. In line with The Promise, this will include an increased focus on support for those with experience of care or on the edges of care.	Scottish Government Third sector organisations, local authorities
4.4.2	Throughout the lifespan of this Delivery Plan, work with mental health services to identify and embed changes to practice so they can proactively provide support which helps prevent people from becoming homeless. This aligns with Scottish Government's intention to introduce new duties aimed at the prevention of homelessness.	Scottish Government NHS Mental Health Leads, frontline homelessness services (including Simon Community Scotland and Cyrenians)
4.4.3	Throughout the lifespan of this Delivery Plan, work with key partners to understand the mental health harms related to gambling and explore ways to raise awareness of these harms and support people effectively.	Scottish Government PHS, local authorities, academic and third sector organisations working in the field
4.4.4	Continue to build our understanding of the barriers people with No Recourse to Public Funds face in accessing mental health services, and agree practical actions for local authorities, Scottish Government and the NHS. This includes considering testing increased peer support, in partnership with third sector partners, using a new community-based peer model. We will draw on learning to improve future service provision by 2025 as we take forward Action 7 of the Ending Destitution Together (EDT) Strategy.	Scottish Government/COSLA Simon Community Scotland, local authorities, NHS Boards

Strategic Action 4.5: We will build on work already underway to improve unplanned and urgent mental health care, including for those in mental distress, utilising a multi-agency response. In doing so, we will take into account the findings from our Equalities Impact Assessment, in order to better understand and support different population and equalities groups, and will continue to ensure alignment with the national rollout of the DBI programme.

Action		Lead and Key Partners
4.5.1	Continue to invest in NHS 24's Mental Health Hub, with each Health Board providing access to a mental health clinician 24 hours a day, seven days a week.	Scottish Government NHS24, NHS Boards, SAS, Police Scotland, third sector organisations, HSCPs
4.5.2	Embed the Time, Space, Compassion principles and expand supports that can be accessed to meet a range of needs, increasing access to more existing and developing services and developing a mental health unscheduled care resource pack by autumn 2024.	Scottish Government NHS24, NHS Boards, SAS, Police Scotland, third sector organisations, HSCPs
4.5.3	Increase awareness of available pathways into support and care by developing national awareness raising activity by the end of 2023, followed by the development of tailored messaging for specific population and equalities groups in 2024.	Scottish Government NHS Boards, NHS 24, SAS, Police Scotland, third sector organisations
4.5.4	Continue to invest in the Enhanced Mental Health Pathway and promote partnership working to increase Police Scotland and Scottish Ambulance Service access to local clinical support over the duration of the Delivery Plan.	Scottish Government NHS 24, Police Scotland, SAS
4.5.5	Take action to respond to the recommendations of Her Majesty's Inspectorate of Constabulary in Scotland's (HMICS) thematic review of Policing and Mental Health published in autumn 2023, and the subsequent Police Scotland actions on mental health.	Scottish Government Police Scotland, Scottish Police Authority, NHS Boards, NHS 24, SAS, third sector organisations
4.5.6	Take an evidenced based approach to improvement work to better understand how people are accessing and receiving unplanned mental health care. Lead work will commence in 2024 to ensure that improvements to unplanned and urgent care are underpinned by robust data, including person demographic data.	Scottish Government PHS, NHS Boards, NHS24, HSCPs, SAS

Priority 5

Work across Scottish and Local Government and with partners to develop a collective approach to understanding and shared responsibility for promoting good mental health and addressing the causes of mental health inequalities, supporting groups who are particularly at risk.

Outcomes	Challenges and opportunities
1 2 3	Global challenges
4 5 6	Stigma and discrimination
7 8 9	Delivering supports and services
	Primary and community care
	Workforce
	Data and evidence

Key area of focus

We know that mental health and wellbeing are influenced by many factors – home life, work, physical health, environment and housing, income, relationships, and community, amongst many other things. We know that experience of difficult or traumatic life experiences or inequalities also influences people's mental health and wellbeing, and their support needs.

Some groups of people can experience poorer mental health and wellbeing because of social or economic factors that they cannot control, such as low income or poverty, poor housing, limited employment opportunities, or because they experience prejudice and discrimination.

We recognise the need to prevent poor mental health and wellbeing occurring where possible. We will do this by taking a cross-government, cross-sectoral approach to understanding and addressing the social determinants of mental health, and will build this into decision-making, governance and planning processes at national and local level. We know mental health inequalities are also caused by barriers to accessing and poor experience of support and services. Alongside actions on social determinants, we want to improve access to and experience of mental health support and services for marginalised groups. In this first Plan, we will focus on actions under priorities 4 and 7. We will work closely with the Equality and Human Rights Forum and people with lived experience to develop, test and learn from a good practice approach to implementation.

Outcomes

- The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.
- People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.
- People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.
- Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.
- We adopt a 'mental health and wellbeing in all policies' approach to facilitate cross-policy actions that more effectively address the wide-ranging social, economic and environmental factors that impact people's mental health and wellbeing, including poverty, stigma, discrimination, and injustice.
- Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.
- Decision-makers and practitioners (including the third sector) are better able to access the evidence, research and data they need to ensure a more evidence-based approach to policy formation and practice.

Strategic Action 5.1: We will take a cross-government, cross-sectoral approach to understanding and addressing the social determinants of mental health and the bi-directional relationship between mental health and factors such as poverty, employment, discrimination and trauma, housing and education, building this into decision-making, governance and planning processes at national and local level.

Action		Lead and Key Partners
5.1.1	Throughout the lifespan of this Delivery Plan, we will work across national and local government, reflecting the recommendations set out by Audit Scotland, to develop a joint approach to understanding and tackling the underlying issues that lead to poor mental health.	Scottish Government/COSLA PHS, local authorities, HSCPs
5.1.2	Throughout the lifespan of this Delivery Plan, develop and further embed consideration of mental health and an understanding of socio-economic determinants of mental health within local leadership and planning, for example, in relation to sports, culture, housing, education, greenspace.	COSLA Improvement Service, local authorities
5.1.3	Public Health Scotland will lead a collaborative programme of work to develop a whole systems approach to understanding and taking action in relation to the key social determinants of mental health. This will involve: • bringing together communities, practitioners and policy makers across the system to build a collective understanding of the social determinants of mental health; • having a focus on understanding and promoting primary prevention approaches; • identifying and testing specific actions for improving population mental health and reducing mental health inequalities.	Scottish Government/COSLA PHS
5.1.4	Continue to work to implement the principles laid out in the Veterans Mental Health and Wellbeing Action Plan for Scotland by autumn 2024, to ensure improved access to mental health treatment and support for veterans.	Scottish Government NHS Boards, HSCPs, IJBs, local authorities, third sector organisations including Combat Stress

Strategic Action 5.2: Scottish Government will continue to prioritise actions on mental health and wellbeing as part of the Best Start, Bright Futures Tackling Child Poverty Delivery Plan, the Promise, Whole Family Wellbeing Funding and national approaches to Fair Work, as well as ensuring there is a focus on these in our wider mental health and wellbeing policies.

Action		Lead and Key Partners
5.2.1	Prioritise poverty and inequality, including supporting the Best Start, Bright Futures 6 priority family groups within the Communities Mental Health and Wellbeing Fund for Adults in 2023/24, sharing relevant learning and practice as this emerges.	Scottish Government TSIs, local authorities, HSCPs
5.2.2	Scottish Government will provide funding in 2023/24 to The Poverty Alliance and Mental Health Foundation to take forward a programme of work that will build capacity within grass-roots community organisations to better support the mental health needs of people experiencing poverty.	Scottish Government Mental Health Foundation, The Poverty Alliance

Priority 6

Improve mental health and wellbeing support in a wide range of settings with reduced waiting times and improved outcomes for people accessing all services, including Child and Adolescent Mental Health Services (CAMHS) and psychological therapies.

Outcomes	Challenges and opportunities
1 2 3 4 5 6 7 8 9	Delivering supports and services Primary and community care Workforce Benefits of investing

Key area of focus

We want mental health and wellbeing supports and services to be responsive to individual need, so that people can access them at the right time, in the right place and in the right way. Support, care and treatment need to be delivered in a way that is as local as possible and as specialist as necessary. We know that there will always be some people who will need short-term mental health support. Others will have mental health conditions that are long-term or lifelong, requiring ongoing support for the rest of their lives. Ensuring access to a range of supports and services in the community to help keep people well, alongside investment and improvement in specialist services, such as CAMHS or psychological therapies, is key to more effectively meeting the demand for services. A range of new standards and clear pathways to treatment, informed by evidence and designed around GIRFE and Getting it right for every child (GIRFEC) principles, will help to ensure the delivery of effective, person-centred services.

During 2023/24, Scottish Government will invest over £50 million in its Mental Health Outcomes Framework, in addition to Boards' core funding, to support the delivery of clinical services in priority areas. The new standards aim to set out what good looks like and, over the medium to long-term, will improve monitoring and measurement of the equity of care and include a focus on supporting people from different social, economic, ethnic and cultural backgrounds and addressing their specific needs. This work will take an improvement approach and seek to understand what is required in the system to implement standards and specifications, recognising current resource and capacity challenges.

Outcomes

▶ The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.

▶ People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.

▶ Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.

▶ Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

▶ The mental health and wellbeing workforce is diverse, skilled, supported and sustainable.

Strategic Action 6.1: Scottish Government will support Boards to meet the 90% waiting times standard for CAMHS and Psychological Therapies (PT), and to clear waiting list backlogs.

Action	Lead and Key Partners
6.1.1 Commission Boards to produce trajectories for when they expect to meet the CAMHS and PT waiting times standard. These will be analysed by the end of 2023 and used to inform targeted improvement work to ensure all Boards consistently meet the CAMHS and PT standards. Trajectories should be updated at least annually to reflect local changes.	Scottish Government NHS Boards, IJBs, PHS
6.1.2 Over the lifespan of this Delivery Plan, proactively engage with Boards to monitor progress and identify challenges, including finance, governance and leadership. This will inform the support required to enable Boards to contribute to the implementation of the Mental Health and Wellbeing Strategy and make best use of funding to deliver better outcomes.	Scottish Government NHS Boards, IJBs

Strategic Action 6.2: Taking a quality improvement approach, Scottish Government will support the implementation of Mental Health Core Standards for Mental Health Services and consider subsequent service specifications to ensure high quality specialist care for all patients.

Action		Lead and Key Partners
6.2.1	Continue work with Health Boards to agree an initial timeline to deliver the CAMHS and Psychological Therapies National Data set (CAPTND) with the aim of using the improved data to support improvements to CAMHS and PT services and to better understand the needs of those accessing them.	Scottish Government PHS
6.2.2	Develop and pilot a self-assessment tool to support initial implementation of the core mental health standards (published September 2023) in a proportionate way, recognising ongoing pressure facing services and enabling continuous improvement.	Scottish Government NHS Boards, PHS, IJBs, HIS
6.2.3	Using a similar approach to the core standards, work with partners to measure and implement the Service Specification for Psychological Interventions and Therapies (published September 2023), recognising that some of the outcomes are already being delivered.	Scottish Government NHS Boards, Heads of Psychology, HIS, IJBs
6.2.4	Scottish Government and NES launched a new digital version of the Psychological Therapies Matrix in autumn 2023 to provide accessible and up to date evidence and best practice for psychological services. NES will continue to update the Matrix iteratively, reflecting any changes in the available evidence base.	Scottish Government NES
6.2.5	Consult on and publish a National Specification for Eating Disorder Care and Treatment in Scotland by early 2024.	Scottish Government NHS Boards, third sector organisations
6.2.6	Using the learning from the self-assessment of core standards, develop a specification for adult secondary care mental health services (inpatient, Community Mental Health Teams and associated services).	Scottish Government Voices of Experience (VOX) Scotland, the Alliance, the Royal College of Psychiatrists, HIS, Mental Welfare Commission (MWC), Unison

Strategic Action 6.3: We will continue to work with delivery partners to develop integrated care pathways in line with GIRFEC and GIRFE national practice models ensuring a holistic approach to wellbeing for people with complex care needs.

Action		Lead and Key Partners
6.3.1	Develop integrated care pathways in children's mental health services in line with the GIRFEC national practice model and ensure a holistic approach to wellbeing for people with complex care needs accessing specialist CAMHS services, such as Adolescent Intensive Psychiatric Care, secure, forensic and learning disability CAMHS services.	Scottish Government HIS, NHS Boards, local authorities
6.3.2	Over the next 18 months, build on the work we have done with HIS through our Early Interventions in Psychosis programme, and facilitate the rolling out by Boards improvements in patient care and support for those experiencing a first instance of psychosis.	Scottish Government HIS, NHS Boards
6.3.3	In line with the recommendation from the National Review of Eating Disorder Services, establish the National Eating Disorder Network by the end of 2023 to provide support, guidance and alignment for children, young people and adult eating disorder services.	Scottish Government NHS Boards

Strategic Action 6.4: Scottish Government will support NHS Boards to move towards a self-improving system using benchmarking data.

Action		Lead and Key Partners
6.4.1	Establish a Scottish Benchmarking Network, which supports sharing of data and best practice across Boards to drive improvement, with the aim of moving to a self-improving system. Scottish Government will fund individual Board membership of the NHS Benchmarking Network up to March 2025.	Scottish Government NHS Benchmarking, NHS Board
6.4.2	Hold an event in 2024 to share the findings of the three core benchmarking projects of 2023 with all Health Boards.	Scottish Government NHS Boards

Strategic Action 6.5: We will work together to expand the gathering, reporting and use of information on patient journeys, protected characteristics, outcomes and experiences of people seeking care and support from NHS mental health services.

Action		Lead and Key Partners
6.5.1	Through the lifespan of this Delivery Plan, improve data collection and published statistics that describe access to and performance of key NHS mental health services. In particular, improve data systems to deliver the CAMHS and Psychological Therapies National Data set (CAPTND) with the aim of using improved equalities data to better understand and meet the needs of people accessing these services.	Scottish Government NHS Boards, IJBs, PHS, NES, eHealth Directors
6.5.2	By June 2024, deliver the first phase of work to develop a set of national measures that provide robust and accessible evidence of the functioning of key mental health services at HSCP and Health Board level.	Scottish Government NHS Boards, IJBs, PHS, NES
6.5.3	Throughout the lifespan of this Delivery Plan, work with NHS Boards to improve management information to help support improvement activity and outcomes.	Scottish Government NHS Boards, PHS
6.5.4	Develop options for a dedicated Mental Health Patient Experience Survey by September 2024. This will report on how expectations set out in the Core Mental Health Standards are met for individual and intersectional equalities groups.	Scottish Government NHS Boards, IJBs
6.5.5	Continue to work with delivery partners to ensure patient experience is central to decision making and governance processes in IJBs, NHS Boards and TSIs.	Scottish Government NHS Boards, IJBs, TSIs

Strategic Action 6.6: We will progress with reform of Adults with Incapacity (AWI) Legislation to ensure stronger rights, protections and safeguards.

Action		Lead and Key Partners
6.6.1	By autumn 2024, develop policy proposals to address all of these issues identified with Adults with Incapacity legislation and have publicly consulted on the proposed changes.	Scottish Government
6.6.2	Improve awareness of the functions and operation of the Adults with Incapacity (Scotland) Act 2000, including engagement with HSCPs and continuing to fund partners to deliver AWI training to the health and social care workforce until March 2024.	Scottish Government MWC, NES, local authorities, Social Work Scotland, HSCPs

Priority 7

Ensure people receive the quality of care and treatment required for the time required, supporting care as close to home as possible and promoting independence and recovery.

Outcomes	Challenges and opportunities
1 2 3 4 5 6 7 8 9	Delivering supports and services
	Primary and community care
	Workforce
	Benefits of investing

Key area of focus

We will work collaboratively at local, regional and national levels, to support strategic planning and delivery across the whole system to ensure people receive the care that they need as close to home as possible. Effective local and national oversight, governance, leadership and collaboration across sectors will be central to driving continuous improvement. Trauma, equalities and risk-informed approaches will be essential to identifying and supporting groups who face specific challenges, as well as keeping people safe.

As part of our approach to address inequality across this Delivery Plan, we will work alongside the Equality and Human Rights Forum and people with lived experience to develop, test and learn from a good practice approach to implementation of these actions. This will include how we can direct our resources for maximum impact.

Outcomes

- The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.

- People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.

- People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.

- Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.

- Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.

- Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

- The mental health and wellbeing workforce is diverse, skilled, supported and sustainable.

Strategic Action 7.1: Answering Audit Scotland's Adult Mental Health Report and taking account the wider policy landscape and arrangements underway for the National Care Service, Scottish Government, NHS Scotland and COSLA will work with NHS Boards, IJBs, local authorities, and other delivery partners to ensure ongoing improvement of the oversight and governance, planning and delivery of mental health services at local, regional, and national levels. Our approach will reflect the principles of GIRFE and GIRFEC on joined-up preventative care and partnership work so that future service delivery is informed by knowledge of existing provision, unmet demand, and the requirements of remote, rural and Island communities and minority and at-risk groups.

Action		Lead and Key Partners
7.1.1	Work collectively with partners, scope work being undertaken within existing regional, and national networks, clarifying their current and potential roles in supporting mental health and wellbeing services planning and delivery, identifying levers to support ongoing improvement in oversight, leadership, and collaboration and utilising learning to inform next steps.	Scottish Government/COSLA NHS Scotland, local authorities, IJBs, HSCPs, NHS Boards, Community Planning Partnerships (CPPs)
7.1.2	Scottish Government will engage with NHS Boards on their work to deliver the aims set out in the Strategy and the newly published mental health standards. This will ensure all Boards have robust short, medium, and long-term plans in place to improve mental health services as part of the strategic ADP (Annual Delivery Plan) and medium-term planning process with NHS Scotland.	Scottish Government NHS Boards, NHS Scotland
7.1.3	Scottish Government will establish a national strategic oversight group to support coherence across NHS Boards in the planning and delivery of Mental Health services at national and regional levels. This will align with the work of the National and Regional Short Life Working Group, established in February 2023 to progress recommendations in the NHS Scotland Delivery Plan to develop a single coherent planning framework; improve national and regional planning; and strengthen understanding and the role of networks and associated groups.	Scottish Government NHS Scotland, NHS Boards
7.1.4	Scottish Government will work with NHS partners, the Scottish Prison Service (SPS) and the National Prisoner Care Network (NPrCN) to improve outcomes for people who have often experienced multiple inequalities. This work will improve access to, and the consistency and profile of, mental healthcare in prisons, and improve governance and oversight of the delivery of healthcare in custody settings, including mental healthcare in prisons.	Scottish Government NHS Boards, SPS, National Prisoner Care Network
7.1.5	Work with services to improve care for people with co-occurring mental health and substance use difficulties, working towards the full implementation of Medication Assisted Treatment (MAT) 9 by March 2025 and delivery of commitments made in response to the Rapid Review into Substance Use and Mental Health Concerns.	Scottish Government HIS, MAT Standards Implementation Team (MIST), MWC

Strategic Action 7.2: Scottish Government will work with NHS Boards to ensure the mental health built estate enables the delivery of high quality, person centred and safe care. In doing so, we will take into account the findings from Equalities Impact Assessments and other relevant assessments.

Action	Lead and Key Partners
7.2.1 Continue Scottish Government's work with NHS Assure to develop a 'Once for Scotland' approach to assessing the in-patient mental health settings for quality, safety, ligature risk and therapeutic environment, including national roll out of Mental Health Estates Tool.	Scottish Government NHS Assure

Priority 8

Continue to improve support for those in the forensic mental health system.	
Outcomes	**Challenges and opportunities**
1 2 3	Stigma and discrimination
4 5 6	Delivering supports and services
7 8 9	Workforce
	Trauma and adverse childhood experiences
	Benefits of investing

Key area of focus

Forensic mental health services specialise in the assessment, treatment and risk management of people with a mental disorder[1] who are currently undergoing, or have previously undergone, legal or court proceedings. Some other people are managed by forensic mental health services because they are deemed to be at a high risk of harming others or, rarely, themselves under civil legislation. There have been significant changes in the way forensic mental health services have been delivered over a number of years. Two recent independent reviews – the Independent Forensic Mental Health Review and the Scottish Mental Health Law Review – have made recommendations to improve the delivery of forensic mental health, including strengthening the rights of people who are detained under mental health legislation. Alongside ongoing improvements, we will implement a new programme of work that will include a focus on specific rights, protections and improvements for people within the forensic mental health system.

1   We recognise that the term 'mental disorder' is no longer commonly used, although it is used here as it reflects the language of the mental health legislation that underpins forensic mental health services.

Outcomes

▶ The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.

▶ People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.

▶ People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.

▶ Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.

▶ Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

▶ The mental health and wellbeing workforce is diverse, skilled, supported and sustainable.

Strategic Action 8.1: We will take the opportunity to support and progress positive change in forensic mental health services, including progressing issues identified by the Independent Review into the Delivery of Forensic Mental Health Services in Scotland (Barron Review).

Action		Lead and Key Partners
8.1.1	During the lifespan of this Delivery Plan, continue to bring together key stakeholders to agree a clear plan for addressing the Strategic Planning and Governance of Forensic Mental Health Services (Recommendation One of the Independent Review).	Scottish Government NHS Boards, COSLA
8.1.2	During the lifespan of this Delivery Plan, develop a plan with stakeholders to deliver services in Scotland for women who need high secure care and treatment in the short and long-term (Recommendation Three of the Independent Review).	Scottish Government SPS, NHS Boards, NHS National Services Scotland
8.1.3	During the lifespan of this Delivery Plan, address the key gaps in data collected and reported on forensic mental health services by developing an improved system of data collection and monitoring the outcomes for individuals receiving such services (Recommendations 5, 7, 8 and 20 of the Independent Review).	Scottish Government NHS Boards, PHS, NHS National Services Scotland, Forensic Network, SPS, MWC, Mental Health Tribunal for Scotland
8.1.4	During the lifespan of this Delivery Plan, work with stakeholders to consider changes to practice and legislation, beyond the Independent Review, that will improve or simplify the delivery of forensic mental health services for service users and put in place a plan for taking these improvements forward.	Scottish Government NHS Boards, COSLA, MWC, Mental Health Tribunal for Scotland

Priority 9

Strengthen support and care pathways for people requiring neurodevelopmental support[2], working in partnership with health, social care, education, the third sector and other delivery partners. This will ensure those who need it receive the right care and support at the right time in a way that works for them.

Outcomes	Challenges and opportunities
1 **2** **3**	Stigma and discrimination
4 **5** **6**	Delivering supports and services
7 **8** **9**	Primary and community care
	Workforce
	Benefits of investing

Key area of focus

Over recent years, there has been a significant increase in children and adults seeking a diagnosis and requiring support, including mental health support, for their

2   Our usage of the term 'neurodevelopmental support' reflects the diagnostic criteria utilised in health and social care services for *"neurodevelopmental disorders"* (ICD-11). It is inclusive of the broad range of what our communities may refer to as neurodiversity/neurodivergence, such as our autistic communities, people with ADHD, people with learning disabilities, people with Down's Syndrome and people with FASD.

neurodivergence or neurodevelopmental needs. We know that some people, such as those with learning disabilities, are more likely to experience health problems, including impacts on their mental health.

Neurodivergence and learning disabilities are not 'mental health' conditions, but they are included because the workforce for these conditions and pathways to care operate mainly within the mental health landscape and will straddle across both the core and wider mental health and wellbeing workforce.

We will take a range of actions to ensure that we understand the workforce required and the support that workforce need to provide support to people with neurodiversity and learning disabilities. Actions that are key to this will also be included in our Workforce Action Plan.

Outcomes

- ▶ The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.
- ▶ People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.
- ▶ People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.
- ▶ Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.
- ▶ We adopt a 'mental health and wellbeing in all policies' approach to facilitate cross-policy actions that more effectively address the wide-ranging social, economic and environmental factors that impact people's mental health and wellbeing, including poverty, stigma, discrimination, and injustice.
- ▶ Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.
- ▶ Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.
- ▶ The mental health and wellbeing workforce is diverse, skilled, supported and sustainable.

Strategic Action 9.1: We will work with education, NHS boards, the third sector and other delivery partners to strengthen support, care and treatment pathways across the lifespan for neurodiverse children, young people and adults.

Action		Lead and Key Partners
9.1.1	Consider the implementation of the recommendations in the 2023 scoping report, including the development of local stepped care pathways, and the development of an adult National Neurodevelopmental Service Specification, to help improve access to supports and diagnosis for neurodivergent adults.	Scottish Government National Autism Implementation Team (NAIT), HSCPs
9.1.2	Host a neuro-affirming Community of Practice Event in October 2024 and regional Community of Practice Events between November 2023 and March 2024.	Scottish Government NAIT, HSCPs
9.1.3	Support the work of the Adult Neurodevelopmental Specification working group which was established in September 2023.	Scottish Government NAIT, HSCPs
9.1.4	Finalise guidance and professional learning materials by March 2024 (based on research carried out in 2022/23 about neuro-inclusive practice in training, recruitment and employment for health and education professionals).	Scottish Government NAIT, HSCPs
9.1.5	Continue to work with children and young people with neurodevelopment support needs, their families and organisations that represent them, to ensure services understand and take account of needs in the delivery of services. Review learning from implementing the Neurodevelopmental Service Specification: Principles and Standards of Care to date, ensuring it meets the needs of service users and that resources required to deliver the specification are fully understood, updating and implementing the specification as appropriate.	Scottish Government/COSLA NHS Boards, HSCPs, local authorities
9.1.6	Improve understanding of the mental health and wellbeing needs of neurodiverse people across the life course and explore new models of support.	Scottish Government NHS Boards, HSCPs, local authorities

Strategic Action 9.2: We will take action to improve the mental health and wellbeing of people with learning/intellectual disabilities and that they are empowered to live their lives, just like anyone else.

Action		Lead and Key Partners
9.2.1	Roll out annual health checks for adults with learning disabilities across all NHS Boards, with all adults with learning disabilities offered a health check by end of March 2024.	Scottish Government NHS Boards
9.2.2	Establish an effective monitoring system to understand health needs emerging from these checks, including setting up a data management group by November 2023 to be operational during the life of this Delivery Plan.	Scottish Government HSCPs, PHS
9.2.3	Establish a network for input from local HSCPs by autumn 2023 to share best practice and information about local delivery models, and identify barriers and share solutions.	Scottish Government HSCPs
9.2.4	Launch a Changing Places Toilets Fund by the beginning of 2025 to increase the number of these facilities across the country and to support mobile Changing Places Toilets to allow people easier access to events and outdoor venues.	Scottish Government Third sector organisations, communities

Strategic Action 9.3: Scottish Government will consult on and advance proposals to enshrine a human rights-based approach to providing support for neurodevelopmental needs in legislation.

Action		Lead and Key Partners
9.3.1	Develop and deliver a consultation by the end of 2023 on a Learning Disabilities, Autism and Neurodivergence Bill, with the voices of neurodiverse people and people with learning disabilities at the centre.	Scottish Government

Priority 10

Reduce the risk of poor mental health and wellbeing in adult life by promoting the importance of good relationships and trauma-informed approaches from the earliest years of life, taking account where relevant adverse childhood experiences. We will ensure help is available early on when there is a risk of poor mental health, and support the physical health and wellbeing of people with mental health conditions.

Outcomes	Challenges and opportunities
1 2 3	Global challenges
4 5 6	Stigma and discrimination
7 8 9	Delivering supports and services
	Primary and community care
	Workforce
	Benefits of investing

Key area of focus

We know babies and small children need sensitive responsive caregiving which also supports good health, wellbeing and nutrition, play and stimulation and protection from avoidable harm. In addition, at some point in our lives, many of us experience trauma or adverse childhood experiences which can impact on our mental health and wellbeing, as well as our access to universal life chances such as education, health, housing and employment. In recognition of this, we have a shared ambition for a trauma-informed and responsive workforce, and for the right services to be in place across Scotland. This involves services that recognise the prevalence of trauma and respond in ways that prevent re-traumatisation and that support recovery. The NTTP supports a trauma-informed workforce and services and includes funding for a network of Transforming Psychological Trauma Implementation Co-ordinators (TPTICs) based in every Health Board across Scotland who provide advice, training and implementation support. Through the NTTP, we will embed trauma-informed and trauma-responsive practice across services and supports in Scotland.

Outcomes

- The overall mental health and wellbeing of the population is increased and mental health inequalities are reduced.

- People with mental health conditions, including those with co-existing health conditions experience improved quality and length of life, free from stigma and discrimination.

- People have an increased knowledge and understanding of mental health and wellbeing and how to access appropriate support.

- Communities are better equipped to act as a source of support for people's mental health and wellbeing, championing the eradication of stigma and discrimination and providing a range of opportunities to connect with others.

- We adopt a 'mental health and wellbeing in all policies' approach to facilitate cross-policy actions that more effectively address the wide-ranging social, economic and environmental factors that impact people's mental health and wellbeing, including poverty, stigma, discrimination, and injustice.

- Comprehensive support and services that promote and support people's mental health and wellbeing are available in a timely way that meets and respects individual needs.

- Mental health policies, support, care, and treatment are better informed and shaped by people with lived experience of mental health issues and staff practitioners, with a focus on high quality provision that is recovery orientated.

Strategic Action 10.1: Through the GIRFEC approach, we will help parents and families to develop positive relationships with their children before birth and at every stage of their development, supporting their mental health and wellbeing through the ups and downs of life.

Action		Lead and Key Partners
10.1.1	Scottish Government will take forward a transformative early child development programme ensure an integrated approach that continuously builds the latest evidence in to policy and practice. This will focus on primary prevention from pre-conception through the earliest years to help ensure children get the nurturing care they need, and increasing the likelihood of good long term outcomes.	Scottish Government
10.1.2	To support parents and caregivers, further enhance the provision of high quality, evidence based support for parents through investing the Psychology of Parenting Programme, Solihull Online and the Early Intervention Framework.	Scottish Government NES
10.1.3	Scottish Government will provide information on the support and services available to help build positive parenting relationships, maintain mental health and wellbeing via the Baby Box and develop a Parenting Pathway, building on the 2012 National Parenting Strategy.	Scottish Government Third sector organisations, statutory services (including midwifery and health visiting)
10.1.4	Re-affirm the importance of play to children's development and mental wellbeing by publishing a revised Play Strategy Vision and Action plan in 2024, developed in collaboration with our stakeholders and informed by the views of children and young people.	Scottish Government Third sector organisations, statutory services
10.1.5	By November 2023, launch a new Strategic Board for Children and Families Mental Health, with a strategic remit spanning preconception, the perinatal period, parent-infant relationships, early years (up to 5 years old), children and young people (5-24 year olds or 26 years for care leavers), their families and carers. This will include a particular focus on crisis support and support for vulnerable groups.	Scottish Government/COSLA Third sector organisations, national agencies, statutory services

Strategic Action 10.2: We will continue to invest in and embed perinatal and infant mental health services at all levels of need so that women and families across all areas of Scotland have access to these services.

Action	Lead and Key Partners
10.2.1 Launch a new fund to start from 2024/25 onwards building on the learning and successes of the Perinatal and Infant Mental Health Main Fund and Small Grants Fund in increasing access to support, reducing isolation and improving parent-child relationships.	Scottish Government Third sector organisations
10.2.2 Over 2023/24, consider with stakeholders how to develop a service specification for specialist community perinatal mental health support which enables those involved in running and delivering services in providing the standards of care that meets individuals' clinical needs.	Scottish Government Perinatal Mental Health Network Scotland
10.2.3 Promote training at all levels across all sectors that supports development of positive relationships and attachment in the early years.	Scottish Government NES, NHS Boards, local authorities, third sector organisations

Strategic Action 10.3: We will continue to work with delivery partners and survivors to provide services to those who have experienced childhood abuse, which promote sustained recovery through person-centred, trauma-informed support and treatment and enable survivors to lead more independent lives.

Action		Lead and Key Partners
10.3.1	Work with the survivors lived experience group, Voices for a Better Future, to ensure survivors contribute, influence and lead on future service design and delivery.	Scottish Government Voices for A Better Future
10.3.2	Work in partnership with the In Care Survivors Alliance and third sector SOCAS (Survivors of Child Abuse Support) organisations, to ensure all survivors in Scotland have equitable access to support and treatment.	Scottish Government In Care Survivors Alliance (Health in Mind, Penumbra & NHS Greater Glasgow & Clyde)
10.3.3	Work in partnership with the In Care Survivors Alliance to redesign the survivor support service by April 2024. This will allow for a more responsive, sustainable service, which reduces waiting times and ensures equitable access to all aspects of support for all survivors in Scotland.	Scottish Government In Care Survivors Alliance

Strategic Action 10.4: We will develop and launch our initial 2-year delivery plan for our new Dementia Strategy for Scotland, which recognises and addresses the mental health and wellbeing challenges facing our dementia communities.

Action	Lead and Key Partners
10.4.1 Work with the Dementia Lived Experience Panel, Dementia Strategy Advisory Group, and other key partners to develop and secure agreement for the initial delivery plan, working through this process to understand how actions across a number of areas, including diagnosis and care partners, can help improve the mental health and wellbeing of these communities.	Scottish Government/COSLA Dementia Lived Experience Panel, Dementia Strategy Advisory Group
10.4.2 As part of the Dementia Strategy Delivery Plan, develop an anti-stigma campaign challenging presumptions made towards people living with dementia.	Scottish Government/COSLA Dementia Lived Experience Panel, Dementia Strategy Advisory Group

Appendix 1 – Inequality Action Table

The Scottish Government Mental Health Equality Evidence Report published alongside this Delivery Plan as part of the EQIA highlights several cross-cutting themes on the causes of mental health inequalities which relate to multiple marginalised groups. The table below indicates where actions within this Delivery Plan will have an impact on these key themes. Delivery leads and partners for actions within this Delivery Plan should give due consideration to the groups highlighted as most impacted by these themes based on evidence when scoping, planning and implementing these actions. The identification of groups most impacted has been based on the strength of the evidence currently available and identified in the report. Additional detail is available in relevant sections of the report and should be used as the basis of EQIA's for actions going forward. Further actions addressing the issues of workforce training for support of equalities groups and workforce diversity are included in the accompanying Workforce Action Plan.

Sub-Theme	Strategic Actions	Groups most impacted based on evidence
Theme: Social determinants of mental health		
Poverty and deprivation	2.4 4.4 5.1 5.2	▶ People from minority ethnic groups ▶ Women and girls (particularly those who are lone parents) ▶ Disabled people
Experiences of minority stress, discrimination and trauma	2.7 4.4 5.1 9.1 10.3	▶ Women and girls (including gender based violence) ▶ Minority ethnic people (including racialised and generational trauma) ▶ LGBTI+ people (including discrimination, harassment and hate crime) ▶ People of certain religions (including Islamophobia and antisemitism) ▶ Disabled people (including discrimination and hate crime)
Loneliness and isolation	3.2 10.2	▶ People living in remote and rural areas ▶ Older adults ▶ Women (particularly at certain life stages, such as with children, older women) ▶ LGBTI+ people

Sub-Theme	Strategic Actions	Groups most impacted based on evidence
Theme: Accessing services		
Mental health stigma	1.1 2.3 2.5 2.7 9.1 10.4	▶ Men ▶ Older adults ▶ Some minority ethnic and religious groups ▶ People living in remote and rural areas ▶ People in the perinatal period
Geographical inequalities	3.2 4.3 4.5	▶ People living in remote and rural areas ▶ LGBTI+ people ▶ Children and young people
Lack of targeted information and lack of inclusive communication	2.1 2.2 2.3 2.6 2.7 4.4 9.1 9.2	▶ Disabled people ▶ Some minority ethnic groups ▶ Men ▶ Older adults ▶ LGBTI+ people
Diagnostic overshadowing (where mental health concerns are dismissed, undiagnosed and untreated due to a focus on other health needs or disabilities.)	2.7 4.5 7.1 9.1 9.2 10.4	▶ Older adults ▶ Disabled people (particularly people with learning disabilities) ▶ Women ▶ Adolescents

Sub-Theme	Strategic Actions	Groups most impacted based on evidence
Theme: Experience of using services		
Workforce training for support of equalities groups	2.3 2.4 2.7	▶ Minority ethnic and religious minority (including the need for culturally sensitive services) ▶ Women and girls (including the need for trauma-informed mental health services) ▶ LGBTI+ people (including the need for knowledge about and sensitivity to the experiences of LGBTI+ and particularly trans and non-binary people). ▶ Religious and minority groups
Workforce diversity	2.3	▶ Minority ethnic groups ▶ Religious minority groups ▶ LGBTI+ people
Choice and agency in support received	2.2 2.3 2.6 3.2 6.3 9.2 10.3	▶ Minority ethnic groups ▶ Disabled people ▶ Women and girls ▶ Children and young people ▶ Trans people
Theme: Data and evidence gaps		
Lack of disaggregated data	6.4 6.5	▶ Minority ethnic groups ▶ Disabled people ▶ Belief and faith groups
Lack of quantitative and qualitative data	4.2 6.4 6.5	▶ Minority ethnic groups ▶ Trans and intersex people ▶ Men ▶ Belief and faith groups

Sub-Theme	Strategic Actions	Groups most impacted based on evidence
Theme: Tackling a range of inequalities		
	3.1 3.2 4.1 4.2 4.4 6.1 6.2 6.6 7.1 8.1 9.3 10.4	▶ Multiple groups

Appendix 2 – Scottish Government policies and programmes in support of this Delivery Plan

Key Policy Drivers – this Delivery Plan has to connect and align with other policies and frameworks, together with relevant legislation. This includes but is not limited to:

Equality and Inclusion
- A Fairer Scotland for Older People: Framework for Action
- Ending Destitution Together Strategy
- Anti-Racist Employment Strategy
- Equally Safe Strategy
- Strategy for Our Veterans
- Coming Home Implementation report – five recommendations
- New Scots: Refugee Integration Strategy (refresh)
- Policy on ending conversion practices
- Upcoming Non-Binary Equality Action Plan
- Hate Crime Strategy
- Women's Health Plan
- Challenging men's demand for prostitution: policy principles

Human Rights
- Policy on incorporation of Human Rights
- Incorporation of the UNCRC
- Policy on Learning Disabilities, Autism and Neurodivergence
- SNAP 2 – Scotland's second National Human Rights Action Plan
- Equalities and Human Rights Mainstreaming Strategy
- National Trauma Transformation Programme

Housing
- Ending Homelessness Together
- Policy on Housing Standards
- Rented Sector Strategy (upcoming)

Fair Work, Employability and Skills
- Greater importance on employment and fair work
- Fair Work Action Plan

Economy
- Greater importance on financial inclusion, including provision of household financial advice
- National Strategy for Economic Transformation, including the Wellbeing Economy approach
- Free school meals
- Free bus travel
- National Events Strategy

Education
- Adult Learning Strategy for Scotland

Safer Communities
- Upcoming Violence Prevention Framework
- A Connected Scotland Strategy
- UK Online Safety Bill
- Renewal of play parks and outdoor play
- Equally Safe, funding for women and girls' counselling services
- Social Isolation and Loneliness: Recovering our Connections

Social Justice
- Best Start, Bright Futures: Tackling Child Poverty Delivery Plan 2022-2026

Early Learning and Childcare
- Best Start – Strategic Early Learning and School Age Childcare Plan

Children and Young People
- Recommendations made by the Children and Young People's Mental Health and Wellbeing Joint Delivery Board
- The Promise
- Children, Young Peoples and Families Outcomes Framework
- Children's Services Planning
- Getting it right for every child (GIRFEC)
- Whole Family Wellbeing Funding
- Care Leavers and Care Experience
- Early Childhood Development
- School Nursing (Transformed Role)
- Universal Health Visiting Pathway
- Mainstreaming Children's Rights

Justice
- Vision for Justice in Scotland
- Priority of mental health pathway development
- Trauma-informed approaches and training
- Youth Justice and Children's Hearings (the Age of Criminal Responsibility (Scotland) Act review)

Health and Social Care
- National Care Service
- Health and Care (Staffing) (Scotland) Act 2019
- Getting it Right for Everyone (GIRFE)
- Dementia Strategy for Scotland
- Scottish Mental Health Law Review response
- See Hear Strategy (2024 refresh)
- New Young Carer Strategy
- National Carers Strategy
- A Connected Scotland Strategy
- Self-directed Support Improvement Plan
- British Sign Language National Plan (upcoming)
- Spiritual Care Framework
- Care in the Digital Age
- Data-Driven Care in the Digital Age
- Bereavement
- End of life care

Planning and Infrastructure
- Blue and green infrastructure 'green spaces'

Population Health
- Drug Deaths Taskforce Response: A Cross-Government Approach
- Greater importance on physical health
- Clinical priorities
- Primary Care Health Inequalities
- Healthcare Planning: Curriculum for Patient Safety (upcoming)

Data and Digital
- Health Data Strategy
- Equalities Data Strategy
- CAPTND Infrastructure Programme
- Digital Inclusion Programme
- Digital Mental Health Programme
- NCS Data and Digital Programme

Scottish Government
Riaghaltas na h-Alba

This publication is available at **www.gov.scot**

Any enquiries regarding this publication should be sent to us at

The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

w w w . g o v . s c o t