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Dear Karen,

Today, I have published the [Non-Binary Equality Action Plan: 2024 Progress Report](#), which provides detail on the progress made during the first year of our five-year Non-Binary Equality Action Plan.

We published the [Non-Binary Equality Action Plan 2023-2028](#) in November 2023. It was the first plan of its kind in the UK and aims to improve the lives of people by taking steps to address inequalities and barriers.

The report provides detail on the progress made during 2024. It outlines some of our key achievements, and describes what we said we would do, what we have done, and what our next steps are.

Some of our key achievements this year include:

- publication of the [Non-Binary People's Experiences in Scotland Evidence Review](#)
- high level data from Scotland's Census 2022 includes information on the number of non-binary people in Scotland for the first time
- Equality Impact Assessment Guidance and training has been updated to explicitly reference non-binary people
- additional training for healthcare providers including a Transgender Knowledge and Skills Framework and equality, diversity and inclusion training.

The report also recognises that there is still a great deal of work for us to do over the next four years and we won't shy away from this. We also acknowledge that progress on some actions has perhaps been slower than anticipated and we have also had to adjust timescales on a number of actions. We cannot ignore that we are currently working in a challenging financial environment, and this means that we need an even sharper focus on delivering the actions in this Plan as efficiently, effectively and economically as possible.

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However, our commitment to bring about positive and lasting change for the non-binary and wider trans community in Scotland is unwavering, as we continue to work towards our vision and strive for equality for all.

Trans and non-binary people are a small, marginalised group that are often misunderstood, misrepresented and receive disproportionate levels of attention. It is vital that we continue to work collaboratively with our partners to deliver the plan. It is particularly important at a time when we are seeing a rise in attacks against the LGBTQI+ community.

I would like to thank LGBTQI+ equality organisations and former working group members who provided us with feedback on our earlier interim update report, which has helped to inform this report.

I look forward to working together to achieve our vision as we strive for equality for all.

Kaukab Stewart, Minister for Equalities

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