



**2025**  
**SCOTTISH  
PUBLIC  
SERVICE  
AWARDS**

*3 December, Garden Lobby, The Scottish Parliament*

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# Running order

**18:00** Arrival drinks

**18:40** Welcome from the Presiding Officer of the Scottish Parliament, Rt Hon Alison Johnstone MSP and Cabinet Secretary for Finance and Local Government, Shona Robison MSP

**18:55** Awards ceremony with Master of Ceremonies, Rona Dougall

- ★ Christie Public Service Reform Award
- ★ Campaign of the Year Award
- ★ Project and Programme Management Award
- ★ The Collaboration Award
- ★ Leadership Award
- ★ Digital Public Services Award
- ★ Community Engagement Award
- ★ Voluntary Sector Partnership Award
- ★ Sustainability Award
- ★ Policy into Practice Award
- ★ Lifetime Achievement Award

**19:55** Conclusion of the awards ceremony and thanks from Presiding Officer, Rt Hon Alison Johnstone MSP and Managing Director of Holyrood Communications, Mandy Rhodes

**20:00** Networking and drinks

**20:30** Carriages



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# Welcome to the annual Public Service Awards

This is the 12th year of these remarkable awards, which Holyrood magazine runs in partnership with the Scottish Parliament and the Scottish Government, and this year despite all the usual hardships of cost of living and balancing budgets, the standard of entries has remained exceptionally high and as always, hugely humbling.

These awards are designed to celebrate the often-unsung heroes that deliver our much needed public services and who work tirelessly across Scotland day in, day out, identifying need, delivering care, meeting demand, and filling in the gaps, that ensure a better way of life for so many Scots.

Inspired by the collaborative spirit of the late, great, Campbell Christie, and his efforts to help reform Scotland's public services, we launched the awards in 2014 with his ambitions in mind and with the aim of identifying and rewarding best practice, teamwork, innovation, and clear leadership across Scotland's diverse public services. And given what else was going on that year, we were overwhelmed by the response. This year, given these fiscally challenging times, the incredible diversity of the entries has again confirmed that no matter what else is going on, our public servants just get the head down and deliver. The awards have now become a firm fixture in all our calendars and this year they have attracted an amazing array of nominations revealing the talent, commitment and all-round compassion that exists within Scotland, demonstrating a real desire to help others.

This year we received a phenomenal number of entries with almost 100 coming in from teams and individuals across Scotland, all contributing in their own way to making our much-coveted public services more innovative, efficient, imaginative, and cost effective. Each one of them makes a difference, whether large or small, to the lives of the Scottish people and we thank them.

Tonight is an occasion to celebrate the achievements of all those involved in progressing Scotland's commitment to a fairer, more socially just society that has public service at its heart. We'd like to thank all nominees for the level of service they provide, the companies and organisations who have given their support to these awards, to the judges, whose task of choosing from such strong entries was not easy, and to all our politicians who so generously support us in making these awards so special.

Enjoy your evening and good luck to all those who have been shortlisted.

**Mandy Rhodes, Managing Director, Holyrood Communications  
and Editor, *Holyrood* magazine.**





## Hosts



### **Rt Hon Alison Johnstone MSP**

*Presiding Officer of the Scottish Parliament*

Alison Johnstone MSP was elected to be the Presiding Officer of the Scottish Parliament's sixth session following the election in May 2021 when she also relinquished her Green Party affiliation. Alison had represented Lothian region as a Green Party MSP since 2011 and was an Edinburgh city councillor between 2007 and 2012.



### **Shona Robison MSP**

*Cabinet Secretary for Finance and Local Government*

Shona Robison was appointed Cabinet Secretary for Finance and Local Government in May 2024. Shona has served as MSP for Dundee City East since 2003. Educated at Alva Academy, she went on to graduate from Glasgow University with a Social Sciences MA and Jordanhill College with a Postgraduate Certificate in Community Education. Previously she worked for Glasgow City Council's Social Work Department.



### **Rona Dougall**

*Journalist and television presenter*

Rona began her career in the Radio Forth newsroom, before becoming Scotland Correspondent for Sky News. She has been the presenter of Scottish Television's flagship politics and current affairs programme "Scotland Tonight" since it began in 2011. She chairs discussions with guests in the studio, as well as interviewing big names from the world of politics and showbusiness – from Donald Trump to Ricky Gervais.

## Judges



### **Mandy Rhodes**

*Managing Director, Holyrood Communications Ltd and Editor, Holyrood magazine*

Mandy graduated from Stirling University in the early 1980s with a joint honours degree in Scottish history and sociology. She trained on a local newspaper in Wester Hailes and completed her journalism training at Napier University. She has worked for more than 30 years in journalism in Scotland in newsprint, television and radio broadcasting.



### **Jonathan Darby**

*Head of Strategic Engagement, Scotland Office*

Jonathan is the Head of Strategic Engagement in the Scotland Office. He has worked in various roles from the Foreign and Commonwealth Office, DCMS, and Department for Exiting the European Union. He joined the Foreign Office in 1999. He was posted as Deputy Consul General in Chicago, USA, and spent five years on a break from the FC0 working for the State Government of Victoria, Australia.



**Jane O'Donnell**  
*Chief Executive, COSLA*

Jane has been working in Scottish Local Government for over 25 years, previously working with Scottish Government as the Deputy Director for Community Empowerment, Reform and Governance. Jane started her career in Aberdeen City Council in 1998 and has worked with West Lothian Council, the Improvement Service and COSLA.



**Lesley Fraser**  
*Director General Corporate, Scottish Government*

Lesley Fraser took up the role of interim Director-General for Organisational Development and Operations in July 2019. This role became Director-General Corporate in March 2021. Prior to this role, Lesley was Director for Housing and Social Justice since 2013. She has also worked across tourism, strategy, children's rights, wellbeing and primary care.



**Alec Harley**  
*Portfolio Director Scotland, Leidos Innovations UK*

Alec Harley is the Scotland lead for global science, technology and engineering company Leidos. Alec's primary focus is developing market-leading solutions to Leidos' public service customers, enriching public experience while producing cost effective solutions for the customer. He is responsible for all Public & Energy business in Scotland and key government departments and agencies elsewhere in the UK.



**Stephen Boyle**  
*Auditor General for Scotland, Audit Scotland*

Stephen Boyle was appointed Auditor General in July 2020 by Her Majesty the Queen and is responsible for auditing around £40bn of taxpayers' money. He audits all public bodies except local authorities, including the Scottish Government, NHS bodies, police and fire, further education colleges and most non-departmental public bodies.



**David McGill**  
*Chief Executive, Scottish Parliament*

David joined the Parliament at devolution in 1999. Since then, he has performed a variety of roles including clerking parliamentary committees and Principal Private Secretary to the Presiding Officer. Most recently, he served as Assistant Chief Executive, working directly with political parties and advising the Presiding Officer on procedural and parliamentary matters.



**Linda Bauld**  
*Bruce and John Usher Professor of Public Health, University of Edinburgh*

Linda Bauld holds the Bruce and John Usher Chair in Public Health in the Usher Institute, College of Medicine at the University of Edinburgh and serves as Chief Social Policy Adviser to the Scottish Government. Her research focuses on two main areas: the evaluation of complex public health interventions, and how research can inform public health policy.



**Anna Fowle**  
*Chief Executive, SCVO*

Anna joined SCVO as Chief Executive at the end of April 2018. SCVO is the national membership body for the voluntary sector in Scotland, providing services such as payroll and IT as well as lobbying and policy work on behalf of the sector and publishing Third Force News. Before that, she was Chief Executive of the Scottish Social Services Council for nearly nine years. The SSSC is the professional regulator for social workers and people working in adult and children's social care.



**Sarah Davidson**  
*CEO, Carnegie UK*

Sarah Davidson is chief executive at Carnegie UK. From 1995 to 2019 Sarah was a civil servant working for the UK and Scottish Governments in policy and operational roles. Her last post in government was director general for organisational development and operations.



# The Campbell Christie Public Service Reform Award

*An award for the team that best embodies the spirit of public service reform as envisaged by Campbell Christie in his ground-breaking vision for public service delivery of the future. With a focus on prevention, working across departmental and organisational boundaries, placing the citizen at the centre of service delivery, and working efficiently to tackle the causes of social ills, rather than solely the symptoms.*

## ★ Active Lives Pathway

*Dumfries and Galloway Council, NHS Dumfries and Galloway, Dumfries and Galloway Health and Social Care Partnership*

The Active Lives Pathway (ALP) is a pioneering, system-wide collaboration across Dumfries and Galloway Council and Health & Social Care partners, placing citizens at the heart of preventative care. Launched in 2023, the ALP has enabled over 1,500 inactive adults to access a free, tailored physical activity programme. With a £6.47 NHS return per £1 invested, ALP breaks down barriers and reaches priority groups including older adults and deprived communities. Embedded across health and social care, ALP is a pioneering, scalable model of prevention and early intervention, empowering healthier, happier lives while reducing demand on services in Dumfries and Galloway.

## ★ Reducing Antisocial Behaviour Leadership Group

*East Renfrewshire Council*

A multi-agency Reducing Anti-Social Behaviour Group was established in response to an alarming increase in anti-social and risk-taking behaviours by young people. The Council-led group included representatives across the Council, Police Scotland, Fire and Rescue, and voluntary sector staff. The initiative marked a shift in practice, with agencies sharing information not previously shared, enabling a broader understanding of circumstances and supporting a coordinated operational response. Initially this strategic partnership was developed as a short-term response to emerging needs, however partners have recognised the value and effectiveness of this model and are now committed to it as a longer-term approach.

## ★ You Are Not Alone

*I Am Me Scotland*

You Are Not Alone is a suite of educational resources co-designed with young people in secure children's houses and the Scottish Prison Service. The resources focus on prevention, collaboration across sectors, and placing the voices of lived experience at the heart of the design. The resources are grounded in real-life experiences of grooming, county lines, human trafficking, sexual exploitation, and radicalisation. These powerful stories helped to create a series of short films and learning materials designed to educate, prevent harm, and empower others.

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## The Campaign of the Year Award

*This award recognises exceptional performance by a team or individual in the delivery of a highly engaging, imaginative and creative communications campaign that can demonstrate real impact. Campaigns can be either internal or external stakeholders/audiences, use any channel, and any budget. The judges looked for measurable change, campaign recognition and real audience engagement.*

### ★ Raising Awareness of Sextortion

*Fearless Scotland (part of Crimestoppers), Police Scotland and Scottish Government*

Fearless Scotland's sextortion awareness campaign, co-produced with young people, tackled one of the fastest-growing online crimes through authentic, youth-led communications. Supported by government and policing, and delivered in partnership with education, youthwork and third sector organisations, the campaign provided tailored resources for young people, parents and professionals. With 24 million + social impressions, over 160,000 swipes to campaign pages, and 270 media articles, it drove behavioural change and contributed to a 32% reduction in reports of incidences in Scotland. Combining creativity, collaboration and lived experience, it empowered teens to make safer choices and feel confident seeking help.

### ★ South Ayrshire Young Carers

*South Ayrshire Council*

South Ayrshire's 2025 young carers awareness campaign was co-produced with primary-aged young carers, delivering authentic storytelling through a child-led short film and a documentary featuring key community partners. This multi-channel campaign dramatically increased young carer identification by 900%, reduced stigma, and fostered pride and visibility among young carers. Delivered across schools, social media, and partner networks, the campaign sparked a cultural shift in partner agencies' approaches and is now embedded in national training programs. By combining creativity, collaboration, and strategic reach, the campaign achieved measurable impact, strong audience engagement, and sustainable legacy, making it a standout example of impactful communication.

### ★ What if a conversation about suicide could save a life?

*Suicide Prevention Scotland, SAMH, Electrify, Republic of Media*

Scotland's 'biggest ever conversation about suicide' was built on real lived experience. Four extraordinary people came together to create an unflinching, multi-channel public awareness campaign seen by three in four people. It's one of the boldest our country has seen. Seonaid lost her son Dylan, and Clare, her nephew Gerry; Ross made a plan to die by suicide whilst Laura made three attempts on her life. The campaign was co-produced with people with personal experience of suicide, alongside colleagues working in suicide prevention. The impact? We're more confident to talk about suicide – and we're having more conversations with our families.

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# The Project and Programme Management Award

*This award celebrates a team or individual demonstrating excellent practice in project, programme and portfolio management, which has led to positive change for good.*

## ★ Carer Support Payment

*Social Security Programme - Scottish Government*

The devolution of the Carers' Allowance to Scotland, to create Carer Support Payment (CSP), has been an ambitious and challenging project undertaken by the Scottish Government. It required collaboration between governments, key stakeholders and citizens. It took a complex policy and translated it into a modern, accessible and inclusive service, providing over 150,000 unpaid carers with access to payments to support their daily lives. Unpaid carers are valuable and vulnerable citizens because they give so much time to care for others. CSP is recognition of their valuable contribution to our society with approx £275m in payments made each year.

## ★ Digital Transformation Programme - ITC Managed Services Replacement

*NHS 24*

NHS 24's Digital Transformation Programme ITC Managed Service Replacement project exemplifies excellence in programme management. Faced with expiring legacy contracts, the team delivered a strategic, cost-effective transformation-insourcing key services, enhancing resilience, and aligning infrastructure with NHS 24's digital ambitions. The project stands out in supporting NHS 24's drive for transformational change. Forecasted savings exceed £500k annually, with improved staff experience and service continuity. The project's robust governance, stakeholder engagement, and evidence-based decision-making set a benchmark for public sector transformation. It's a bold, pragmatic initiative that delivers lasting value for patients, staff, and the wider health system.

## ★ Newton Tree Nursery

*Forestry and Land Scotland*

Forestry and Land Scotland (FLS) has completed a £26.7 million transformation of Scotland's only publicly managed tree nursery into a state-of-the-art facility responding to one of the Scottish Government's four strategic priorities i.e. tackling the climate emergency. Now capable of producing 19 million trees annually, up from seven million, the modernised facility features a precision glasshouse, automated systems, and sustainable infrastructure. Delivered on time and on budget, the project involved complex cross-sector challenges, international collaboration and technical innovation. The result is a successful public sector investment programme that is an exemplar of green economic growth contributing to addressing the climate emergency.

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# The Collaboration Award

*Collaboration across sectors, whether that be with government, public, third or private sectors is a results-driven way of achieving better outcomes by identifying issues, learning from each other and truly working together in partnership to achieve a common goal. This category recognises organisations that works in collaboration with others including industry and the wider business community to realise ambitions and achieve better outcomes than they could reach on their own.*

## ★ Carer Support Payment

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## ★ Digital Evidence Sharing Capability (DESC)

*Scottish Government and Justice Partners*

Digital Evidence Sharing Capability (DESC) is a first-of-its-kind, system-wide collaboration transforming Scotland's justice system. It has revolutionised how digital evidence is managed and shared, streamlining processes, improving transparency, and accelerating case resolution. DESC unites Scottish Government, Police Scotland, COPFS, SCTS, and the defence community under a single, strategic programme. Through shared vision and joint delivery, partners tackled long-standing challenges and delivered a secure, consistent platform for digital evidence sharing at a system level. This ground-breaking initiative has set a new benchmark for cross-sector collaboration earning national and international recognition as a model for meaningful, lasting transformation across justice services.

## ★ Improving Urban Waters Team

*Scottish Water, m2 (Stantec/Mott MacDonald JV), ARC (Atkins/RPS JV), Caledonia Water Alliance (AECOM/M Group) and Clancy*

The Improving Urban Waters Team—comprising Scottish Water, m2 (Stantec/Mott MacDonald JV), ARC (Atkins/RPS JV), and Caledonia Water Alliance (AECOM/Morrison Water Services JV) with Clancy is delivering a £130 million programme to enhance urban water quality through 108 priority projects. By adopting an agile, integrated delivery model, the team has accelerated project completion by 50% compared to previous initiatives. Their sustainability-led approach has reduced environmental impact, while collaboration has streamlined processes, lowered costs, and improved community outcomes. This initiative sets a new benchmark in the sector for efficiency, partnership, and environmental stewardship, demonstrating the value of innovation in infrastructure delivery.

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## The Leadership Award

*The Leadership Award is for an individual who has demonstrated outstanding leadership qualities at any level. The nominees' leadership has inspired those around them, and has made an impact on civic society.*

### ★ Afifa Khanam

*Community Leader, Fife Council*

Afifa Khanam is an inspiring community leader whose resilience and dedication have transformed lives. Arriving in Scotland with no family, no English and facing poverty and abuse, she raised four children single-handedly while achieving a BA, a Master's degree and Scottish professional qualifications for headship. She has positively impacted thousands through education, community initiatives, trade unions, cross-party projects, seven years as a Board of Director for Later Life Choices Glenrothes and as Chair of the Labour Party. Selected as a Labour MSP candidate for Mid Fife and Glenrothes, Afifa tirelessly champions inclusion, opportunity and social change.

### ★ PC Guy Jenner

*Licencing Officer, Police Scotland*

As the Preventions & Interventions officer for North Ayrshire, PC Jenner recognised a concerning trend of age-restricted nicotine vapour products reaching the hands of young people in the local community. PC Jenner noted the current legislation left little deterrent for unscrupulous retailers to challenge age - often selling counterfeit or non-UK compliant nicotine products to those well below the age of 18. In response, PC Jenner has worked tirelessly to utilise multi-agency partners, social media, and moreover, education to teach young people to make good life choices whilst also working to remove illicit product availability.

### ★ Robert Stitt

*Prison Officer, Scottish Prison Service*

Robert Stitt has dedicated nearly 40 years to the Scottish Prison Service, demonstrating unwavering commitment, integrity, and leadership. From his early days working with young offenders to mentoring new recruits and enhancing family engagement within HMP Dumfries, Robert's influence has been profound. His roles have spanned discipline, physical education, control and restraint instruction, and residential – each marked by compassion and excellence. Beyond his formal duties, Robert's played a vital role in supporting POA conferences, exemplifying dedication to his colleagues and the wider trade union movement. His legacy of service and mentorship makes him a truly deserving candidate for this award.

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## The Digital Public Services Award

*This award recognises the innovative use of digital technology to solve problems and/or improve efficiencies and ultimately deliver improvements in public services to the citizen.*

### ★ Assistive Technology Team

*University Health and Social Care Lanarkshire*

In January 2023, the Assistive Technology Team joined the Health and Social Care Partnership to lead a new approach to technology-enabled care. With increasing demand, limited budgets, and changing demographics, the team was established to help deliver sustainable, person-centred support. Through assessments and collaborative working, they identify innovative solutions that improve service efficiency and empower individuals to live safely, independently, and with greater connection to their communities. Their work ensures timely, appropriate support for those most in need, demonstrating a forward-thinking model that enhances outcomes while addressing the evolving challenges faced by health and social care services.

### ★ The Digital Evidence Sharing Capability Team

*Scottish Government and Justice Partners*

The Digital Evidence Sharing Capability team within Police Scotland has delivered a transformative digital platform for managing and sharing evidence across Police Scotland and justice partners. Through strong collaboration, inclusive culture and sustained effort, the team has delivered a secure, efficient solution to digital evidence sharing which has improved data security, officer productivity and delivered cross partner efficiencies. Almost 250,000 pieces of evidence have been uploaded to DESC saving an estimated 30k hours of officer time and increasing public confidence (supported via survey/engagement). This transformational change occurred thanks to the dedication, innovation and team-working of this multi-skilled cadre of personnel.

### ★ Meet Millie: Our AI Digital Advisor

*Renfrewshire Council*

In November 2024 Renfrewshire Council welcomed Millie, an AI digital advisor, to the team. Since then, she has handled over 220,000 telephone calls and is helping transform the way customers interact with council services. Exceeding original business case expectations by resolving over 30% of customer questions she now provides 24/7 support to the residents of Renfrewshire. She has reduced the number of call centre agent interactions by 37,000 compared to last year and has created the drive within Renfrewshire to look to expand the use of artificial intelligence where it is appropriate to do so.

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# The Community Engagement Award

*This award recognises the work of public bodies and their delivery partners in ensuring that the communities they serve are fully engaged in the development and delivery of public services in their area.*

## ★ Additional Support Needs Holiday Support Programme

*East Renfrewshire Council*

With rising numbers of children and young people with additional support needs (ASN) in East Renfrewshire, it was clear holiday provision needed to be more targeted and inclusive. The ERC ASN Holiday Support Programme was shaped by those with lived experience, through formal consultation and a working group involving parents, carers and young people. Their voices influenced key decisions from budget allocation to delivery partners to the allocation of places. The bespoke programme reflects a truly collaborative, multi-agency approach, ensuring support is tailored, responsive and rooted in real needs, while also strengthening relationships between families, services and the wider community.

## ★ Glasgow Life Community Development Team

*Glasgow Life*

We are applying for the Community Engagement Award to recognise the outstanding collaboration between our community development team and the Govan Lyceum Development Trust in safeguarding the historic Lyceum Cinema. Together, we supported a group of older trustees and volunteers to engage the local community, gathering over 600 validated signatures to secure Part 2 of the Community Right to Buy. This achievement not only aims to protect a building of cultural significance but also demonstrates the power of inclusive, resilient engagement-empowering older citizens, strengthening community networks, and creating the foundation for a sustainable, community-owned hub.

## ★ Strengthening local voices across Inverclyde via Community Councils

*Inverclyde Council*

Community Councils (CCs) are valued partners in Inverclyde and play a vital role in delivering a number of the Council's strategic priorities including the Inverclyde Alliance (Community Planning Partnership) Partnership Plan 2023/33, aligned with The Community Empowerment (Scotland) Act 2015. CCs operate under the 'Scheme for the Establishment of CCs'. In 2022, the Council began a Review of the Scheme which considered the current CC areas and the Scheme's terms. By fostering open communication, offering customised support and shared learning, we aim to build the capacity, effectiveness and efficiency of CCs, and therefore ultimately benefit the communities they serve.

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# The Voluntary Sector Partnership Award

This award will recognise public sector organisations working in partnership with charities or community organisations to deliver better outcomes in public services. Increasingly, these partnerships provide the day-to-day services that are vital to people and communities throughout Scotland. They are often crucial for the wellbeing, or even survival, of citizens and community assets that could otherwise slip through the cracks.

## ★ Digital Lifelines Scotland

*Digital Health & Care Innovation Centre in partnership with SCVO and Simon Community Scotland*

Scotland has an unacceptably high number of drug-related deaths. By targeting the digital exclusion often experienced by people who use drugs, Digital Lifelines Scotland aimed to reduce the risk of harm and death. DLS supported organisations to digitally include thousands of people to have access through devices, and the skills, confidence and motivation to use them. This helps keep people safe and enables them to become and remain connected to family, friends and relevant services that support them. DLS supported the development of innovative digital products, for example solutions to reduce drug overdoses through connections to community care networks.

## ★ includem's family wellbeing service

*includem and the Health Improvement Team Glasgow City Health and Social Care Partnership*

includem's NHS Family Wellbeing Team supports families in 12 Deep End GP Surgeries in the Glasgow area. The service is universally accessible but targeted to meet the needs of families. We do this by utilising our A Better Life toolkit and working with resources that have been made available through the Whole Family Wellbeing Fund including Glasgow Life, Thrive Under 5, the Glasgow Youth Health Service, the Family Finance project, and specialist trauma support services. This service offers community referrals and has been instrumental in engaging families that benefit from additional support but are not involved in statutory services.

## ★ You Are Not Alone

*I Am Me Scotland, Scottish Prison Service, Police Scotland, Renfrewshire Council*

You Are Not Alone – a suite of resources developed with young people and adult females from Polmont YOI. The resources capture the real life experience of the group to help raise awareness of, and tackle, exploitation, including grooming, human trafficking, county lines, sexual exploitation, cuckooing and radicalisation. The project includes the development of seven short films and an interactive learning resources, further developed with young people with care experience from Renfrewshire, St Mary's Kenmure and Good Shepherd. You Are Not Alone!

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# Congratulations

to everyone shortlisted for the  
**Voluntary Sector Partnership Award.**

You provide lifelines for vulnerable  
people who could otherwise go  
unnoticed.

**Thank you from all of us  
at SCVO.**

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## The Sustainability Award

An award for an organisation or team that has implemented policies, campaigns or technologies to help tackle the climate emergency, contribute to net zero emissions or to increase resilience to climate change in civic society. This award recognises those working towards a greener and more sustainable economy that benefits all.

### ★ **Newton Tree Nursery**

#### *Forestry and Land Scotland*

Forestry and Land Scotland's redeveloped Newton Tree Nursery underpins Scotland's net zero goals by increasing production from seven to 19 million trees annually. Advanced seed-sowing technology has lifted germination rates from 45-50% to 80%, cutting waste and maximising seed resources. The CivTech developed Tape-4Trees system has transformed transplanting, increasing transplanting rates from 60,000 trees per day to 1,000,000 trees per day and reduces labour from 10-12 staff to just four. By increasing capacity at Newton, it reduces pressure on the over-subscribed forest nursery sector, ensuring more trees are available for woodland creation and restoration and climate resilience nationwide.

### ★ **NHS Orkney: Investing in a Sustainable Future**

#### *NHS Orkney*

NHS Orkney has led the way in reducing emissions and improving the NHS's effect on the environment. It is the first Health Board to switch its entire fleet to electric vehicles and to install renewable heating systems in all of its buildings. It has made major reductions in emissions from its use of anaesthetic gases. Moreover, it has taken action to reduce the impact of the clinical waste it produces, promotes active travel and is using nature to promote health and wellbeing.

### ★ **Scottish Government Sandeel Management Team**

#### *Marine Directorate and wider Scottish Government*

Sandeel are a vital part of our marine ecosystem. In 2024 the Scottish Government closed all Scottish waters to fishing for this stock. The team ensured this decision was based on sound scientific evidence and reflected transparent public consultation. Legal challenge from the EU followed, the first of its kind under the Trade and Cooperation Agreement. Demonstrating analytical rigour and robust evidence to support the case, all challenges to Scotland's closure were defeated. The closure and its benefits remain in place. This outcome has potential impacts far beyond marine and illustrates the power of robust, transparent and evidence-based policy making.

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# The Policy into Practice Award

*This award recognises a project or approach by an individual, organisation or community-based initiative that has applied public policy to an issue to make a real difference in terms of practical delivery, user experience or cost effectiveness. This award will recognise the efficacy of taking a paper policy designed in theory and putting it into real-life practice and being able to demonstrate its worth in terms of improving the lives of Scots.*

★ **BeWell+**

*Glasgow Life*

BeWell+ is an expansion of Glasgow Life’s Live Well Community Referral Programme, designed to improve physical, mental, and emotional wellbeing across Glasgow’s most deprived areas. Funded through the Glasgow City Council Booster Ward Activity Fund, the programme delivers weekly structured wellbeing activities in community venues, combining digital inclusion, adult learning, financial literacy, and social engagement. Rooted in Glasgow City Council’s Strategic Plan 2022-2027, BeWell+ tackles health inequalities by supporting people to overcome barriers, access services, and build confidence. By embedding pathways into longer-term support, it reduces isolation, promotes equity, and creates sustainable impact for individuals and communities across the city.

★ **respectme reward**

*respectme, Scotland’s Anti-Bullying Service*

The ‘respectme reward’ is a unique, innovative programme which enables schools and youth clubs to measure the impact of their anti-bullying policy and practice as experienced by all stakeholders - children and young people, parents and carers, staff and volunteers. The programme runs on a digital platform and creates a new data set for users to benchmark against, and encapsulates feedback to demonstrate that the substantive majority, 70% or more, of young people feel safe in their setting. The ‘respectme reward’ translates strategic intent into tangible, operational reality on a topic notoriously difficult to measure change on.

★ **Scottish Welfare Fund - Spotlight on the High Most Compelling Priority rating**

*Scottish Public Services Ombudsman*

The SPSO holds a unique position in overseeing how the Scottish Welfare Fund is administered across different council areas. In 2024, our team identified fundamental inconsistencies with the way the fund was being delivered locally, negatively affecting some of the most vulnerable people in society. Through our spotlight report, we brought these issues to the attention of policy makers, using real-life case studies to illustrate the human impact of these disparities. Following publication, £20million of extra funding was provided by the Scottish Government to councils, improving the lives of people across the country.

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# *The Lifetime Achievement Award*



*The Lifetime Achievement Award recognises the achievements of someone who holds the good of public service to their very core. This is not open to public nomination and will be chosen by the judges.*



*Thank you to our partners*

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