



The Scottish Parliament  
Pàrlamaid na h-Alba

# The Strategic Plan for the Scottish Parliament

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Plana Ro-innleachdail  
Pàrlamaid na h-Alba



## Behavioural Standards Framework

As well as defining the values that are important to us as an organisation, we have captured the behaviours that will underpin those values, setting standards for the way in which we deliver all of our operations and for how our managers take responsibility for that delivery. This means not only the services we provide to Members and the public, but the way in which we recruit, develop and retain our staff and the way in which we interact with each other.

Full details of our organisational values can be found in the [Behavioural Standards Framework](#).

## Our Values

### STEWARDSHIP

Focusing on the longer term to ensure we are leaving things better than we found them and putting our shared interests ahead of any individual or team.

### INCLUSIVENESS

Understanding the big picture and seeking out alternative perspectives. Every colleague feels they are able to make a valued contribution and deliver their best work.

### EXCELLENCE

Taking care to enhance our reputation in everything we do and using our skills and resources to deliver high-quality sustainable results.

### RESPECT

Appreciating difference, building cohesive teams and fostering the values and experiences of diversity.

# The Strategic Plan for the Scottish Parliament

## PURPOSE

Representing the people of Scotland by debating issues of national importance, passing legislation and holding the Scottish Government to account

## VISION

Making a positive difference to the lives of the people of Scotland

## STRATEGIC GOALS

Informing, involving and being accountable to the people of Scotland

Creating good quality, effective and accessible legislation

Undertaking rigorous scrutiny of the Scottish Government and accountable bodies

## AIMS OF THE SCOTTISH PARLIAMENTARY SERVICE

Provide Members with high quality support and resources to allow them to excel in their roles as parliamentarians and representatives

Strengthen democratic accountability through effective scrutiny and debate

Encourage public involvement in our work through welcoming facilities and inclusive services

Efficiently provide the Parliament with high quality, effective corporate services and good governance

Develop a skilled, diverse and inclusive workforce that embeds our values in all that we do

## OUR 'IMPROVE THE PARLIAMENT' OBJECTIVES

- Alignment of SPCB services to best meet Members' evolving parliamentary and constituency needs
- Ensure robust plans and resources are in place to enable the Parliament to scrutinise and respond to the impact of the UK's withdrawal from the EU and any other constitutional change
- Ensure robust plans and resources are in place to allow Parliament to continue its functions in light of the COVID 19 emergency
- Meet the challenges of the future and drive improvement by investing in the capacity, knowledge and skills of our staff
- Meet the challenge of becoming a diverse and inclusive organisation
- Enhance the accessibility and security of our facilities and services
- Invest in our facilities and systems to improve effectiveness, efficiency and flexibility
- A modern Parliament, demonstrating a smart, confident use of technology and information to drive improvements in how we communicate and work
- Members are well supported during the transition to the sixth session of Parliament in 2021