The Scottish Parliament
Pàrlamaid na h-Alba

Session 7 Strategic Plan

Plana Ro-innleachdail airson Seisean 7

2026-2031



parliament.scot

Foreword
Ro-ràdh

The Scottish Parliament exists to make a positive difference to the lives of the people of Scotland.

Through debating the issues that matter, passing laws and holding the Scottish Government to account, we have a responsibility to ensure that Scotland's Parliament remains relevant, effective, accessible and trusted by the people it serves.

The seventh session of the Parliament presents opportunities and challenges for Scotland which are constantly changing and evolving. So too are the expectations people have of their Parliament. We must be ready to respond with ambition, openness and a willingness to do things differently.

This Strategic Plan sets out our shared commitment to meeting those expectations to ensure that the Parliament, and the Scottish Parliamentary Service, continues to develop, delivering for Members, and in turn, their constituents and communities across Scotland.

At the heart of this session is the Presiding Officer's agenda for renewal and re-engagement.

This will help to strengthen the way Parliament works, reconnecting with the people of Scotland so that our parliamentary processes are focused on what matters most.

BSL

Our four strategic priorities provide the framework through which we will turn this ambition into action:



These priorities are interconnected.

The quality of our services strengthens Parliament, a stronger Parliament helps build public trust which is reinforced through meaningful engagement, while transformation empowers us to serve the people of Scotland more effectively.

Together, this provides a clear direction for the Parliamentary Service and a shared sense of purpose for the seventh session.



Kenneth Gibson MSP
Presiding Officer



David McGill
Clerk/Chief Executive

Ro-ràdh
Foreword

Tha Pàrlamaid na h-Alba ann gus piseach a thoirt air beatha muinntir na h-Alba.

Tro bhith a' deasbad nan cùisean a tha cudromach, a' gabhail ri laghan agus a' cumail Riaghaltas na h-Alba cunntachail, tha dleastanas oirnn dèanamh cinnteach gum bi Pàrlamaid na h-Alba daonnan buntainneach, èifeachdach, ruigsinneach agus earbsach do na daoine a tha i a' frithealadh.

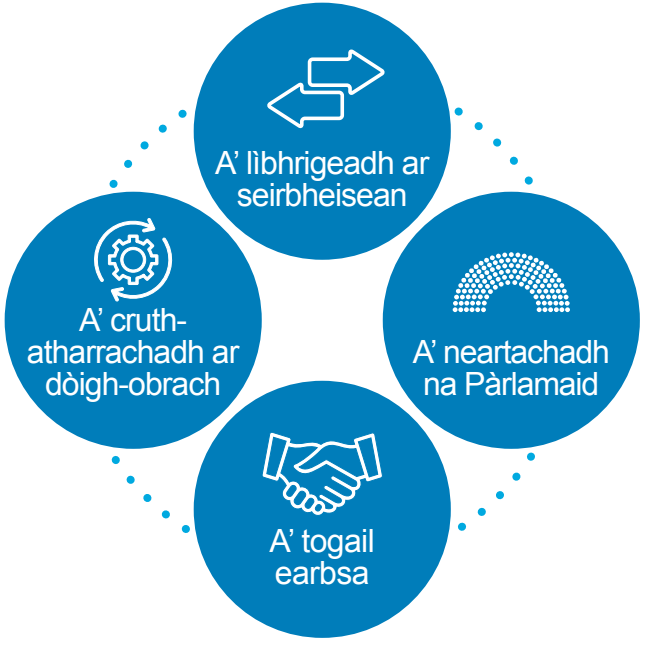
Tha an seachdamh seisean den Phàrlamaid a' toirt do dh'Alba cothroman agus dùbhlain a tha an-còmhnaidh ag atharrachadh. Tha na tha daoine a' sùileachadh bhon Phàrlamaid aca ag atharrachadh cuideachd. Feumaidh sinne a bhith deiseil a bhith a' freagairt le àrd-amas, fosgarrachd agus deòin dòighean-obrach eadar-dhealaichte a chur an gnìomh.

Tha am Plana Ro-innleachdail seo a' mìneachadh ar dealais cho-roinnte a bhith a' coileanadh nan dùilean sin agus a bhith a' dèanamh cinnteach gun lean a' Phàrlamaid, agus Seirbheis Pàrlamaid na h-Alba, orra a' leasachadh agus a' lìbhrigeadh airson nam Ball, an luchd-taghaidh agus coimhearsnachdan air feadh na h-Alba.

Aig cridhe an t-seisein seo tha clàr-gnothaich an Oifigear Riaghlaidh airson ùrachadh agus compàirteachadh as ùr

Cuidichidh seo le bhith a' neartachadh mar a bhios a' Phàrlamaid ag obair, ag ath-cheangal ri muinntir na h-Alba gus am bi na pròiseasan pàrlamaideach againn a' cuimseachadh air na rudan a tha cudromach.

Tha na ceithir prìomhachasan ro-innleachdail againn a’ toirt seachad frèam-obrach san tionndaidh sinn an t-àrd-amas seo gu gnìomh:



Tha na prìomhachasan seo eadar-cheangailte.

Tha càileachd ar seirbheisean a’ neartachadh na Pàrlamaid; tha Pàrlamaid nas làidire a’ cuideachadh le bhith a’ togail earbsa a’ phobaill agus tha earbsa air a neartachadh tro chompàirteachadh brìoghmhor. Aig an aon àm, tha cruth-atharrachadh a’ toirt comas dhuinn frithealadh nas èifeachdaiche a dhèanamh air muinntir na h-Alba.

Còmhla, tha seo a’ toirt seachad stiùireadh soilleir airson na Seirbheis Pàrlamaidich agus tuigse cho-roinnte air adhbhar ar n-obrach airson an t-seachdaimh seisein.



Coinneach Gibson BPA
Oifigear Riaghlaidh



Daibhidh McGill
Clàrc/Prìomh Oifigear

Delivering our services



Delivering our services
A' lìbhrigeadh ar seirbheisean

Delivering high-quality services and support is our core priority. Parliament depends on reliable advice, facilities and corporate services every day to carry out its work effectively.

We will focus on delivering these services, achieving quality outcomes and value for money, while using continuous improvement, innovation and insight to keep improving how we support Members, staff and the public.

Our focus will be on:

- Enabling democratic accountability through effective scrutiny and debate.
- Providing Members with high-quality support and resources.
- Delivering responsive public engagement and participation services.
- Providing efficient, and effective corporate services and governance, ensuring Parliament operates securely, sustainably and with resilience.
- Developing a skilled, motivated workforce for the future through inclusive services, policies, and practices.

Strengthening Parliament



Strengthening Parliament
A' neartachadh na Pàrlamaid

Parliament's purpose is to debate key issues, pass laws and hold the Scottish Government to account through rigorous scrutiny and informed debate. In Session 7, Parliament will need to respond quickly to emerging demands and opportunities, support new and returning Members, and adapt effectively to post-election change.

We will strengthen the institution and support Members to enhance scrutiny and accountability, enable meaningful participation, and ensure Parliament's legislative and oversight functions remain effective and credible in an evolving political landscape, including the public service reform agenda.

We will:

- Respond to post-election demands and opportunities, supporting the new Presiding Officer team and all Members, so Parliament adapts effectively to change.
- Support and encourage Members in their role as parliamentarians, including enhancing the scrutiny work of committees and clarifying governance and oversight for officeholders.
- Meet Members' needs and strengthen the legislative function of Parliament by enabling earlier consideration of Members bills and by delivering resilient legislative services across the parliamentary cadence of Session 7.

Building trust



Building trust
A' togail earbsa

Parliament was founded on the principles of power-sharing, accountability, accessibility and participation and equal opportunities. These principles continue to shape how Parliament serves the people of Scotland and underpin confidence in its work.

Through parliamentary inquiries, reviews and consultation, people have consistently told us they expect Parliament to reflect these principles in how it engages with people, conducts its business and delivers its functions as a modern, effective and inclusive institution.

We will support Members and the wider parliamentary community to build on these expectations by widening participation, strengthening engagement, promoting respectful working relationships, and demonstrating how people's views and experiences inform Parliament's work. In doing so, we will help Parliament remain relevant, responsive and trusted.

We will:

- Support Members and Committees to lead Parliament's public engagement by building ongoing relationships with communities across Scotland and demonstrating how people's views and experiences have informed committee scrutiny and parliamentary decisions, strengthening confidence that Parliament listens and responds.
- Lead the implementation of the agreed recommendations of the Inclusive Parliament Review, working with Parliament's political and corporate leadership to strengthen governance, clarify roles and responsibilities, and promote a modern respectful and inclusive environment for everyone who works in, with and for Parliament
- Build on the recent development of the Members' CPD programme by providing Members with access to a modern, flexible and relevant learning offer. Guided by Members, we will review and refresh the programme to ensure it supports their roles and ways of working and delivers measurable impact and value

Transforming how we work



Transforming how we work
A' cruth-atharrachadh ar dòigh-obrach

Parliament is expected to provide reliable, high-quality services and support. But demand is increasing, work is becoming more complex, and resources are under pressure.

We will create the capacity to meet these demands through service redesign and improvement across all areas. Workforce growth will only be justified where there is a clear strategic or statutory case and alternatives have been fully considered. When we review services and processes this will be done end-to-end, ensuring alignment with the Medium-Term Financial Plan (MTFP) and Strategic Workforce Plan.

As we review our services we will respond effectively to the changing needs of Members, staff and the public, make better use of technology and data, and ensure our buildings and services are fit for the future.

We will:

- Develop a medium-term financial plan to monitor and adjust strategic resourcing and investment decisions, ensuring a sustainable resourcing model that addresses parliamentary cadence throughout the session.
- Update the strategic workforce plan to support future changes to the operating model and the organisation's people and culture strategy
- Deliver a step change in our digital ambition by embedding modern digital services and capabilities, so Members and staff benefit from automation, smarter data use and emerging technologies such as AI. Our focus is on driving innovation to enhance efficient and effective delivery of parliamentary business.
- Implement the Holyrood building asset strategy for Session 7 to ensure the estate is safe, sustainable and fit for the Parliament's changing needs. This will include making best use of space, improving building resilience and facilities, and delivering our sustainable development strategy through planned investment in decarbonisation, accessibility, technology and security.

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