EQUALITY & FAIRER SCOTLAND DUTY (EqFIA) IMPACT ASSESSMENT FORM

Name of Business Unit	Scottish Enterprise International
Name/designation of person(s) responsible for managing/ conducting this process	Cameron Ritchie
Date Complete	30/08/19

Name of Policy / Function / Service / Strategy / Action Plan / Programme / Project etc.	Spire Global UK Ltd – Expansion of UK operations in Glasgow	
Is it (*delete as applicable)	*New	~~*Existing with changes~~
Is the policy contracted out? (*delete as applicable)	*No	~~*Yes~~
If yes, who delivers this policy for the organisation?		
Is responsibility for delivery shared with others? (*delete as applicable)	*No	~~*Yes~~
If yes, who are your partners?		

EQUALITY			
Could there be possible impacts or effects in respect of the following protected groups?			
Age	**Yes**	**Disability**	**Yes**
Gender Re-Assignment	**No**	**Marriage & Civil Partnership**	**No**
Pregnancy & Maternity	**No**	**Race**	**Yes**
Religion or Belief	**No**	**Sex**	**Yes**
Sexual Orientation	**No**	**Human Rights**	**No**

FAIRER SCOTLAND DUTY	
Could there be possible impacts or effects in respect of disadvantaged areas/places and/or groups?	
Groups, including the protected groups considered within the Equality section above (for example, young people, disabled people)	**Yes**
Areas/Places (for example, rural areas, communities experiencing disadvantage)	**Yes**

EO Champion review by	Scott Reid-Skinner	**Date**	30/08/19
SRO name and email approval on file	Michael Cannon	**Date**	07/10/19

1. Identify ALL the Aims of the Policy/Project (consider these questions to prompt answers)

1. What is the purpose of the policy/project? (consider explicit and implicit aims)

2. Who does the policy/project affect? Is it located in an area of socio-economic disadvantage?

3. Who does the policy/project benefit directly? (e.g. employees/service users; equality groups, other stakeholders)

4. What results/outcomes are intended?

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1. The project is to allow Spire to not only maintain its market leading position but to expand the group and become recognised as a global leader in the field of cube satellites and the associated data.
2. The project effects those employed at the site and the local community. The project will be undertaken in Glasgow which has the lowest employment rate in Scotland (64.3% in 2018).
3. The project will have several beneficiaries including current employees of the Glasgow site, future employees from the surrounding and wider area, existing and future supply chain companies, the future workforce currently in various levels of education by providing opportunities within the region that they live.
4. The focus of the project is to create a significant number of high value jobs at the site.

2. Consider the Evidence (data and information) - (consider these questions to prompt answers)

1. What information or data would it be useful to have? What data (quantitative and qualitative) is available? (in-house/external) How reliable/valid/up-to-date is it?

2. What does the data/information tell you about

   - Different needs?
   - Different experiences?
   - Different access to services, information or opportunities?
   - Different impacts/different outcomes?
   - Socio-economic disadvantage by group or place?

3. Are there any gaps that you should fill now/later by further evidence gathering/commissioning or by secondary analysis of existing data?

4. Are there any experts or stakeholders you should involve/consult now? Have you involved/consulted any experts already? What were their views?

1. In terms of what information should we be able to access consideration should be given to:
   - Equality statistics
   - Access to skills
   - STEM based opportunities to women and other underrepresented groups
   - Transport/walking/cycle links to location
   - Access to facilities

2. Please find below an overview of data collected regarding this project. This project will assist to address some of the following characteristics of the Glasgow City area:
   - By creating new employment opportunities for future staff, while safeguarding the existing workforce, this will assist area to tackle some of the challenges around the economically active all people category as Glasgow City has 7.8% less than Scottish average, and 8.7% from a UK perspective.
   - Similar to the above this growth opportunity could help to address the number of workless households in the area.

Please find below a breakdown of Glasgow City's population.

Total population (2018)

	Glasgow City (Numbers)	Scotland (Numbers)	Great Britain (Numbers)
All People	626,400	5,438,100	64,553,900
Males	306,100	2,648,800	31,864,000
Females	320,400	2,789,300	32,689,900

Source: ONS Population estimates - local authority based by five year age band

Population aged 16-64 (2018)

	Glasgow City (Numbers)	Glasgow City (%)	Scotland (%)	Great Britain (%)
All People Aged 16-64	437,900	70.5	64.4	62.9
Males Aged 16-64	216,400	71.5	65.1	63.6
Females Aged 16-64	221,500	69.6	63.8	62.2

Source: ONS Population estimates - local authority based by five year age band
Notes: % is a proportion of total population

- Glasgow City has a **higher than average number of working age people** both from a Scottish (+6.1%) & UK (+7.6%) perspective.

Employment and unemployment (Apr 2018-Mar 2019)

	Glasgow City (Numbers)	Glasgow City (%)	Scotland (%)	Great Britain (%)
All People				
Economically Active†	306,900	70.0	77.8	78.7
In Employment†	289,100	65.8	74.5	75.4
Employees†	256,200	58.6	65.5	64.4
Self Employed†	31,900	7.0	8.6	10.7
Unemployed (Model-Based)§	16,900	5.5	4.1	4.1
Males				
Economically Active†	157,300	73.9	81.8	83.5
In Employment†	147,600	69.2	78.1	79.9
Employees†	121,000	57.2	65.8	65.5
Self Employed†	25,600	11.5	11.9	14.2
Unemployed§	9,700	6.2	4.4	4.2
Females				
Economically Active†	149,500	66.3	74.0	73.9
In Employment†	141,500	62.7	71.1	70.8
Employees†	135,200	59.9	65.2	63.4
Self Employed†	6,300	2.8	5.5	7.2
Unemployed§	8,100	5.4	3.8	4.1

Source: ONS annual population survey
† - numbers are for those aged 16 and over, % are for those aged 16-64
§ - numbers and % are for those aged 16 and over. % is a proportion of economically active

- From an **economically active all people perspective Glasgow City has 7.8% less than Scottish average**, and 8.7% from a UK perspective.

Economic Inactivity

Economic inactivity (Apr 2018-Mar 2019)

	Glasgow City (Level)	Glasgow City (%)	Scotland (%)	Great Britain (%)
All People				
Total	129,200	30.0	22.2	21.3
Student	46,500	36.0	25.7	26.8
Looking After Family/Home	22,600	17.5	18.2	23.6
Temporary Sick	#	#	2.0	1.9
Long-Term Sick	33,200	25.7	27.7	22.9
Discouraged	!	!	0.4	0.4
Retired	9,800	7.6	15.3	13.1
Other	13,900	10.8	10.7	11.3
Wants A Job	27,000	20.9	21.3	20.6
Does Not Want A Job	102,200	79.1	78.7	79.4

Source: ONS annual population survey
\# Sample size too small for reliable estimate
! Estimate is not available since sample size is disclosive
Notes: numbers are for those aged 16-64.
% is a proportion of those economically inactive, except total, which is a proportion of those aged 16-64

Workless Housholds (Jan-Dec 2018)

	Glasgow City	Scotland	Great Britain
Number Of Workless Households	61,600	308,700	2,919,800
Percentage Of Households That Are Workless	25.6	17.1	14.3
Number Of Children In Workless Households	#	103,100	1,259,000
Percentage Of Children Who Are In Households That Are Workless	#	11.6	10.3

Source: ONS annual population survey - households by combined economic activity status
\# Sample size too small for reliable estimate
Notes: Only includes those households that have at least one person aged 16 to 64.
Children refers to all children aged under 16.

- **8.5% more workless households** than Scottish average and 11.3% above UK average.
- Significantly higher percentage of total population within economic inactivity is classified as student (10.3% more than Scottish average)

Claimant Count

Claimant count by sex - not seasonally adjusted (July 2019)

	Glasgow City (Numbers)	Glasgow City (%)	Scotland (%)	Great Britain (%)
All People	18,800	4.3	3.2	2.8
Males	12,100	5.5	4.0	3.3
Females	6,695	3.0	2.4	2.3

Source: ONS Claimant count by sex and age
Note: % is the number of claimants as a proportion of resident population of area aged 16-64 and gender

- Glasgow City above both Scottish and UK average (from a Scottish perspective 1.5% more males in Glasgow City are claiming benefit and 0.6% females).

Claimant count by age - not seasonally adjusted (July 2019)				
	Glasgow City (Level)	Glasgow City (%)	Scotland (%)	Great Britain (%)
Aged 16+	18,800	4.3	3.2	2.8
Aged 16 To 17	60	0.5	0.7	0.3
Aged 18 To 24	3,295	4.8	4.7	3.8
Aged 18 To 21	1,815	5.2	5.1	4.1
Aged 25 To 49	11,100	4.4	3.5	2.9
Aged 50+	4,345	3.9	2.4	2.3

Source: ONS Claimant count by sex and age
Note: % is number of claimants as a proportion of resident population of the same age

- **Glasgow City claim count higher** (+1.1%) than Scottish average and 1.5% from a UK perspective.

Earnings

Earnings by place of work (2018)			
	Glasgow City (Pounds)	Scotland (Pounds)	Great Britain (Pounds)
Gross Weekly Pay			
Full-Time Workers	573.6	563.2	570.9
Male Full-Time Workers	620.6	598.9	611.8
Female Full-Time Workers	517.5	516.2	509.8
Hourly Pay - Excluding Overtime			
Full-Time Workers	14.85	14.31	14.35
Male Full-Time Workers	15.74	14.70	14.88
Female Full-Time Workers	14.15	13.86	13.55

Source: ONS annual survey of hours and earnings - workplace analysis
Notes: Median earnings in pounds for employees working in the area.

- Workers in Glasgow (both male & female) **receive a higher weekly pay** than both Scottish & UK average.

Scottish Index of Multiple Deprivation (SIMD) 2016

- SIMD is a tool for identifying areas of poverty and inequality across Scotland.
- SIMD shows where Scotland's most deprived areas are, so organisations know where their work can have the biggest impact
- SIMD is a relative measure of deprivation across small areas in Scotland.
- looks at multiple deprivation. 'Deprived' does not just mean 'poor' or 'low income'. It can also mean people have fewer resources and opportunities, for example in health and education.
- Scotland is split into 6,976 small areas, called 'data zones', with roughly equal population.
- SIMD identifies deprived areas - not people. Not all deprived people live in deprived areas: Two out of three people who are income deprived do not live in deprived areas. Not everyone in a deprived area is deprived: Just under one in three people living in a deprived area are income deprived.

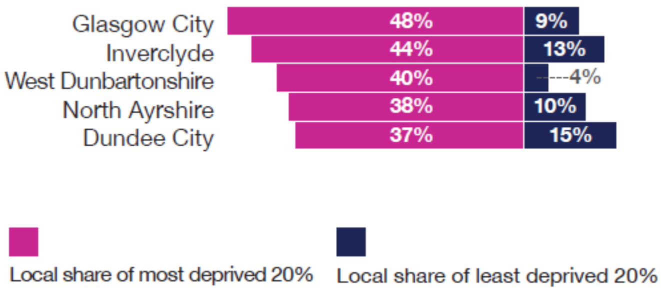
Spire is located at Skypark (45 Finnieston Street) in Glasgow (G3 8JU). The following statistics against above postcode were extracted from SIMD website.

Population	611
Working age	529
Income deprived	75
Employ deprived	35

SIMD Indicator	Rank (out of 6,976)	Decile (1 most deprived – 10 least deprived)
Overall Rank	2933	5
Income	2912	5
Employment	4359	7
Health	4003	6
Education/Skills	1774	3
Housing	1007	2
Geographic Access	6024	5
Crime	86	1

As can be seen from the above **Spire's location within Glasgow is ranked as mid-tier,** therefore performs well within employment however has some challenges around crime, housing and skills.

The following council areas contain the most data zones with deprivation, although still have areas that are not deprived.



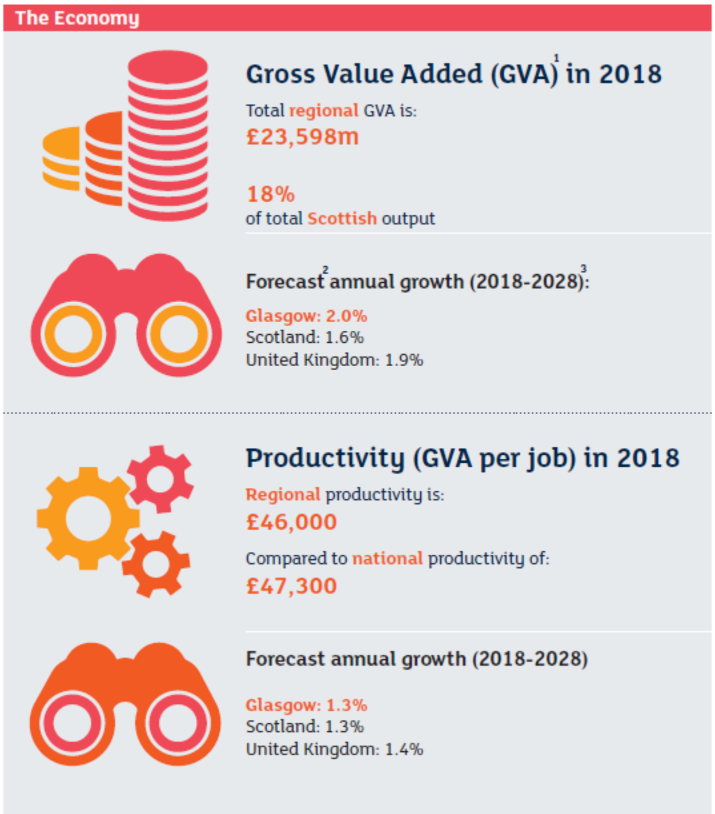
Glasgow City has experienced deep-rooted deprivation and has been consistently **among the 5% of most deprived areas in Scotland since SIMD 2004**.

From reviewing **SDS' Regional Skills Assessment 2018** the following statements were made in relation to the Glasgow Region:

- GVA in the Glasgow Region in 2018 was £23.6bn, 18 per cent of total national output (£134.7bn). This share of GVA ranks Glasgow Region the second largest of the RSA regions in economic terms, behind Edinburgh, East and Midlothian. **The Glasgow Region economy is forecast to outperform the Scottish average over the next decade.** GVA growth in Glasgow Region is forecast to average 2.0% between 2018 and 2028 . This is faster than the expected growth for Scotland and the UK (1.7% and 1.9% respectively).
- The pace of **growth is expected to be limited in the short term as businesses invest cautiously due to Brexit-related uncertainty**, and fiscal policy remains tight
- **Growth is expected to be driven by Glasgow Region's dominant private services sector.** Professional, scientific and technical services is expected to grow by 32% over the forecast period (2028). Consequently, the strength of private services, along with construction, will more than offset the expected contraction in public administration and defence.

- **Of the key sectors, financial and business services, creative industries and health and social care are expected to make the largest contribution to regional GVA growth by 2028.** Due to its size, financial and business services is expected to make the largest overall contribution to Glasgow Region's growth over the next decade.
- **Productivity in Glasgow Region is below the Scottish average.** As of 2018, productivity in Glasgow Region was £46,000, lower than the national average of £47,300. Productivity in Glasgow Region is forecast to grow an average of 1.3% per year between 2018 and 2028, equal to the Scottish rate, however, both sit lower than the UK rate of 1.4%
- **Employment growth in the Glasgow Region is expected to outpace Scotland in both the short and medium term.** There was a 1.1% increase in the number of jobs in Glasgow Region between 2017 and 2018. This was more than twice the equivalent rate of 0.5% for Scotland as a whole.
- **Private services account for 59.9% of all jobs in Glasgow Region**, a larger percentage than Scotland as a whole. It is these services that are expected to drive jobs growth over the forecast period.

The following was extracted from SDS's Regional Skills Assessment 2018 for Glasgow.



Current Demand for Skills (2018)

Total Employment[4] in 2018

513,100 jobs

Total employment between 2008 and 2018:

up by 1% or 4,100 jobs

Compared to a **national increase of 2%**

Sectoral Employment

Top 3 employing sectors in 2018:

- Human health & social work (84,400 jobs)
- Admin & support services (64,900 jobs)
- Wholesale & retail (62,500 jobs)

Employment by Occupation (people)

This is what the occupational structure[5] looks like in 2018:

- 48% Higher level occupations
- 27% Mid-level occupations
- 24% Lower level occupations

Future Supply

Population 2016-2028[6]

Total population between 2016-2028:

up by 5% or 42,100 people

Forecast change:
Glasgow: 5%
Scotland: 4%
United Kingdom: 6%

The working age population (16-64) between 2016-2028:

up by 0.8% or 4,700 people

Forecast change:
Glasgow: 0.8%
Scotland: -1%
United Kingdom: 8%

Job Openings (2018-2028)

Between 2018-2028 there will be a:

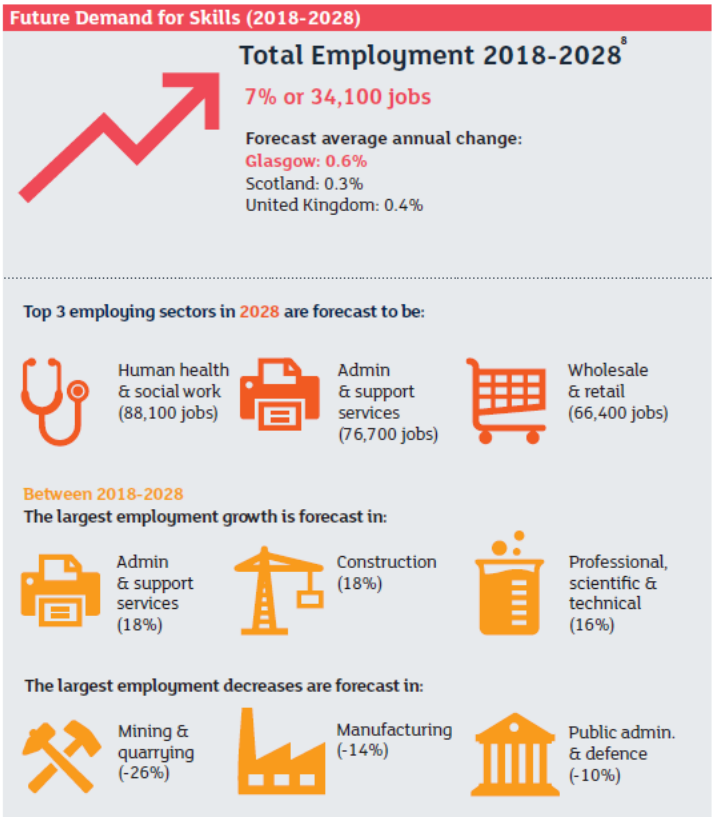
Total requirement for 222,800 people

Expansion demand[7]: 32,600 people

Replacement demand: 190,200 people

This is what actual job openings within the total employment structure look like over the next 10 years:

- 49% Higher level occupations
- 22% Mid-level occupations
- 29% Lower level occupations



In addition to the above the newly published **Glasgow City Region (GCR) – Regional Skills Investment Plan 2019–2024** also highlighted the following key trends:

- **Poor Productivity** – The GCR's **productivity levels now compare poorly** with the other major city regions across the UK, ranking below the city regions of Manchester, Liverpool, Cardiff, and Edinburgh.
- **Labour Market Inequalities Persist** – GCR has **high proportions of economically inactive people** due to long-term sickness and disability, and a generally lower employment rate for working age people compared to Scotland as a whole. Persistence in the gender pay gap alongside lower female participation in STEM and digital occupations, threatens loss of competitive advantage with other city regions across the UK and beyond.
- **Rise of In-Work Poverty** – has been rising steadily for at least the last five years; scope to gain purchase on this problem through more effective interventions to stimulate employer investment in upskilling their workforces, so enhancing their earning capacity.
- **The Demographic Challenge** – GCR **working age population set to decline by around 25,000 over the next ten years**, which could be exacerbated if there is a reduction in the number of EU workers employed in the City Region; emphasises need to address inequalities in order to make full use of the potential workforce, including those groups with much lower employment rates, such as disabled people and those with no or low qualifications; BME and new Scots; and support to retain or retrain older workers.
- **Skills Underutilisation Is High** – proportion of **graduates in non-graduate jobs ranges between 28% and 51%** across Scotland. This raises issues about the appropriateness of the educational provision across the City Region and presents an opportunity to make better use of the skilled

graduates we have; including addressing the 'leaky pipeline' with regard to jobs in the STEM sector and losing graduates, particularly female, to lower skilled jobs to accommodate caring responsibilities; and recognition of migrant worker qualifications.

- **Skills Gaps and Skills Shortage Vacancies** – the level of **GCR employers reporting skills gaps is above the Scottish average**, which implies lowering productivity; similarly, a higher percentage of GCR employers report skill shortage vacancies, representing lost opportunity for unemployed people seeking work and graduates with qualifications that do not match employer skills need.
- **Changing Nature of Skills** – as digitalisation increasingly impacts upon the economy and the labour market, **new skill sets will be required**; more generally, **all jobs will require a higher level of digital awareness**. The City Region needs to be ahead of these trends to sustain and improve its competitiveness and must guarantee wide access to the acquisition of these skills to ensure inclusivity.
- **Brexit** – whatever deal emerges from Brexit, there will be **challenges in terms of labour demand and supply**; potentially the City Region may confront both an increase in redundancies and in skills shortages; effective and well-resourced skills interventions will have a critical role to play in seeing the City Region through a difficult period of readjustment.

Equality, Gender Pay Gap & STEM

It is estimated that only **25% of the STEM sector are women**. Scotland requires a thriving STEM sector to be globally competitive and relevant. To do this Scotland needs that sector to be diverse. Scotland needs more engineers, more scientists and more technologists to meet growth from the women who move onto university and qualify in STEM subjects only **27% of them are likely to remain in the industry.** From that 27%, a handful will make it to senior roles. Many of them will feel that their accomplishments are being overlooked, and many will report stress at balancing careers and caring responsibilities in an inflexible work environment.

For information Spire also manufacture within their Glasgow site. As highlighted within the Making Manufacturing Work for Women Report manufacturing is the fourth most significant industry in Scotland after public administration, education and health; distribution, hotels and restaurants; and banking and finance. 98.8% of manufacturing employment is located in the private sector, where men are significantly more likely to work than women. Women account for just over 26% of the total workforce. Only **4.7% of women in Scotland are employed in manufacturing** compared with 12.8% of men and almost all men and women (96.1%) work in permanent jobs. **Women are more likely than men to be employed in manufacturing workplaces with fewer than 20 employees** (21.5% with 17.4%).

The research findings show that women are considerably under-represented in manufacturing employment in Scotland, and that those women working in the sector are concentrated in occupations that are associated with the lowest pay. This contributes to **significant gender pay gaps of up to 43.8%** in some sub-sectors. Pathways into manufacturing are acutely gendered whether it is through Modern Apprenticeships or through STEM-related education and training. While there is greater awareness of Modern Apprenticeships amongst manufacturing employers and a greater likelihood of staff undertaking them compared with other sectors, there are patterns of severe occupational segregation within manufacturing related frameworks. Women are also under-represented in Level 3 frameworks which are associated with higher levels of pay and better labour market outcomes. Despite the shortage of female professionals in manufacturing, female STEM graduates are more likely to be economically inactive. The **attrition rate for STEM graduates is also much higher for women: 73% of women (compared with 52% of men)** with STEM qualifications do not work in STEM occupations (RSE 2012). The higher female attrition rate is also very likely to be influenced by the lack of flexible and quality part-time working in the sector. The patterns of occupational segregation at professional level suggest that there are a range of routes into professional occupations within the sector and that many women are entering through non-manufacturing specific graduate pathways such as business, IT and non-engineering routes. Gendered subject choices at school partially explain women's better representation in manufacturing specific non-engineering roles. The pathways into professional occupations in the industry are influenced by the STEM subjects studied, where girls tend to study biology and boys are more likely to study physics.

Spire has signed the Scottish Business Pledge and is developing approaches to fair and progressive workplace practices through supporting high quality jobs, paying above the Real Living Wage and enhancing the skills of the individuals. They have a culture of ownership of issues and respect for each other which allows teams to work more effectively and produce improved results. Job enrichment is likely to be a by-product of support, with highly trained employees feeling motivated and having greater satisfaction in their work.

Spire already has strong engagement with Universities, Colleges and Schools although by working alongside the SE account team the site is aiming to increase activity & develop mutually beneficial relationships to ensure the impact of this expansion project is as wide as possible. They are passionate about working in STEM as ambassadors and have engaged in a variety of local events, including the Skypark Tech Event, the STEM Academy delivered by UWS as an industry expert and have also supported the Glasgow Science Festival Creating Engineers Competition 2019 held at Glasgow University. Whilst they have existing apprentices, graduates and interns they are keen to develop new pathways, therefore the SE account team will ensure the site continues to work intensively with the WPI Specialist, SDS and Developing Young Workforce.

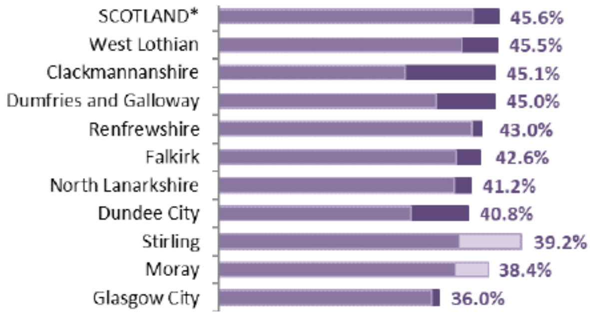
Disabled People

In 2018, the **employment rate for those classed as disabled under the Equality Act 2010 was 45.6% which is significantly lower than the employment rate for non-disabled people (81.1%).** In 2018, the employment rate gap was 35.5%.. The gap between the employment rate for disabled and non-disabled people has decreased by 0.4% over the year. The employment rate for disabled people increased slightly from 45.3% in 2017 to 45.6% in 2018, while the employment rate for non-disabled people decreased slightly from 81.2% to 81.1% over the same period. The gap between in the **employment rate for disabled and non-disabled people was lower for women (31.1% points) than men (40%).** T

The employment rate gap between the employment rate for disabled and non-disabled people was lower for young people (25%) and increased with age with the gap being highest for those aged 50-64 years (39.1%). There is regional variation in the employment rate for those who reported a disability. 22.5% of all disabled people in employment work in Glasgow City (11.8%) and Edinburgh (10.8%).

Scottish Surveys Core Questions 2017 notes that 24.9% of people in Glasgow have a limiting long term physical or mental health condition compared to 23.7% in Scotland.

Table showing employment rate (16-64) for disabled people by local authority: 2014, 2018



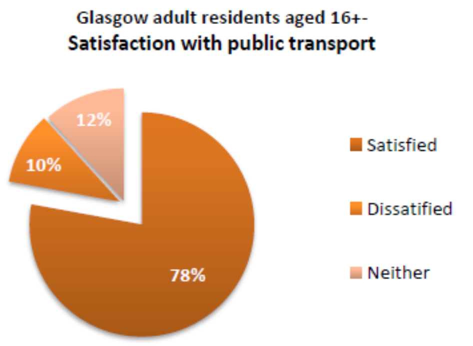
Employment rate for disabled people in Glasgow City sits at 36%, therefore significantly lower than national average (45.6%).

Ethnicity
Glasgow is Scotland's largest and most diverse city with a population of 621,020 (National Record of Scotland Estimates 2017). The city is home to a significant and growing black and ethnic minority population, currently estimated to be around **12% of the total population** with an upward trend towards 19% of the population by 2031.

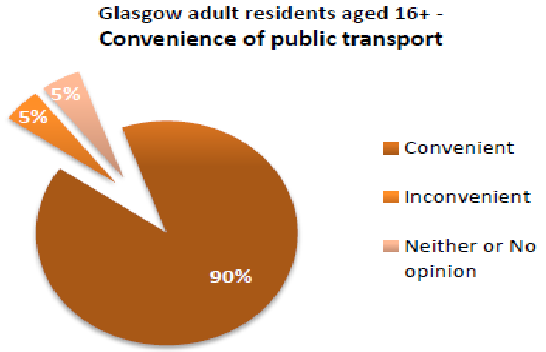
The **employment rate for the minority ethnic population in Scotland aged 16-64 was 55.4% which is lower than the white population with an employment rate of 75.1%** giving a gap in employment rates between minority ethnic and white aged 16 to 64 years of 19.7%. Over time, the white population has consistently had an employment rate which exceeds the minority ethnic population. **The minority ethnic employment gap was much higher for women than men in 2018; for women the minority ethnic employment gap was 26.8% and for men was 11.2%.**

(Source: Annual Population Survey)

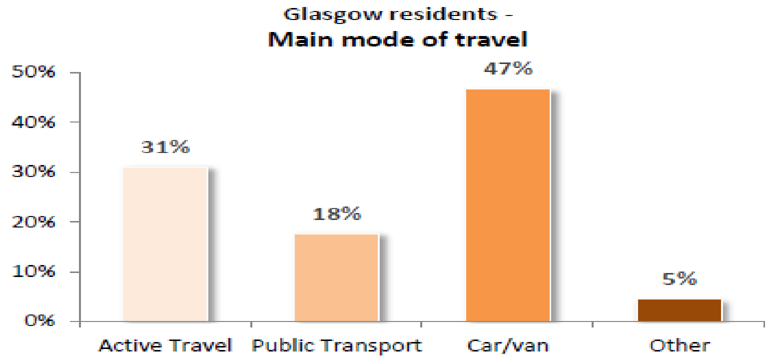
Accessibility
SPT and Glasgow City Council (GCC) work together to deliver improved bus infrastructure, bus priority and routes to public transport hubs for improved safety, quality, access, journey reliability and comfort for passengers.



The key indicator for this outcome is adult residents' level of satisfaction with local public transport services. About eight in every 10 Glasgow residents (78%) are satisfied with their local public transport services, although only two in every 10 (21%) are *very* satisfied. One in every 10 residents (10%) is dissatisfied and about one in every 10 (12%) is neither satisfied nor dissatisfied. **These figures are very similar to the SPT population as a whole, although Glasgow residents are slightly less likely to be dissatisfied (10% for GCC compared to 12% for SPT area).**



The key indicator for this outcome is residents' opinions of the convenience of public transport in their local area. **Nine in every 10 Glasgow adult residents (90%) feel that local public transport is convenient**, with half of residents (51%) feel that it is *very* convenient. A small percentage of residents (5%) feel that public transport is inconvenient and a small percentage (5%) feel that is neither convenient nor inconvenient or have no opinion.



The key indicator for this outcome is the main mode of travel used (by distance) for all journeys. Slightly fewer than five in every 10 journeys (47%) made by Glasgow residents were by car / van as the main mode (driver or passenger), whereas around three in every 10 journeys (31%) were made by walking or cycling and about two in every 10 (23%) were made by bus, rail, Subway, tram or other modes (e.g. ferry, taxi). For this indicator, **Glasgow has the highest proportion of walking and cycling and lowest proportion of car/van compared to other local authorities in the SPT area.**

3. Gaps exist but national data will be sufficient.

4. SE account team currently engaged with the following:
   - Scottish Enterprise
   - Glasgow City Council – for community engagement (i.e. communities of interest), regional skills initiatives and further information on transport etc.
   - EQUATE – encouraging links with colleges/universities and companies – looking at ways of addressing STEM.
   - SDS – to enhance links with universities, colleges & schools.
   - Developing the Young Workforce Glasgow – investigate options to develop initiatives to help develop skilled, talented and work ready young people

3. Assess the likely impact on different groups - (consider these questions to prompt answers)

1. Does your analysis of the evidence indicate any possible adverse impact on a particular group (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation) or does it breach human rights legislation. Mandatory human rights due diligence is required for some projects. Please see guidance.

2. If it is adverse,
   - Does this amount to unlawful discrimination? (See guidance)

3. In what areas does it have an impact? E.g. access to information, experience of services?

4. Even if there is no evidence of adverse impact, is there an opportunity to actively promote equality or foster good relations between different groups**?**

5. Is socio-economic disadvantage evident from any particular group or area?

It is unlikely that the project will have an adverse impact on any group. The project is designed to address the expansion of Spire's Scottish site and invest for the future so that opportunities result for all. If there are any activities that can be undertaken to ensure the project is as inclusive as possible, the project team welcome these and would appreciate support to implement these.

Spire delivers high quality products and services. They adhere to robust quality standards, they meet their customers' requirements, and aim to exceed expectations in all that they do. Spire expects its personnel to make a personal commitment to excellence in all work for and on behalf of Spire.

Spire's business relationships are founded on honesty and trust. Spire personnel must be accurate, fair, and responsible in all communications with actual and prospective customers and suppliers. Spire prohibits false, misleading, deceptive, unsubstantiated, and exaggerated claims and comparisons.

Spire appreciates that every individual brings a unique background and perspective. It is their policy to promote a diverse and inclusive workplace. Spire Personnel must respect the dignity, privacy, and personal rights of others, and comply with all Laws relating to appropriate workplace conduct. Spire will not tolerate discrimination or harassment. Spire is an equal opportunity employer.

Spire highlights that corporate social and environmental responsibility is of paramount importance. Spire is committed to the protection and preservation of the environment including a safe and healthy workplace for all employees.

It is our understanding that this project isn't classified as adverse and so does not amount to unlawful discrimination.

As mentioned previously the project team welcome guidance on any activities that can be undertaken to actively promote equality over and above what is already in place.

Based on the evidence previously provided this project will have a positive impact across a number of the categories as it will create 261 high value jobs over a 5-year period in Glasgow. This will help address the high level of in-work poverty.

From the data a project which is aiming to create employment opportunities for all should be viewed as a positive intervention within this local authority area.

4. Consider alternatives - (use these questions to prompt answers)

1. How can you change your proposal in a way that is proportionate, and will

   - Remove unlawful discrimination or comply with human rights?
   - Reduce any adverse impact?
   - Advance/promote equality?
   - Foster good relations between different groups?
   - Help us achieve our published equality outcomes (See guidance)?
   - Support the reduction in socio-economic disadvantage by groups or areas.

3. Can the aims be met in some other way? What can you do now/later?

4. If the project involves procuring a service or product is there any scope to encourage suppliers to have a greater focus on equality for example signing up to the Business Pledge? Are there any positive action activities you could consider which might address disadvantage experienced by protected groups/areas, like targeting women owned businesses, applying reserved contracts or Community Benefit Clauses? Are there any other project specific actions you could state to help with our equality duties e.g. monitoring of uptake of the service to identify under-representation or encouraging certain groups to participate in the project (see guidance)?

5. What are you recommending?

Proposal

- There is nothing being proposed which will lead to lawful discrimination.
- The project is looking to create significant employment opportunities to help tackle the challenges faced in the local economy.
- Assistance will be provided by SE Account Team to allow the site to focus on relevant graduate employment opportunities given that Glasgow has issues re skill utilisation.
- Like all regions Glasgow has ambitions to develop their business base and it is important that the future workforce have access to employment opportunities.
- SE Account Team will support Spire investigate any potential opportunities which may assist existing and future supply chain companies, along with the future workforce.
- SE Account Team will assist site with their intern and graduate recruitment through engagement with Scottish universities & colleges.
- Spire will work alongside SE's Workplace Innovation Specialist team to look at ways to tackle the challenges such as gender & youth employment, by introducing them to initiatives like Developing the Young Workforce, Women in Tech Scotland, Changing the Chemistry and Equate Scotland; as well as looking more widely at any additional inclusive and progressive people

practices to ensure the site attracts a diverse mix of staff. In line with the evidence attention should be given to the high level of unemployed disabled people in the area and the disproportionate gender pay gap in the industry.

- SDS will be assisting the site to ensure their apprenticeship programme will meet future skills/talent requirements.
- From the outset this project has involved a variety of key stakeholders. By continuing this approach opportunities will be presented for relationship development between groups.
- The site is looking to promote STEM opportunities therefore SE account team will work in partnership with organisations such as:
    - EQUATE – encouraging links with colleges/universities and companies – looking at ways of addressing STEM.
    - SDS – enhance engagement & links with universities, colleges, schools.
- Where appropriate engage with organisations such as Disability Equality Scotland and/or Glasgow Disability Alliance to ensure disabled people have access to appropriate & relevant opportunities.
- Glasgow City Council – Spire will continue to engage with local authority to ensure positive community engagement (i.e. communities of interest) and address any issues which may impact the site & staff.

This opportunity demonstrates a great example of partnership working, with the SE account team closely aligned to support the business as it pursues its aims through account team engagement. The account team will continue to work closely with the business at a strategic level in order to maximise the benefits and outputs from this project. Workplace Innovation and SDS will be assisting the site as they develop their apprenticeship programme at all levels within the business and enhance the skills of existing workforce to ensure they have the optimum blend of experience and knowledge for future years. The site has strong and productive relationships with a variety of Scottish Universities therefore SE Account Team will continue to support the business in this area.

As previously mentioned the business has signed the Scottish Business Pledge.

Procurement of services is not appropriate for this project.

The SE Account team is looking to address all of the areas detailed within this review. Glasgow Region has a number of socio-economic challenges to address however this project will play a pivotal part in creating employment and support communities and families in the local area. Spire's facility is well connected from a public transport perspective therefore as the business develops over a period of time there are no significant barriers for future employees.

5. Involve/Consult relevant stakeholders if appropriate - (consider these questions to prompt answers)

1. What are the views of the people who are likely to be affected or who have an interest about
    - Whether you have identified the right issues?
    - Whether you have proposed suitable modifications?
    - Whether your proposals will meet their needs?

2. Should you involve people in the re-design of the policy?

3. How will you consult once changes have been made?

4. Whom do you need to get views from? (internally/externally/different geographical locations)

5. What methods will you use? (consider "hard to reach" groups)

6. What formats will you use for communicating with different groups?

Consult:

- EQUATE – encouraging links with colleges/universities and companies – looking at ways of addressing STEM.
- SDS – enhance engagement & links with universities, colleges, schools.
- Glasgow City Council – Spire will continue to engage with local authority to ensure positive community engagement (i.e. communities of interest) and address any issues which may impact the site & staff.
- Developing the Young Workforce Glasgow – investigate options to develop initiatives to help develop skilled, talented and work ready young people
- SE Equality Champions are being consulted.

Engagement with the above is underway although the account team will review activity on an on-going basis to ensure we are addressing all of the areas detailed within this review in a timely fashion.

6. **Decide whether to adopt this policy/project - (consider these questions to prompt answers)**

1. What were your findings from the consultation/involvement? 2. Taking into account all of the data, information, potential impact issues and consultation feedback, what will you recommend? (Choose & state one option) **Reject the policy** – there is evidence of actual/potential unlawful discrimination, breach of human rights or no support for socio economic disadvantage identified. **Accept the policy** – The EIA demonstrates the policy is robust with no adverse impacts and all opportunities to promote equality/foster good relations and address disadvantage have been taken. **Modify the policy** – Adjust the policy to remove barriers or better promote equality and fairness **Continue with the policy** – Issues with the policy have been identified but you wish to continue with the policy. Clearly set out justification for doing this. Compelling reasons will be needed. If the Assessment is on a high level policy/strategy state here if further assessments need to be carried out on projects emanating from the policy/strategy and inform project managers.

Accept policy. Any further projects emanating from our engagement with Spire will not require additional EqFIAs.

7. Make Monitoring (and review) Arrangements - (consider these questions to prompt answers)

1. How will you know what the actual effect of the policy/project is at policy level and how does it contribute to national progression with minimising socio-economic disadvantage? 2. In what ways will you monitor? e.g. continuously or irregularly, quantitative methods such as surveys, qualitative methods such as interviews 3. How often will monitoring information be analysed? 4. When will you review the policy/project taking into account any monitoring information?

1. There will be a full monitoring and evaluation framework established for this project. Metrics around job creation and any actions agreed within this document can be recorded as part of this.
2. The company will submit progress reports to SE detailing progress against milestones and highlighting any significant changes to the scope of the project. There will be regular reviews during the project to determine progress.
3. Quarterly reviews will be scheduled
4. The project is in its infancy however further actions addressing inclusive growth may become evident and will therefore be addressed by account team.

8. Equality Impact Assessment review

Please forward the completed document to your equality champion for review. This should then be approved by the SRO and returned to your champion for publication on the Scottish Enterprise external website.

9. Summary of Actions

List any actions agreed and indicate dates for review.

As previously stated this opportunity demonstrates a great example of partnership working, with the SE account team closely aligned to support the business as it pursues its aims through account team engagement. The account team will continue to work closely with the business at a strategic level in order to maximise the benefits and outputs from this project. Workplace Innovation and SDS will be assisting the site as they develop their apprenticeship programme at all levels within the business and enhance the skills of existing workforce to ensure they have the optimum blend of experience and knowledge for future years. The site has strong and productive relationships with a variety of Scottish universities therefore SE Account Team will continue to support the business in this area. 1/4ly reviews to be undertaken throughout the project – opportunity to review success of actions or modify, if required.

Data Sources

https://www.nomisweb.co.uk/reports/lmp/la/1946157420/report.aspx?pc=G3%208JU
https://simd.scot/2016/#/simd2016/BTTTTTT/14/-4.2803/55.8622/
https://www2.gov.scot/Resource/0050/00504809.pdf
http://www.skillsdevelopmentscotland.co.uk/media/44971/glasgow-region-summary-report.pdf
https://www.understandingglasgow.com/indicators/population/ethnicity/scottish_cities
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