EQUALITY & FAIRER SCOTLAND DUTY (EqFIA) IMPACT ASSESSMENT FORM

Name of Business Unit	Major Programme Management
Name/designation of person(s) responsible for managing/ conducting this process	Lindsay McIvor Project Manager
Date Complete	29 July 2021

Name of Policy / Function / Service / Strategy / Action Plan / Programme / Project etc.	Fraunhofer Phase 3	
Is it (*delete as applicable)		*Existing with changes
Is the policy contracted out? (*delete as applicable)	*No	
If yes, who delivers this policy for the organisation?	N/A	
Is responsibility for delivery shared with others? (*delete as applicable)		*Yes
If yes, who are your partners?	Fraunhofer, SG	

EQUALITY			
Could there be possible impacts or effects in respect of the following protected groups?			
Age	Yes	**Disability**	Yes
Gender Re-Assignment	Yes	**Marriage & Civil Partnership**	Yes
Pregnancy & Maternity	Yes	**Race**	Yes
Religion or Belief	Yes	**Sex**	Yes
Sexual Orientation	Yes	**Human Rights**	Yes

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	Kim Robertson	Date		03 Aug 2021
SRO name and email approval on file	Russell Stevenson	Date		29 Jul 2021

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?

The Fraunhofer Centre for Applied Photonics (FhCAP) is a flexible and practical resource that works with companies and organisations, in Scotland and beyond, across many sectors that wish to exploit photonics technology to develop innovative solutions to current challenges and opportunities. It works in the mid-Technology Readiness Levels (3-7) to industrialise breakthrough technologies which their clients can then commercialise as highly differentiated new products. Training of PhD and EngD students is a fundamental component of the Fraunhofer model.

FhCAP was established in Glasgow in 2012 as the UK's first Fraunhofer Research Centre, due to the industrial and academic strength of the photonics cluster in Scotland. Scottish Enterprise was amongst the lead funding partners from inception, and that funding support continues under the current Phase 2 approval (2017-2021).

In Phase 2, FhCAP has grown to 62 personnel including staff, students and secondees; competitively secured £20m of new R and D project support for itself; and won 150+ projects with a value of £80m, with 130+ global partners (49 in Scotland alone).

This project is Phase 3 of support and will run for a further five years from 2022. It will safeguard all existing jobs at FhCAP and potentially enable the creation of more. Activities will contribute towards R and D investment. The centre is based in Glasgow and engages in collaborations with a customer base across the growing photonics cluster in Scotland (mostly based in the central belt) and internationally. Strategic project aims for Phase 3 are to contribute to the following SE priority themes: Place; More, Better, Greener Jobs; and to support innovation for the following National Programmes: Scotland in Space; Future Healthcare Manufacturing.

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?

National Opportunity/Sector

There is a known issue in STEM industries of a gender imbalance - It is estimated that only 25% [1] of the STEM sector are women, and lower in some areas:

Sector	% of women employees
Offshore Wind	16%
Digital Gaming	21%
Digital Tech professionals	16%
Engineering	11%
STEM	20%
Construction	18%

Location

The project could contribute to reducing child poverty through improved wage rates and job quality. There is evidence that the creation of high-skilled jobs has a knock-on effect by also creating jobs at other skill levels. A report produced by the Resolution Foundation[2] analysing the effect that growth in Advanced Industries had on the labour market estimated that the creation of additional advanced industry jobs resulted in the creation of further non-tradable service sector jobs, finding that for

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[1] The Issue - Equate Scotland
[2] A rising tide lifts all boats? Advanced industries and their impact upon living standards – Resolution Foundation, July 2017

every 10 additional jobs created in advanced industry, an additional 6 non-tradeable roles were also created, 4 of which were filled by workers with relatively low levels of formal education.

FhCAP is based in Glasgow.

Glasgow City is the most populous local authority in Scotland; on its own it accounts for 11.6% of the Scottish population. The city centre location means the Centre is well served by public transport options, making it easy to access in terms of travel to work for a wide range of people.

Glasgow City[3] has been identified as ranking highly in the Scottish Index of Multiple Deprivation

Local Authority Region	Areas Employment Rates (Annual population survey) - 2019	Areas Gross Weekly Pay (Office for National Statistics - ASHE) - 2019
Glasgow City	67.3%	£450
Scotland (avg)	74.8%	£472

Glasgow performs below average for employment rates across all groups and on hourly wages for both Men and Women. The gender pay gap in Glasgow is 14.6% which is slightly less than the national pay gap.

Glasgow has a higher-than-average proportion of ethnic minority people and single parent families, both groups who are more likely to experience deprivation. (Poverty and Income Inequality in Scotland 2017 – 20, Scottish Government 26th March 2021)

There are fewer than average people living in Glasgow with limiting long-term health conditions.

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[3] The Scottish Index of Multiple Deprivation 2020 (www.gov.scot)

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?

As the project directly funds HR elements and recruitment, it was considered that there are potential impacts on all protected characteristics groups (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, and sexual orientation), which will be managed through compliant, inclusive and fair recruitment processes.

No adverse impacts have been identified.

In terms of promoting equality and fostering good relations between groups, the following applies:

Age
FhCAP supports PhD and EngD students (average age 24-25 at commencement) and does not discriminate on the basis of age. As an example of recent good practice at FhCAP, a junior administrator has recently been recruited and rather than categorise the role as an apprentice post, which would exempt it from minimum wage, the post carries a Real Living Wage salary.

Disability
FhCAP is an accredited Disability Confident employer.

The remaining protected groups (gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and human rights) are supported by FhCAP as being accredited to the Scottish Business Pledge, Real Living Wage

Gender
FhCAP has no gender pay gap (Institute of Physics Project Juno (gender equality))

The Fraunhofer website carries the following statement:
'Fraunhofer-Gesellschaft is committed to a policy of equal opportunities for men and women and supports efforts to create an equitable work/life balance. The Fraunhofer-Gesellschaft is committed to bringing more women into applied research. It aims to increase the proportion of female scientists in all areas where they are currently underrepresented. In order to achieve this objective, the different circumstances and interests of men and women need to be identified and integrated into every project and programme from the outset and reviewed at regular intervals thereafter. The resulting findings are used as a basis for improving gender equality aspects in personnel recruitment and throughout the working lives of our female employees.
Fraunhofer research teams are composed of a well-balanced mix of members. This enables them to exploit the creative potential of both sexes and a variety of age groups, cultural backgrounds and scientific disciplines, and thus improve the quality of their results.'

Fraunhofer uses the following to promote equal opportunities:
- Pact to increase the number of women in MINT professions (Mathematics, IT, Natural Sciences, Technology) – Fraunhofer Talent School
- Girls' Day
- Work experience for girls
- Programme for female postgraduate students
- Fraunhofer mentoring programme
- Childcare
- Support for active fatherhood

Fraunhofer employs both an Equal Rights Officer and a Diversity Officer.

Human Rights Due Diligence Levels 1 and 2 has been completed with no red flags or areas of concern raised. Director approval was obtained confirming no requirement to undertake Level 3 HRDD.

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?

FhCAP has a solid record of promoting diversity and equality which is expected to continue. It is based in Glasgow City, an area of Scotland which performs below the average for employment rates across all groups and on hourly wages for men and women. FhCAP supports a skilled workforce who benefit from the company's equal opportunities policy and other accreditations as previously outlined, therefore no changes are recommended at this time.

FhCAP will engage with schools to promote STEM broadly and photonics and quantum in particular; and will continue to support and train PhD and EngD students.

FhCAP will maintain an Inclusion, Diversity, Equality and Accessibility policy and report annually on implementation and review of the policy.

FhCAP will contribute to the delivery of Scottish Government's Fair Work First through maintaining fair working practices for all employees, specifically in the following areas:

- Appropriate channels for effective voice
- Investment in workforce development
- No zero hours contracts
- Maintain zero gender pay gap
- Continue to maintain a diverse and inclusive workplace
- Continue to pay at least the Real Living Wage

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?

Not appropriate

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 the project – the EIA demonstrates the project is robust with no adverse impacts and all opportunities to promote equality/foster good relations and address disadvantage have been taken.

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?

The project team will receive a monthly monitoring and evaluation report from FhCAP, and the project will be subject to annual reviews, which will assess the contribution to SE measures and objectives. FhCAP will maintain an Inclusion, Diversity, Equality and Accessibility policy and report annually on implementation and review of the policy.

The project will be reviewed in line with the SE Project Life Cycle.

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.

Continued review through Project Life Cycle process for project duration and monitor as part of ongoing project reporting.