# EQUALITY & FAIRER SCOTLAND DUTY (EqFIA) IMPACT ASSESSMENT FORM

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| **Name of Business Unit** | Strategy, Networks and Insights |
| **Name/designation of person(s) responsible for managing/ conducting this process** | John Crawford |
| **Date Complete** | 15th January 2024 |

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| **Name of Policy / Function / Service / Strategy / Action Plan / Programme / Project etc.** | Scottish Enterprise - Our Focus on Economic Transformation | |
| **Is it (\*delete as applicable)** | \*New |  |
| **Is the policy contracted out? (\*delete as applicable)** | \*No |  |
| **If yes, who delivers this policy for the organisation?** |  | |
| **Is responsibility for delivery shared with others? (\*delete as applicable)** | \*No |  |
| **If yes, who are your partners?** |  | |

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| **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 |

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| **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 |

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| **EO Champion review by** | Margaret Maynard | **Date** | 16th January 2024 |
| **SRO name and email approval on file** | Susan Moore | **Date** | 18th January 2024 |

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

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| 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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| This assessment covers a strategic ambition document; “Our focus on economic transformation” published by Scottish Enterprise (SE) in January 2024.  In the document, SE sets out its purpose to “enable businesses to innovate and scale to transform the economy”, with operational activity aiming to make a transformational impact on traditionally low levels of Scottish business innovation, internationalisation and investment. To deliver its purpose, SE will focus on specific areas of long-term economic opportunity and challenge, with a mission-based approach focusing activity and resource in three main areas:   * Creating an internationally competitive green energy industryin Scotland * Driving capital investment to deliver a step-change in Scotland's productivity * Scaling the impact of Scotland’s innovation strengths into the high growth industries of the future   Through its mission-based approach - and by helping more businesses to innovate, internationalise and invest in their growth - SE aims to drive up levels of productivity and sustainability, which in turn should help to create more and better-quality jobs that combat poverty, pay higher wages and improve people’s living standards. This will help contribute to delivery of the vision in the National Strategy for Economic Transformation for a wellbeing economy.  SE has championed fair work, net zero and equalities, diversity and inclusion for many years. In delivering its strategic ambition, SE will strengthen this through a more purpose-led approach, embedding net zero, equalities and fair work across activities and targeting support on companies committed to working towards a just transition.  As Scotland’s national economic development agency, SE will work collaboratively with businesses and entrepreneurs across Scotland - and with Regional Economic Partnerships - to develop transformational projects. In this way, SE can maximise benefits from regional economic assets and anchor investments and jobs in local supply chains. This will help to retain and grow wealth and ensure economic benefits are more fairly distributed.  In summary, SE resources – both financial and people - will be directed towards supporting a fairer, wealthier and greener economy. As such, SE’s budget and overall financial strategy forms part of this assessment. |

## **Consider the Evidence (data and information) - (consider these questions to prompt answers)**

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| 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? |

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| SE’s new ambition statement sets out how it will help deliver the priorities in Scotland’s National Strategy for Economic Transformation (NSET). As such, SE has reflected some of the indicators as outlined in the assessments undertaken for NSET.  **GENDER:**  Gender segregation is evident across Scotland’s sectors, with female workers particularly concentrated in education and health[[1]](#footnote-2). Women working full-time in Scotland are generally paid less in Scotland than men working full-time (around 10% less), wherever they work[[2]](#footnote-3). This gender pay gap has generally fallen in recent years but remains elevated in certain sectors (professional & scientific, financial & insurance) and occupations (skilled trades, process, plant and machine operatives)[[3]](#footnote-4). Women are also more likely to earn less than the living wage than men, but the numbers of both genders doing so has generally fallen in recent years[[4]](#footnote-5).Women have lower unemployment rates than men in all local authorities where data is available except in Angus, East Lothian, Falkirk, Glasgow City, Moray, Renfrewshire, South Ayrshire, Stirling, and West Dunbartonshire.Women are also less likely to lead or own SME businesses with women in leadership roles falling in recent years. Similarly, men in Scotland are more likely be entrepreneurs than women, with the gap widening in the most recent year.[[5]](#footnote-6) As highlighted in “Pathways: A New Approach for Women in Entrepreneurship”, despite more than half of Scotland’s population being female, currently one in five of Scotland’s entrepreneurs are women, while start-ups founded by women in Scotland receive only 2% of overall investment capital.  **DISABILITY:**  The poverty rate amongst disabled people in Scotland[[6]](#footnote-7) is 23%. In 2018, the employment rate for disabled people in Scotland aged 16-64 was 45.6%, compared with an employment rate of 81.1% for non-disabled people[[7]](#footnote-8). The unemployment rate for disabled people aged 16-64 in Scotland was 9.4% in 2018, compared with an unemployment rate of 3.6% for non-disabled people.  In 2018, almost half of disabled people between 16-64 in Scotland were economically inactive (49.7%), compared with 15.9% of non-disabled people. 26.3% of economically inactive disabled people wanted to work, higher than 16.9% of economically inactive non-disabled people. The employment gap between disabled and non-disabled people was wider for men at 40.0 percentage points compared with 31.1 percentage points for women. Disabled people who are in a minority ethnic group have an employment rate of 37.9%, lower than non-disabled minority ethnic people (57.8%). Workers with a disability are often paid less than workers without a disability, and the gap rose sharply in the most recent year with workers without a disability earning on average more than £2 per hour than those with a disability[[8]](#footnote-9).  **Ethnicity:**  Many minority ethnic groups in Scotland experience far higher levels of relative poverty than others. Whilst some of these may be concentrated in our most deprived areas– for example disabled people and lone parents – many others are dispersed across our towns and cities. 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). Workers from an ethnic minority background are often paid less than white workers with more than a 10% pay gap[[9]](#footnote-10).  **Young people:**  Urban areas tend to have higher shares of young people (aged 16-24). People aged 25-49 are generally more likely to have high levels of educational attainment than other age groups, although those aged 16-24 may still be in education. High levels of educational attainment are more common in urban areas and less common in rural areas. Young people (aged 16-24) are more likely to be unemployed than other age groups in all local authorities at around 17% in 2020. Age segregation is evident across Scotland’s occupations, with young workers more likely to be found in low and medium-low skill roles[[10]](#footnote-11). Young workers (aged 18-24) are also most likely to earn less than the living wage with 41.5% earning below the living wage in 2020.  **Older people:**  People aged 50-64 make up the largest share of the working-age population in all but three local authorities (Aberdeen City, Edinburgh, and Glasgow City). People aged 50-64 have lower employment rates than other age groups in all local authorities except Orkney. Several industries - agriculture, transport and water – have more than 40% of their workforce above the age of 50[[11]](#footnote-12). We have cut the data off at 64+ as this is beyond normal working age.  Evidence is more limited for other protected characteristics such as LGBT and religion/belief. This may be an area for focus in future work.  **Regions:**  Whilst many areas of Scotland are performing well, economic wellbeing is not equally distributed across our regions. There are deep seated regional inequalities in economic activity with post-industrial areas performing less well and rural areas facing particular challenges such as a falling labour supply and weaker access to infrastructure. The Scottish Index of Multiple Deprivation considers the following areas to be most disadvantaged [SIMD 2020](https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2020/01/scottish-index-multiple-deprivation-2020/documents/scottish-index-multiple-deprivation-2020/scottish-index-multiple-deprivation-2020/govscot%3Adocument/scottish-index-multiple-deprivation-2020.pdf):   * Inverclyde * Glasgow City * North Ayrshire * West Dunbartonshire * Dundee City * North Lanarkshire * East Ayrshire * Clackmannanshire   The lowest wage levels by workplace in Scotland tend to be in rural areas (Scottish Borders & Dumfries & Galloway, for example) and in commuter areas (East Renfrewshire and East Dunbartonshire)[[12]](#footnote-13).  Women have lower unemployment rates than men in all local authorities (where data is available) except in Angus, East Lothian, Falkirk, Glasgow City, Moray, Renfrewshire, South Ayrshire, Stirling, and West Dunbartonshire[[13]](#footnote-14). Women make up slightly more of the working-age population than men in all but seven local authorities (Aberdeen City, Aberdeenshire, Argyll & Bute, Moray, Na h-Eileanan Siar, Orkney and Shetland)[[14]](#footnote-15).  **Island Communities:**  We have assessed a range of data regarding the current situation in the islands, including: regional economic performance (GVA per capita); levels of workless households; child poverty rates; sectoral analysis including skills shortages, skills gaps, labour market inactivity, wage distribution, and productivity differences; qualification levels; regional entrepreneurship distribution, high-growth distribution, and business birth rates; regional productivity distribution; transport connectivity; port and cargo performance; and regional trade performance. For full details of how the data differs between islands see NSET: Evidence Paper <https://www.gov.scot/publications/scotland-national-strategy-economic-transformation-evidence-paper/>  **Entrepreneurship:**  Entrepreneurship across the wider business base can drive social mobility, create fulfilling jobs and deliver the economic prosperity necessary to sustain thriving local, and rural communities. This in turn presents economic opportunities across society and a strong role for the state in ensuring wide access to these among diverse groups. Part of this is encouraging entrepreneurship among a more diverse range of social groups. People aged 25-34 are most likely be entrepreneurs in Scotland. The NSET Evidence Paper[[15]](#footnote-16) identified a number of constraints to entrepreneurship in Scotland including a lack of diversity among entrepreneurs; lack of joined up entrepreneurial education from primary through to further and higher education; obtaining finance and finance for growth; skills in how to lead and grow businesses of scale; and business infrastructure, e.g., incubators and other premises.  There is clear evidence that businesses who treat their workers fairly and take action to become more sustainable also benefit from improved performance and business productivity. For example:   * Companies with the most engaged employees are up to 20% more productive and profitable (Gallup Global Workplace Survey, 2014) * A survey of 1,530 Living Wage Employers found 59% said paying the Living Wage improved employee retention, 60% said it improved recruitment and 30% said it reduced sickness absence (Living Wage Foundation, 2021) |

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

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| 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](https://scotent.sharepoint.com/sites/Intranet/Lists/News/Display.aspx?ID=632)   If it is adverse, does this amount to unlawful discrimination? (See guidance)   1. In what areas does it have an impact? E.g. access to information, experience of services? 2. Even if there is no evidence of adverse impact, is there an opportunity to actively promote equality or foster good relations between different groups**?** 3. Is socio-economic disadvantage evident from any particular group or area? |

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| Scottish Enterprise draws from an extensive evidence base to identify gaps in provision and make informed decisions in response to its legal obligation under the Equality Act 2010. This also allows SE to proactively focus on equality of opportunities as it delivers activities that meet strategic priorities, and as part of its Fair Work framework.   * *The evidence summarised in section 2 above shows no significant adverse impact or discrimination of any particular group of people or place.*   It does, however, point to further work required to determine what support is required for early-stage businesses and entrepreneurship in areas such as **race and disability**, building on evidence that race and disability groups are more entrepreneurial and more likely to start a business.  The evidence also makes a strong case for the need to tackle disadvantage and in particular, poverty rates in these groups, and flags a need to take positive action relating to **gender and age** – and issues to do with poverty - in the activities that SE delivers.  **Place;** a lot of the work SE undertakes is within industrial and technological sectors. SE needs to ensure that it considers how to address structural inequalities and socio-economic disadvantage such as child poverty within these sectors - and their networks - to ensure diversity of people, business types and locations. Special attention should be paid to child poverty, gender inequalities, disadvantaged areas and barriers to youth inclusion.  The main issue with innovation assets and districts is location. These need to be sited, either in a single location or on multiple sites as part of a hub-and-spoke model. The primary inequality and unfairness issues relating to innovation assets are around geography and must be properly covered by the bespoke assessments for our place-based projects.  Based on robust evidence, SE has established a revised set of **Equality Outcomes** (2021-25) and aligned these to our measures as part of our performance management framework.   * Better jobs and workplaces (internally and externally) * Businesses & sectors better reflecting diversity & inclusion |

## **Consider alternatives - (use these questions to prompt answers)**

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| 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 our [Equality Mainstreaming Report](https://www.scottish-enterprise.com/media/xawpybkj/equality-mainstreaming-report_2023-1.pdf)) * Support the reduction in socio-economic disadvantage by groups or areas.   2. Can the aims be met in some other way? What can you do now/later?  3. 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?  4. What are you recommending? |

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| Further to the Equality Act 2010, Scottish Enterprise (SE) has a legal obligation to eliminate unlawful discrimination, actively promote equality of opportunity and foster good relations with disadvantaged people and places.  The Scottish Government’s National Strategy for Economic Transformation sets out a vision for a fairer, wealthier and greener economy, with objectives to reduce child poverty. Guidance (Oct 23) from the Cabinet Secretary for Finance and Economy also includes a specific request to tackle poverty and protect people from harm. Alongside promoting principles of fair work first and community wealth building, this requires SE and others to tackle poverty in all its forms to improve the life chances of people across Scotland. This is the first of three Scottish Government missions identified in its policy prospectus: ‘New Leadership - A Fresh Start’ which reaffirmed the Government’s commitment to delivering a wellbeing economy.  In response to NSET and the Scottish Government guidance letter, SE aims to mainstream equal opportunities into its policies and practices as an employer and service provider. As part of this, SE will promote the business benefits of diversity and inclusion through a purpose-led approach, unlocking potential and supporting businesses and colleagues internally. To date, good progress has been made in developing and mainstreaming equal opportunities through Equality Champions. More details including background on SE business support for equality outcomes are set out in the [Equality Mainstreaming Report.](https://www.scottish-enterprise.com/media/xawpybkj/equality-mainstreaming-report_2023-1.pdf)  To deliver its strategic objectives, the main activities that SE will take to address economic issuesrelating to poverty, disadvantaged people and place include:   * **Fair Work**: SE has considered the primary issues around inequalities and unfairness where it can make a difference via Scotland’s Fair Work First (FWF) policy. SE’s approach to fair work has evolved over the past decade, with around 900 companies currently supported to develop fair and progressive workplace practices through a combination of a self-help tools, workshops and masterclasses and 1:1 advice and funding. SE has also worked closely with Scottish Government and partners to apply conditionality to grants and funding, as from July 2023. * **SE Inclusive Models & Workplace Innovation Teams** continue to promote the benefits of Fair Work across their full range of services and support businesses to embed the principles in their organisations to create more inclusive, resilient and sustainable organisations that offer increased opportunities for a diverse range of individuals. SE is supporting projects that actively increase the diversity of organisations. * **Diversity & inclusion of SE support** will help address issues around socio-economic disadvantage – such as child poverty - highlighted in the evidence section. This includes delivery of SE’s flagship programme Unlocking Ambition, an intensive programme of entrepreneurial development support that covers purpose, social and environmental impact, funding and investment, internationalisation, innovation and resilience where SE took a deliberate approach to be inclusive in the recruitment stages and support female founders with ambition to scale up. SE has also invested alongside Investing in Women and Mint Ventures, both advocates of investing in women led businesses. SE is considering how it can improve activity in this area. Ensuring proactive support for gender diversity will have a direct impact on child poverty as evidence shows that these interventions will work and have positive outcomes. * SE continues to progress its commitment to ensure that all services and support are available to all appropriate companies. As part of this, work is underway to identify those companies led by women, disabled people, young people and minority ethnic people to provide a baseline. Other proactive initiatives include support for The Scottish Black Talent Summit, Essential Leadership and Young Edge. * SE’s Ecosystem Fund provides grant funding to support Scotland’s tech ecosystem’s social infrastructure, helping to create the best possible environment for Scottish start-ups to succeed. SE is committed to ensuring fund activity supports under-represented groups, including women, and has expanded the scope of the fund to widen eligibility criteria. * **Young Edge:** as part of SE input to the Scottish Edge awards to support promising high-growth businesses, SE is enabling the funding competition to support applicants for its Young Edge category aimed at business leaders under the age of 30. Additional funding from SE in 2022 has enabled Scottish Edge to support 14 winners in Young Edge with the award of grant funding and wrap around support. * SE is working on baselining current membership of the **GlobalScots** network in terms of characteristics such as age, gender and ethnicity. Based on this work, SE will take measures to ensure that future recruitment of new Global Scots covers a diverse pool that businesses can engage with for support. * The Scottish Government’s **Youth Guarantee** gives every young person the chance to succeed - as an employer, SE is committed to support the guarantee to ensure every young person between 16 and 24 has the opportunity of work, education or training. SE will endeavour to recruit young people into various roles across the organisation, as well as continue to support existing programmes and activities and create new responses to the development of young people. * **Regional equality:** SE will invest in businesses and projects across regions and places, taking a flexible approach so that it can respond to the specific needs and opportunities which exist within regions. Collaborative working e.g., through Regional Economic Partnerships and the Business Support Partnership will be key to identifying what role SE can play in addressing these needs and opportunities. SE’s work in regions is often targeted at areas where the economic need is greatest, both current and future. Projects in areas such as Hunterston and Prestwick, and projects like NMIS (Renfrew) and MSIP (Dundee) are developed to provide high quality opportunities and create and safeguard good quality jobs in areas where there is disadvantage. Projects such as the Energy Transition Zone in Aberdeen look to invest in areas to ensure that a low carbon future is created through a just transition, focused on alleviating and mitigating future economic shocks and hardships. * SE’s approach to **Digital participation** also helps to ensure greater accessibility to a wider base, SE’s new digital and data strategy will give a clearly defined purpose of digital as an enabling service to deliver Scottish Enterprise’s ambitions. * **A Just Transition:** is about delivering social, economic and climate goals, harnessing the net zero transition across all sectors of the economy to build a better and more equal Scotland. This sits at the heart of [SE’s Net Zero Framework](https://www.scottish-enterprise.com/our-organisation/what-we-do/net-zero-framework) for Action which accompanies the strategic ambition document. Through this, SE aims to support a transition to a net zero economy that embeds fairness and encourages businesses to invest in the climate-resilient skills and jobs to help them thrive.   **Enabling equalities mainstreaming in SE**   * **Addressing inequalities and Wellbeing via SE My Communities**; these are SE’s more formal communities which relate to the protected equality characteristics. Members have the autonomy to work together and decide on the branding of each group. They will work in 3 key areas- awareness raising, consultation forums and peer support. Groups include Disability Positive; Gender Balance; Pride; Multicultural; Multi Generations. * **Equalities training**; will continue to be delivered to enhance our training and development offering for all employees. New mandatory training on Equality, Diversity and Inclusion will be delivered to all SE staff from November 2023. * **Equality Impact Assessments:** are an important element of SE’s mainstreaming approach and are applied to all new projects, policies and programmes as well as changes to existing ones. Fairer Scotland duty assessments are also applied to board approvals. * **Human rights**: SE introduced a Human Rights Due Diligence procedure (Mar 19) which enhances the existing due diligence approach of checks and considerations undertaken before engaging in a business relationship with a company. The procedure includes an assessment of whether the company or any key individuals within that company, including any parent or subsidiary, has been associated with human rights abuses anywhere in the world. The level of research undertaken is appropriately aligned to the nature and level of investment being requested by the company. SE is also supporting SG with development of the new Centre for Equality and Human Rights. * **SE equality outcomes** focused on assisting more women, disabled, young and minority ethnic led companies and narrowing the gender pay gap will help address the needs of disadvantaged groups. * From a procurement perspective, these issues will be dealt with at the project level utilising our standard processes.   **Recommendations for additional activity**  SE will continue to help realise Scotland’s full economic potential by mainstreaming equal opportunities in policies and practices. As an employer and service provider, SE will do this through a strong focus on Equality Outcomes and tracking and measuring progress against these:   1. For those companies that engage with SE through the Workplace Innovation Service, increase the number of organisations addressing the gender pay gap. SE will measure the change at 12 months & 3 years and work with companies to narrow the gap if required. 2. SE will shift its client base to reflect Scotland’s population focusing on women, disabled, young and ethnic minority led companies.   These outcomes will inform and help shape SE’s three strategic priorities of Investment, Innovation and International. These are the areas where SE can make the biggest difference:  **Investment**; as part of delivering its strategic priority on Investment, SE will look at how better to support disabled and ethnic minority led companies, recognising these groups are more likely to start their own businesses. This may be formed around ‘positive action’ once clarity is gained from SE’s Legal Team on the applicability of this mechanism due to disproportionate disadvantage in service uptake. To inform potential positive action, SE will also consider carrying out a baseline exercise to identify numbers of businesses supported in disadvantaged groups. SE has started this with gender and will expand to other characteristics such as young people.  **Innovation;** is a driver of diversity and as part of its Innovation priority, SE’s entrepreneurship focus will be on companies committed to adopting fair work business practices. SE will also consider if any proactive support is required for particular disadvantaged groups. In addition, our decisions on working with - or investing in - companies will consider the impact on place, vulnerable communities and disadvantaged groups.  **International;** SE will work more closely with investors and international partners who share similar Fair Work and Net Zero values and to advocate good practice on equalities. SE will also consider how to make better use of its international footprint (trade and investment) and how it can use its global networks to create opportunities for disadvantaged groups. SE’s increased focus on digital trade and using online support channels will also help broaden accessibility to trade and investment support.  SE will also build greater understanding across teams of the need for – and benefits of – carrying out EqIA and FSD assessments.  To deliver its strategic objectives, SE is adopting a **mission-based approach**. Missions are a way for SE to focus over time on opportunities that will drive up levels of innovation, internationalisation and investment. A mission-based approach gives SE a framework to concentrate and prioritise effort and make sure resource is targeted towards those areas most likely to make the biggest difference in realising Scotland’s economic potential and addressing structural weaknesses. Missions also allow SE to work alongside others to tackle challenges which impact on society – including equality, diversity and inclusion - where innovative solutions and impactful collaborations will make the difference. As SE develops its mission-based approach, it will aim to ensure that under-represented groups have access to the range of opportunities identified. |

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

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| 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? |

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| SE does not work in isolation. It will engage with companies, partners and stakeholders to deliver its strategic priorities. As part of this engagement, it will actively seek feedback on key areas such as fair work and equalities and will build this into future strategy development. Stakeholder engagement priorities include:   * Providing clarity on SE purpose, role, areas of focus and where SE can make a difference – and to test partners’ reaction to this. * Identifying and discussing opportunities and structural challenges in the economy and gaps in the business support ecosystem that need addressed. * Collectively building an evidence base around need and opportunity, harnessing in real time, partner and stakeholder insights and intelligence. SE thought leadership, collective knowledge, networks and insights are vital to realise opportunities in the global economic landscape.   SE's approach to mainstreaming equalities also involves liaison with external stakeholders and colleagues internally on best practice. Engaging key partners and forums such as the Scottish Government, NDPB equality group and Fairer Scotland Duty (FSD) Leaders’ team will be key along with promoting developments internally. SE will also be active participants in the Government’s Centre of Expertise for equality and human rights which will focus on diversity and NSET. Internally, SE will liaise with its Network of Equality Champions to review, develop and deliver the activities outlined in this assessment. |

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

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| 1. What were your findings from the consultation/involvement? 2. Considering 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 socioeconomic 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. |

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| Having looked at the evidence of socio-economic disadvantage and the many proactive steps that SE is taking to mainstream equalities, it is recommended to modify the policy as outlined in section 4 above (as suggested in additional activity)  As part of SE equalities process improvements and to improve organisational culture, it is recommended to make it obligatory for EqIAs to be completed for all new SE programmes and/or modifications reflecting the recommendations of this assessment. This requires publication and internal promotion via Equality Champions to help address the requirement to do this, and to ensure this is embedded into future SE corporate planning. |

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

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| 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? |

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| Monitoring of the effectiveness of SE’s approach will take place via;   * Biennial Equalities Mainstreaming Reports * SE Annual Reports * SE Performance Management – which, in itself, is an important review mechanism to inform ongoing development of corporate planning, building on Equality Impact and Fairer Scotland Duty Assessments |

## **8. Equality Impact Assessment review**

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| 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**

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| List any actions agreed and indicate dates for review. |

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| In addition to and in support of the actions outlined above, SE will:   * continue to update and strengthen its evidence base on equalities. This will enable SE to identify key areas where there are opportunities to advance equalities in the delivery of services, measure participation of minority and disadvantaged groups and take a more targeted approach in the development of future support. * consider options to establish a supporting performance measure for equality, diversity and inclusion to help focus and track activity to advance equalities across SE support. * continue to take steps to ensure the strong consideration of equality in the development of SE services, through continuous improvement of equality mainstreaming processes (EqIA & FSDAs), communications and capacity building for all staff.   SE will review the detail of this assessment in 12 months and annually thereafter to update with specific activities undertaken in the previous 12 months. |

1. *Quarterly Workforce Jobs, Office for National Statistics (*[*Scottish Government analysis*](https://www.gov.scot/publications/scotlands-labour-market-people-places-and-regions-background-tables-and-charts/)*)* [↑](#footnote-ref-2)
2. *Annual Survey of Hours & Earnings, Office for National Statistics (accessed through* [*NOMIS*](https://www.nomisweb.co.uk/sources/ashe)*)* [↑](#footnote-ref-3)
3. *Annual Survey of Hours & Earnings, Office for National Statistics (*[*Scottish Government analysis*](https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/)*)* [↑](#footnote-ref-4)
4. *Annual Survey of Hours & Earnings, Office for National Statistics (*[*Scottish Government analysis*](https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/)*)* [↑](#footnote-ref-5)
5. *[Global Entrepreneurship Monitor, Enterprise Research Centre](https://www.gemconsortium.org/)* [↑](#footnote-ref-6)
6. <https://www.gov.scot/publications/poverty-income-inequality-scotland-2016-19/> [↑](#footnote-ref-7)
7. <https://www.gov.scot/publications/poverty-income-inequality-scotland-2016-19/> [↑](#footnote-ref-8)
8. *Annual Population Survey, Office for National Statistics (*[*Scottish Government analysis*](https://www.gov.scot/publications/scotlands-labour-market-people-places-and-regions-background-tables-and-charts/)*)* [↑](#footnote-ref-9)
9. [*Office for National Statistics*](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019) [↑](#footnote-ref-10)
10. *Annual Population Survey, Office for National Statistics (*[*Scottish Government analysis*](https://www.gov.scot/publications/scotlands-labour-market-people-places-and-regions-background-tables-and-charts/)*)* [↑](#footnote-ref-11)
11. *Annual Survey of Hours & Earnings, Office for National Statistics (*[*Scottish Government analysis*](https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/)*)* [↑](#footnote-ref-12)
12. *Annual Survey of Hours & Earnings, Office for National Statistics (accessed through* [*NOMIS*](https://www.nomisweb.co.uk/sources/ashe)*)* [↑](#footnote-ref-13)
13. *Annual Population Survey, Office for National Statistics (accessed through* [*NOMIS*](https://www.nomisweb.co.uk/datasets/apsnew)*)* [↑](#footnote-ref-14)
14. *ONS Population Estimates (accessed through* [*NOMIS*](https://www.nomisweb.co.uk/datasets/pestnew)*)* [↑](#footnote-ref-15)
15. NSET Evidence Paper <https://www.gov.scot/isbn/9781804351475> [↑](#footnote-ref-16)