

# **Women in Agriculture Development Programme (WiADP)**

## **EQUALITY IMPACT ASSESSMENT RECORD**

**November 2020**



**Scottish Government**  
Riaghaltas na h-Alba  
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## EQUALITY IMPACT ASSESSMENT RECORD

<b>Title of policy/ practice/ strategy/ legislation etc.</b>	Women in Agriculture Development Programme (WiADP)	
<b>Minister</b>	Cabinet Secretary for the Rural Economy and Tourism	
<b>Lead official</b>	Fiona Leslie / Sara Thorpe	
<b>Officials involved in the EQIA</b>	<b>name</b>	<b>team</b>
	Sara Thorpe Fiona Leslie Helen Mooney  Bruce Sutherland Emily Adams	Agricultural Holdings   Equalities Unit
<b>Directorate: Division: Team</b>	Agriculture and Rural Economy, Agricultural Policy: Agricultural Holdings and Women in Agriculture	
<b>Is this new policy or revision to an existing policy?</b>	New	

### Screening

#### *Policy Aim*

The Scottish Government appointed the Women in Agriculture Taskforce to bring forward practical solutions to address the issues raised by the Women in Farming and Agricultural Sector Social Research Report <https://www.gov.scot/publications/women-farming-agriculture-sector/>.

The Taskforce's Final Report of their recommendations can be found here: <https://www.gov.scot/publications/final-report-women-agriculture-taskforce/>

One of the central recommendations in this report was that the Scottish Government will develop a Women in Agriculture Development Programme (WiADP). This should be an accessible programme that delivers training and mentoring to support women in agriculture to build their confidence, enhance their business skills and develop their leadership abilities. The programme should be delivered through three specific but independent courses: personal development training (Be Your Best Self), knowing your business, and leadership development. This should lead to a cohort of women ready to further develop their businesses or take up leadership roles in Scottish agriculture. The training aims to remove some of the barriers identified by

women themselves in the Research Report (above), and to advance equality for women within the agricultural industry.

This policy contributes towards the following national outcomes: we have a globally competitive, entrepreneurial and inclusive economy; we have thriving and innovative businesses with fair work for everyone; we respect, protect and fulfil human rights, free from discrimination; we live in communities that are empowered, inclusive and resilient.

### ***Who will it affect?***

This will have a large impact on women, particularly those women in rural communities, as it offers the opportunity of training and skill development, as well as empowerment in terms of decision making and influence within farming businesses. It will have an impact on everyone in agriculture, from those in farming families and crofting communities to those in larger agricultural businesses and organisations.

It will have a positive impact on these enterprises in terms of business development and profitability, and may also help to bring about wider change to the rural economy by opening up certain opportunities and sectors to a wider cohort of people thereby fostering good relations between people in a sector which has been traditionally not been the most diverse . This emphasis on diversity and inclusivity will also encourage organisations and businesses to re-consider certain processes and practices, bringing a greater degree of creativity and innovation to Scottish agriculture.

There is an ongoing need to engage positively with the industry to manage any perceived negativity around the programme, particularly in the farming press. The programme is designed to build women's confidence, enhance their business skills and develop their leadership abilities, in order that women can access equal opportunities with men in Scottish agriculture, helping to contribute to long-term cultural change in the industry. This cultural shift within businesses and organisations has the potential to encourage more farming families to reflect upon the gender imbalance in agricultural succession, and to view women as more natural successors in an industry which has traditionally been dominated by men.

There are risks that in addressing gender inequality there may be resistance in some quarters to the programme, however through positive engagement we are continually seeking to address those concerns. The programme will impact positively on young people, as it will provide encouragement and create more opportunities for girls and women who want to go into the agriculture sector. The associated promotion of the programme on social media and in the farming press, will create role models and inspiration for girls interested in agricultural careers, and change the perception of 'who is a farmer'.

It will impact on agricultural organisations who will be encouraged to recruit more women to their boards and leadership teams, and will have access to a

greater pool of candidates who are women. This increase of diversity within the sector should prove to be a benefit to their decision making and overall performance.

The Scottish Government is mindful of the three needs of the Public Sector Equality Duty (PSED) - eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between people who share a protected characteristic and those who do not, and foster good relations between people who share a protected characteristic and those who do not - and recognises while the measures may positively impact on one or more of the protected characteristics<sup>1</sup>, also recognises that the introduction of the measures may have a disproportionate negative impact on one or more of the protected characteristics.

Where any negative impacts have been identified, we have sought to mitigate/eliminate these. We are also mindful that the equality duty is not just about negating or mitigating negative impacts, as we also have a positive duty to promote equality. We have sought to do this through provisions contained in the programme, and through our communications activity.

### ***What might prevent the desired outcomes being achieved?***

A reluctance to acknowledge the reality and impact of gender inequality within Scottish agriculture, may prevent some organisations from changing their practices. We are aware of some resistance to the Women in Agriculture work, with some quite vocal individuals (men and women) in the world of Scottish agriculture, viewing it as unnecessary. This may be due to less understanding in the industry of the advantages of a more diverse and equal working environment and this is something that will need to be explored further. Alongside the Women in Agriculture Development Programme, we are also piloting Unconscious Bias training for agricultural organisations, particularly aimed at boards and senior management, in order to encourage a greater awareness about diversity, when recruiting new board members and staff. This should help to alleviate some peoples' concerns around the issues of tackling inequality and should help to demonstrate the benefits of advancing of equality of opportunity in the sector.

There are some people who feel that a training programme for women could discriminate against men in the industry. This is not the case: the training is a form of positive action which is seeking to address disadvantage and under-representation amongst a protected group. Therefore these measures, which are targeted at women, are viewed as a proportionate means of meeting the legitimate aim of enabling or encouraging persons to overcome or minimise disadvantage; or meeting the different needs of the protected group; or enabling or encouraging persons in protected groups to participate in an activity. In this case to address the current imbalance and level the field for women in agriculture. We are aware of the views of people in the sector and

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<sup>1</sup> Section 4 of the Equality Act 2010

that cultural change may take a long time. However this programme is designed to be a vehicle to bring about that change.

Finally, there are also factors around the delivery of the training which will determine its success. The courses need to be accessible to as wide a range of women as possible, across different geographical areas of Scotland, and to as many women as possible, in order to achieve substantial change within the industry. Particularly the timing and location of the courses must take into account the particular needs of women with caring responsibilities, as this was identified in the research report<sup>2</sup> as a key barrier to attendance at training courses.

### **The Scope of the Equality Impact Assessment**

This programme is designed to address the barriers facing women in Scottish agriculture, which prevent them from accessing the same opportunities as men within the industry. At present women face inequality in accessing opportunities for training, career progression and leadership in agricultural organisations and businesses. Added to this are the issues around gendered succession in farming businesses, preventing many women from developing their full potential in agriculture.

On that basis, as the programme is being rolled out across Scotland to all women living or working in Scottish agriculture, the Scottish Government has considered the measures in the programme against the needs of the general equality duty as set out in section 149 of the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between people who share a protected characteristic and those who do not, and foster good relations between people who share a protected characteristic and those who do not. The Scottish Government has also considered whether the measures could constitute direct and/or indirect discrimination.

Specifically, the EQIA considers impacts on equalities groups based on the three tests it is required to address:

- Does this policy eliminate discrimination for each of the nine protected characteristics? If not is the discrimination justifiable? Can it be mitigated?
- Does this policy advance equality of opportunity between people who share a protected characteristic and those who do not?
- Does this policy foster good community relations between people who share a protected characteristic and those who do not?

There has been discussion and dialogue with external stakeholders within the agricultural industry, including those who represent younger people – specifically the Scottish Association of Young Farmers and the Next

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<sup>2</sup> <https://www.gov.scot/publications/women-farming-agriculture-sector/>.

Generation Group within the NFUS, as well as groups supporting new entrants into the industry. The Taskforce also consulted with organisations such as Changing the Chemistry, a charity which seeks to improve the diversity of boards, and has a wealth of experience in tackling unconscious bias.

These discussions and the work of the Taskforce have helped in the consideration of the existing and potential impacts – negative and positive – that this programme might have on each of the protected characteristics. This EQIA has also sought to use existing and emerging information and evidence and analysis, as part and parcel of the decision making process

## Stage 1: Framing

### *Results of framing exercise*

#### **Percentage of farmers who are women in Scotland**

Including crofts and smallholdings:

- 14 % of full-time and part-time working farm occupiers (principal farmer) are female
- 83 % of full-time and part-time working spouses are women
- 42 % of all full-time and part-time working occupiers and spouses (i.e. those with an current involvement) are women

Excluding crofts and smallholdings

- Only 7% of working farm occupiers (principal farmer) are women
- 91% of farm spouses are women
- 50 % of all full-time and part-time working occupiers and spouses (i.e. those with a current involvement) are women

#### **Percentage of women tenant farmers**

- 41% of tenanted farm occupiers and spouses are women
- 7% of tenanted farms are run by solely women occupiers
- 41% of wholly-tenanted farms occupiers and spouses are women
- 9% of wholly-tenanted farms are run solely by occupiers who are women

#### **Percentage of crofts held by women**

- 14% of holdings with a croft are run solely by a woman
- 66% of holdings with a croft have a woman occupier or spouse

#### **Percentage of tenanted crofts held by women**

- 14% of holdings with a tenanted croft are run solely by a woman
- 64% of holdings with a tenanted croft on them have a working occupier or spouse who is a woman

Improving opportunities also contributes to a more sustainable rural economy in an uncertain future. **Rural areas currently account for 27% of Scotland's economy**, so improving economic performance in rural Scotland could make a significant contribution to Scotland's overall economic performance.

Report 'Understanding the Scottish Rural Economy'<sup>3</sup> (2018) revealed that:

- in 2016, **women in remote rural areas had the lowest annual median pay across Scotland**
- the largest gap between men and women in terms of annual median wages (in absolute terms) was in remote rural areas
- **Remote rural areas were found to have a gender pay gap of 17%.**

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<sup>3</sup> <https://www.gov.scot/publications/understanding-scottish-rural-economy/>

Further quantitative and qualitative data was provided on gender inequality in agriculture in the research commissioned by the Scottish Government in 2017: <https://www.gov.scot/publications/women-farming-agriculture-sector/>.

The key findings of this research were that:

- Women play a major role in Scottish agriculture, participating in the full range of farming activities
- The cultural practice of passing on large farms intact to one son is the single biggest barrier to women's entry into agriculture
- Women are very under-represented amongst the elected leadership of national-level farming organisations
- Lack of time is a major barrier to advancing women's roles on-farm and in farming organisations, and to accessing training
- There is a clear need for more access to, and uptake of, vocational, practical training for women entering agriculture, across a range of topics.
- Women in family businesses outside of agriculture face far fewer barriers to business involvement and leadership
- Some respondents reported exclusionary practices that take place in farming organisations.

There is clear quantitative and qualitative evidence of gender inequality across the sector, which this policy will help to address.

Currently the only data available on protected characteristics of those working in agriculture, is on sex and age. However, this EQIA will consider the wider data available on the intersection of other protected characteristics with sex.

We should therefore examine the range of data that is available as it relates to women with one or more of the protected characteristics. Furthermore we should work with colleagues in RESAS to ensure that data is collected on the other protected characteristics within the agricultural industry.

### ***Extent/Level of EQIA required***

Following the initial consideration of evidence in stage 1, it is clear that this policy has the potential for significant impact upon equality within the agricultural industry. It directly addresses issues around protected characteristics including most particularly sex, age, and pregnancy / maternity. There are also considerations around gender reassignment (as the training is a programme aimed at women), and other characteristics which closely intersect with sex.



It is clear that a more in depth EQIA is required, to ensure that we have paid due regard to all aspects of the Equality Duty in eliminating discrimination, promoting equality of opportunity and fostering good relations.

## Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering (including framing exercise), including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

Characteristic <sup>4</sup>	Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<b>AGE</b>	<p>Of the total number of occupiers and spouses on farms, crofts and smallholdings, only 9.5% are under 41, whilst 34% are over 64. There is therefore an inequality and lack of representation of younger people in the industry.</p> <p>The Women in Agriculture Taskforce Final Report made strong recommendations around the need to support New Entrants into agriculture.</p> <p>In 2018/19, of 16 -19 years olds, 16 year olds had the highest participation rate in Education, employment and training of 99.0% compared to 19 year olds who had the lowest participation rate of 83.9%.</p>	<p>Agricultural Census Data (RESAS)</p> <p><a href="https://www.gov.scot/publications/final-report-women-agriculture-taskforce/">https://www.gov.scot/publications/final-report-women-agriculture-taskforce/</a></p> <p>SG Equality Evidence finder <a href="http://www.equalityevidence.scot/">http://www.equalityevidence.scot/</a></p>	<p>It is important to ensure that the training is made available to women of all ages, and that the communications reflect this.</p>
<b>DISABILITY</b>	<p>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.</p> <p>in 2018, almost half of disabled people (16-64 years) in Scotland were economically inactive (49.7%), compared with 15.9% of non-disabled people.</p>	<p>SG Equality Evidence finder <a href="http://www.equalityevidence.scot/">http://www.equalityevidence.scot/</a></p>	<p>There is a lack of data specifically on disabled people within the agricultural industry. This information is planned to be part of the next agricultural census undertaken by SG.</p>

<sup>4</sup> Refer to Definitions of Protected Characteristics document for information on the characteristics

<p><b>SEX</b></p>	<p>The Agricultural Census shows that 42% of all working occupiers and spouses on Scottish farms are women but that only 7% are the principal farmer.</p> <p>Women are under-represented at all levels of the agricultural industry.</p> <p>86.9 per cent of men in employment are in full time employment compared to 57.5 per cent of women.</p> <p>The Gender pay gap in Scotland (women earn less) is 7.1%</p> <p>Women do the majority of unpaid care for children, older people, sick people and disabled people; and Women are twice as likely to give up paid work in order to care.</p>	<p>SG Equality Evidence finder  <a href="http://www.equalityevidence.scot/">http://www.equalityevidence.scot/</a></p> <p>Engender / Close the Gap 2020</p>	<p>All of the evidence available regarding men and women within the agricultural industry demonstrates a fundamental inequality for women and a need for policy to try to address this imbalance.</p> <p>The WiADP is designed to address the very factors which are barriers to women's progress within the industry: confidence building, skills development and greater opportunities.</p>
<p><b>PREGNANCY AND MATERNITY</b></p>	<p>In 2005, the Equal Opportunities Commission conducted a formal investigation into pregnancy and maternity related discrimination. This pre-dates the reform of equality legislation in Great Britain, in the Equality Acts of 2006 and 2010. This inquiry reported that "almost half" of all pregnant women experience "some form of disadvantage at work, simply for being pregnant or taking maternity [leave]. 30,000 are forced out of their jobs" (p.4). This same report highlighted the potential loss in earnings for women returning to work, from between five percent and 14% for women on lower incomes, and that 1 in 5 women returning to work after maternity leave were placed on a lower level of job.</p> <p>Women are clearly involved in the full range of farming activities, most commonly family care/household</p>	<p><a href="https://www.gov.scot/publications/scottish-government-equality-outcomes-pregnancy-maternity-evidence-review/pages/5/">https://www.gov.scot/publications/scottish-government-equality-outcomes-pregnancy-maternity-evidence-review/pages/5/</a></p>	<p>Particular attention will be given to ensuring that training programmes are made accessible to women who are pregnant or nursing young children. We will endeavour to support women at all stages of life and ensure that pregnancy and maternity or caring responsibilities, do not exclude women from taking part in the training programme. For example we will seek to ensure that training programmes have flexible start times which reflect the needs of women given the much higher length of time they devote to caring responsibilities.</p>

	<p>management (85%), running errands (79%), administration and book keeping (67%), and livestock care in various forms (65%). This is largely consistent with the skills they identified contributing to their farms. Women are heavily involved in farm finances. In general, women retain responsibility for domestic work and child care. <b>They are very busy, juggling childcare, farm work, housework and off-farm work.</b></p> <p><b>Asked about barriers to women’s greater participation as land managers, 54% of respondents identified ‘prioritise children’ as a barrier.</b></p>	<p><a href="https://www.gov.scot/publications/women-farming-agriculture-sector/">https://www.gov.scot/publications/women-farming-agriculture-sector/</a>.</p>	
<p><b>GENDER REASSIGNMENT</b></p>	<p>Very limited data available on the trans population within the UK.</p> <p>Estimated to be in the region of 1% of the population.</p> <p>Almost one in five LGBT staff (18 per cent) have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT.</p> <p>One in eight trans people (12 per cent) have been physically attacked by customers or colleagues in the last year because of being trans.</p> <p>Almost a third of non-binary people (31 per cent) and one in five trans people (18 per cent) don't feel able to wear work attire representing their gender expression.</p>	<p>Stonewall</p> <p>LGBT in Britain Work Report, 2018</p> <p><a href="https://www.stonewall.org.uk/lgbt-britain-work-report">https://www.stonewall.org.uk/lgbt-britain-work-report</a></p>	<p>There is clearly a huge data gap here in relation to the general population. There is no evidence whatsoever to ascertain how many people working in agriculture may be trans. As a very small % of the general population, and given the highly traditional attitudes towards gender roles and gender assignment within the agricultural community, the number of individuals within Scottish agriculture undergoing or having undergone gender reassignment is likely to be very small. Nevertheless the issues may be more significant for trans individuals working in agriculture, given the culture of the industry.</p>

<p><b>SEXUAL ORIENTATION</b></p>	<p>In 2018, people who identified as 'LGB and other' were twice as likely to be unemployed compared to those who identified as 'heterosexual' (4.0 percent versus 2.0 per cent). It is important to note that a higher proportion of those identifying as 'LGB and other' were in the age groups 16-24 and 25-34, which were also the age groups where unemployment was higher. Therefore, the statistical inequality may be more about age than sexual orientation.</p>	<p>SG Equality Evidence finder  <a href="http://www.equalityevidence.scot/">http://www.equalityevidence.scot/</a></p>	<p>There is a data gap in relation to those identifying as LGB+ in the agricultural industry.</p> <p>The next agricultural census should include a question about sexual orientation, to gain a better understanding of this protected characteristic amongst agricultural workers.</p>
<p><b>RACE</b></p>	<p>The employment rate for the Minority Ethnic population aged 16 to 64 was 59.3 per cent. This is lower than the rate for white British/Scottish population (75.7 per cent) giving a gap in employment rates between minority ethnic and white of 16.4 percentage points.</p> <ul style="list-style-type: none"> <li>The white British/Scottish population has consistently had an employment rate that exceeds the Minority Ethnic population. The Minority Ethnic employment gap was much higher for women than men. For women the gap was 22.0 percentage points and for men it was 9.5 percentage points. The gap in the employment rate for the Minority Ethnic population was largest for ages 16 to 24 (26.1 percentage points); followed by ages 25 to 34 (25.3 percentage points), ages 35 to 49 (15.0 percentage points), and ages 50 to 64 (3.1 percentage points).</li> </ul> <p>There are approximately 7,000 Seasonal workers employed in Scottish Agriculture every year – many of whom come from Eastern European countries.</p>	<ul style="list-style-type: none"> <li><a href="#">APS 2019</a></li> </ul> <p>NFUS/ SG estimate</p>	<p>There is limited data about ethnicity / race in the agricultural population.</p> <p>Workers from Eastern Europe tend to be seasonal workers who come to work for specific periods – often for very intensive work. We do not know how many might stay or take up permanent careers in agriculture in Scotland.</p> <p>The next agricultural census should include a question about ethnicity / race to gain a better understanding of this protected characteristic amongst agricultural workers.</p>

<p><b>RELIGION OR BELIEF</b></p>	<p>Faith Community Members (In Scotland):          Buddhist 12,795          Christian 2,850,199          Hindu 16,379          Jewish 5,887          Muslim 76,737          Sikh 9,055          Other 15,248</p>	<p>2011 Census</p>	<p>There is limited data about religion / belief within the agricultural population.</p> <p>The next agricultural census should ask a question about this to gain a better understanding of religion/belief amongst agricultural workers.</p> <p>The training programme should make sure it considers any relevant accommodations for those of a particular faith e.g.: avoid major festivals; ask about dietary requirements etc.</p>
<p><b>MARRIAGE AND CIVIL PARTNERSHIP</b>          (the Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices - refer to Definitions of Protected Characteristics)</p>	<p>In Scottish Agriculture as a whole:</p> <ul style="list-style-type: none"> <li>83 % of full-time and part-time working spouses are women</li> </ul> <p>Excluding crofts and smallholdings:</p> <ul style="list-style-type: none"> <li>91% of farm spouses are women</li> </ul>	<p>Agricultural Census data (RESAS)</p>	<p>The agricultural census data does not distinguish between spouses in marriage and spouses in civil partnership.</p>

### Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section requires you to consider the potential impacts – negative and positive – that your policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

#### Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x			The WiADP training is specifically aimed at adult women of all ages, from 18+. Given the fact that the 16-17 age group is much more likely to be in education and employment (see evidence above), and that there are other routes available to them, this training programme is justified in being aimed at women 18+ to allow educational opportunities to those who are less likely to have access to them.
Advancing equality of opportunity	x			The Be Your Best Self courses have received applications of interest from women of all ages including several in their 60s. We will use images of both younger and older women in our promotional materials in order to communicate that this training is open to women across the age range. It is the intention to have mixed-age groupings for the courses, in an effort to advance equality of opportunity and to promote good relations between younger and older women.
Promoting good relations among and between different age groups	x			See above

#### Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	x			Disability is no barrier to taking part in the training – particularly the personal development training (Be Your Best Self), which is about recognising the fact that everyone has strengths and challenges in their life and reflecting on how these are dealt with.

Advancing equality of opportunity	x			<p>Potentially it has the opportunity to advance equality, by being inclusive towards those with disabilities. Although we cannot ask applicants questions about their health because of GDPR requirements, once they have accepted a place on the course, we can ask them whether there are any adaptations they will require to take part.</p> <p>Venues will have disabled access as standard and other disabilities will be provided for where possible e.g.: sight impairment / hearing impairment should be taken into account for the 1:1 coaching sessions and the workshops themselves. Course content and materials needs to be made accessible to the individuals attending e.g.: translation into BSL or Easy Read versions if appropriate.</p>
Promoting good relations among and between disabled and non-disabled people	x			<p>The courses will potentially bring disabled people together with non-disabled people in a positive environment. The Be Your Best Self courses are particularly focused on identifying strengths and challenges – this could potentially be a very useful learning experience for non-disabled people to learn from disabled individuals about their challenges and how they manage their disability. Equally it could be very affirming for those with disabilities to have their voices heard and their strengths acknowledged.</p>

**Do you think that the policy impacts on men and women in different ways?**

<b>Sex</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	x			<p>The training is aimed at improving women's confidence and developing their skills, to enable them to participate more fully within the agricultural industry. This should (along with the Unconscious Bias training) begin to change the culture within agricultural organisations and potentially help to eliminate discrimination (which undoubtedly takes place currently in some agricultural organisations, even if it is indirect or unintentional).</p>



				<p>Men cannot take part in the training programme, however this is justified on the grounds of taking positive action to address the inequality experienced by women, which is clearly evidenced within the research report and the Taskforce's recommendations.</p> <p>Measures which are targeted at people with protected characteristics are permitted if they are a proportionate means of meeting the legitimate aim of enabling or encouraging persons to overcome or minimise disadvantage; or meeting the different needs of the protected group; or enabling or encouraging persons in protected groups to participate in an activity.</p>
Advancing equality of opportunity	x			This is the most fundamental aim of the WiADP and the Taskforce's recommendations. Training seeks to advance equality of opportunity by developing the skills that women need to access the opportunities available and to become better represented – particularly on the boards of agricultural organisations and in positions of leadership.
Promoting good relations between men and women	x			Despite the concerns of some individuals that this policy could be divisive, the long term aim of the WiADP is for women-only training to become irrelevant and unnecessary. This is a specific intervention to shift the culture, get more women involved at every level of agriculture, and once that change has occurred, then training for women and men together will become the norm. Overall this programme will help to develop better relations between men and women as they work more closely together and there is less gender segregation in the industry. All of our communications about the WiADP have focussed on the idea of making agriculture as a whole more resilient and successful by using women's talents and potential.

**Do you think that the policy impacts on women because of pregnancy and maternity?**

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
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Eliminating unlawful discrimination	x			We have specifically asked women about their caring commitments in order to arrange the training at convenient times of day – a key barrier normally to accessing training for women in farming. Women who are pregnant or nursing are welcome to sign up and we have offered that babies can attend with mothers, if that helps. Alternatively we can accept applications from those who have just given birth and offer them a place on a course much later in the year.
Advancing equality of opportunity	x			We aim to be as inclusive as possible towards women who are pregnant or who have children, as this represents most of the target audience for our training.
Promoting good relations	x			See above.

**Do you think your policy impacts on people proposing to undergo, undergoing, or who have undergone a process for the purpose of reassigning their sex? (NB: the Equality Act 2010 uses the term ‘transsexual people’ but ‘trans people’ is more commonly used)**

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	x			<p>The WiADP is open to anyone who identifies as a woman. Our policy is simple and straightforward. There would be no reason to ask about a person’s trans status or to exclude any trans woman in this context. We do not collect data on this characteristic.</p> <p>As the personal development training particularly focuses on ‘traditional’ gender roles and the socialisation process, we should ensure that any training materials and discussion are carefully worded and sensitive to all women. Our training is predicated on the fact of gender inequality and that women (including trans women) experience inequality of opportunity compared with men in agriculture. It must therefore examine this issue.</p>
Advancing equality of opportunity	x			See above
Promoting good relations			x	This really depends whether any trans women in farming / crofting apply for the training and also wish to be open about their trans status. If they were, that would certainly afford an opportunity for positive relations between the women on the courses to develop.

**Do you think that the policy impacts on people because of their sexual orientation?**

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	X			<p>The WiADP does not discriminate on the grounds of sexual orientation. We do not collect data on this and there would be no particular reason for this to arise as an issue.</p> <p>We should ensure that all training materials are careful to use gender neutral language when discussing relationships e.g.: that we don't talk about 'your husband' or use gendered pronouns carelessly, and (as relationships may be a focus of the personal development training) that we avoid any indirect discrimination through assumptions about people's relationship status or sexual orientation.</p>
Advancing equality of opportunity	X			<p>This training programme is aimed at all women to advance their access to opportunities in the agricultural industry.</p>
Promoting good relations	x			<p>There is an opportunity within the training programme to have speakers who identify as LGB+, which would be a good opportunity to promote positive relations.</p> <p>Furthermore if LGB+ women apply to come on the training programme, this will be another opportunity to develop good relations.</p> <p>If the training leads to their increased representation in farming organisations, this would also be a benefit.</p>

**Do you think the policy impacts on people on the grounds of their race?**

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	x			<p>The WiADP is open to all women regardless of ethnicity. We do not collect data on this and it would not have any relevance to participation.</p> <p>We should ensure that all training content and materials take account of different ethnic identities and do not exclude Minority Ethnic women.</p>

Advancing equality of opportunity	x			We will think about ways to encourage Minority Ethnic women to apply e.g.: using images of women of different ethnicities in the promotional materials, as they tend to be under-represented in images of agriculture.
Promoting good race relations			x	This depends on whether any Minority Ethnic women apply to take part in the training.  There is an opportunity here to highlight the role that many women from Eastern European countries play in Scottish agriculture as seasonal workers, as these women are often overlooked and less visible within the industry.

**Do you think the policy impacts on people because of their religion or belief?**

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	x			The WiADP is open to all women regardless of religion or belief. We will make reasonable adjustments to take account of any religious requirements of individuals to allow them to participate in the training sessions e.g.: avoiding major religious holidays; dietary requirements; room for prayer etc.
Advancing equality of opportunity	x			See above
Promoting good relations	x			It is likely that the training courses will include women of faith and women of no faith. The personal development training offers a particular opportunity for understanding and positive relations to develop between these groups.

**Do you think the policy impacts on people because of their marriage or civil partnership?**

Marriage and	Positive	Negative	None	Reasons for your decision
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<b>Civil Partnership<sup>5</sup></b>				
Eliminating unlawful discrimination	X			The WiADP is open to women who are married, those in civil partnerships and those who are neither. We do not collect data on this and it has no relevance to participation.

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<sup>5</sup> In respect of this protected characteristic, a body subject to the Public Sector Equality Duty (which includes Scottish Government) only needs to comply with the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment within the Scottish Government does not require assessment against the protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to work, for example HR policies and practices.

## Stage 4: Decision making and monitoring

### *Identifying and establishing any required mitigating action*

If, following the impact analysis, you think you have identified any unlawful discrimination – direct or indirect - you must consider and set out what action will be undertaken to mitigate the negative impact. You will need to consult your legal team in SGLD at this point if you have not already done so.

Have positive or negative impacts been identified for any of the equality groups?	Yes – all positive.
Is the policy directly or indirectly discriminatory under the Equality Act 2010 <sup>6</sup> ?	No.
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	n/a
If not justified, what mitigating action will be undertaken?	N/A

### *Describing how Equality Impact analysis has shaped the policy making process*

This process has been an extremely useful exercise. In our initial planning of the WiADP, inclusion, diversity and equality were already at the top of our agenda, as the policy is designed to address gender inequality experienced by women in Scottish agriculture. Our wider work has also focused on the need to improve diversity within agricultural organisations, through the Unconscious Bias training. This process has emphasised the vital importance of that work in encouraging culture change and creating opportunities that will be open to women e.g.: on boards or in senior leadership roles, through open recruitment processes, rather than by word of mouth or by recruiting someone already known to the current board members.

The process has also encouraged us to think about the intersection of other protected characteristics with that of sex. We already had a strong awareness of the issues around women and age discrimination and were aiming in our advertising and promotion to communicate that the training programme is for all ages. However, this EQIA has also raised the point that we need to consider doing this in relation to other characteristics, e.g.: race and disability, which are often visually absent from the

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<sup>6</sup> See EQIA – Setting the Scene for further information on the legislation.

image of Scottish agriculture. Although there is no direct discrimination within the programme, these characteristics are ones we can help to advance in a positive way towards equality, through our communications and promotion of the training and we will endeavour to do so where possible. Similarly, we make good provision for pregnant women and those with children, so it could be helpful to acknowledge this more clearly in our associated materials e.g.: website blog, social media posts etc, training materials etc.

This EQIA has also caused us to reflect more carefully on the complex and sensitive issues around gender reassignment. Whilst we were clear that all women (including trans women) would be eligible to participate in the training, we had perhaps not fully reflected on the need to ensure a careful and sensitive discussion around the issues of gender identity, gender expression and biological sex. The nature of the personal development training, in focussing directly on the topic of gender, must necessarily discuss these areas and therefore careful attention will be paid to the language used, to be sensitive, appropriate and as inclusive as possible.

We will also make provision for those with disabilities and those with religious requirements more obvious in our communications, and encourage applicants to contact us about anything in relation to this, so that their needs can be fully provided for. There are also many opportunities within this training programme to promote good relations between those with protected characteristics and those who do not share those characteristics. For example, we should more fully consider the involvement of speakers, mentors and trainers, in the programme who are from ethnic minorities; who identify as LGBT+; who have disabilities; etc. Where there is an opportunity to involve a more diverse group of people - particularly as the agricultural industry is not very diverse - then that should be taken.

Most significantly, this EQIA has highlighted important gaps in the data on certain protected characteristics within the agricultural industry. It is often assumed that Scottish agriculture is for the most part, dominated by white men in the 50+ age bracket. However, there is a need for data collection – particularly in relation to ethnicity, disability and sexual orientation - in order to better understand the picture of those working within the industry and the patterns of inequality which may exist. Our work with colleagues in RESAS will help to address these gaps, and in our evaluation of this policy, we will continue to use any new data that is provided, to help address issues of inequality that come to light.

### ***Monitoring and Review***

Where possible, we will collect data on participants and evaluate their experiences of the training programme. If certain groups appear to be under-represented within the cohorts of women who participate, then steps will be taken to address this – particularly focussing on our communications and promotional materials for the courses.

A report will be prepared by the training contractor(s) on each cohort, which will make comment on the protected characteristics and any learning or feedback which has come out of the process – particularly during the pilot phase of the training.

## Stage 5 - Authorisation of EQIA

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes  No

- ◆ Opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

Yes  No

- ◆ If the Marriage and Civil Partnership protected characteristic applies to this policy, the Equality Impact Assessment has also assessed against the duty to eliminate unlawful discrimination, harassment and victimisation in respect of this protected characteristic:

Yes  No  Not applicable

### Declaration

**I am satisfied with the equality impact assessment that has been undertaken for The Women in Agriculture Development Programme and give my authorisation for the results of this assessment to be published on the Scottish Government's website.**

**Name: John Kerr**

**Position: Head of Agriculture Policy Division**

**Authorisation date: 1 October 2020**





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