

# **Business Support**

## **COVID-19 Equality Impact Assessments**

**March 2022**

## Contents

<b>Background</b> .....	3
<b>Small Business Grant (SBG) and Retail, Hospitality and Leisure Grant</b> .....	4
<b>Non-Domestic Rates (NDR) Relief for Retail, Hospitality Leisure and Aviation Business</b> .....	9
<b>Strategic Framework Business Fund</b> .....	13
<b>Island Equivalent Payment</b> .....	22
<b>Local Authority Discretionary Fund</b> .....	31
<b>Taxi and Private Hire Driver and Operator Support Fund</b> .....	40
<b>Additional Support for Soft Play Sector Fund</b> .....	48
<b>Business Contingency Fund</b> .....	54
<b>Business Contingency Plus Fund</b> .....	60
<b>Covid-19 Break Restrictions Fund 2020-21 &amp; Furlough Scheme</b> .....	66
<b>Wedding and Events Sector Top Up Fund</b> .....	73
<b>Top-Up Payments to Licensed Bingo Clubs and Casinos</b> .....	81
<b>Newly Self Employed Hardship Fund</b> .....	87
<b>The Pivotal Enterprise Resilience Fund (PERF)</b> .....	93
<b>Creative Tourism and Hospitality Enterprises Hardship Fund</b> .....	98
<b>Mobile and Home Based Close Contact Services Fund</b> .....	104
<b>Bed &amp; Breakfast Hardship Fund</b> .....	111
<b>Small Accommodation Providers Paying Council Tax Fund</b> .....	117
<b>Large Self Catering Grant and the Exclusive Use Grant</b> .....	128
<b>Hotel Support Programme</b> .....	138
<b>Legal Aid – Coronavirus Resilience and Recovery Fund</b> .....	148
<b>Scottish Wholesale Food and Drink Resilience Fund</b> .....	156
<b>Travelling Showpeople Fund</b> .....	159
<b>Hardship Fund for Creative Freelancers</b> .....	169
<b>Culture Collective Fund</b> .....	174
<b>Grassroots Music Venues Stabilisation Funds</b> .....	182
<b>Three Arts Venues</b> .....	188
<b>Performing Arts Venues Relief Fund</b> .....	193
<b>Youth Arts Emergency Fund</b> .....	199
<b>Independent Cinema Recovery and Resilience Fund</b> .....	204

<b>Creative Scotland and Screen Scotland Bridging Bursary Funds</b> .....	209
<b>Creative Communities Programme</b> .....	214
<b>Culture Organisation and Venues Recovery Fund</b> .....	219
<b>Museums and Galleries Scotland Recovery and Resilience Fund</b> .....	225
<b>Museums and Galleries Scotland Recovery and Resilience Top-Up Fund</b> .....	229
<b>Museums and Galleries Scotland Digital Resilience Fund</b> .....	233
<b>Museums and Galleries Scotland Urgent Response Fund</b> .....	237
<b>Museums and Galleries Scotland Covid-19 Adaption Fund</b> .....	241
<b>The Ski Centre Fund &amp; Ski Centre and Ski School Fund</b> .....	245
<b>Marine and Outdoor Tourism Fund</b> .....	252
<b>Scottish Country Sports and Tourism</b> .....	262
<b>Campervan and Motorhome Rental Operators</b> .....	273
<b>Covid-19 Business Support Fund - Tour Guides</b> .....	284
<b>Sector and Destination Management Organisation Operational Readiness</b> ...	294
<b>Tour Operators Fund</b> .....	305
<b>Visitor Attractions Fund</b> .....	315
<b>Coach Operators Fund</b> .....	325
<b>Hostel Covid-19- Business Support and Continuity Fund</b> .....	335
<b>Covid-19 Support Scheme for Self Catering Businesses</b> .....	346
<b>Pivotal Event Business Fund</b> .....	357
<b>Events Industry Support Funds 1 &amp; 2</b> .....	364
<b>Scotland’s Event Recovery Fund</b> .....	370
<b>Sea Fisheries Hardship Fund – Fishing Vessels Under 12m</b> .....	379
<b>Sea Fisheries Hardship Fund – Fishing Vessels Over 12m</b> .....	384
<b>Scottish Seafood Business Resilience Fund</b> .....	389
<b>Aquaculture Hardship Fund</b> .....	392

## **Background**

The Scottish Government considered from the outset whether lockdown provisions were consistent with the Equality Act 2010 and also considered whether the provisions could constitute indirect discrimination. This provided the context for more detailed decisions on financial support.

The Scottish Government responded quickly in very challenging circumstances to provide essential lifeline support to thousands of businesses, saving jobs and livelihoods. However, whilst one of the primary aims was to deliver this support at pace, we took a proportionate and balanced approach to considering equalities during the design of business support funds.

Scotland's Strategic Framework, published on 23 October 2020, set out how the Scottish Government intended to respond to the crisis and the Framework for Decision Making outlined the principles which would guide decision making. The requirement to consider the broader equality impacts and the impact on individual rights, for example, for specific geographies and sectors, was at the forefront of these frameworks and therefore embedded in the design of business support funds.

The Scottish Government completed an Equality Impact Assessment (EQIA) on the Strategic Framework to assess the policy impact on diverse groups and individuals, and this overarching EQIA provided the context in which the business support grants were developed.

This document contains copies of more detailed EQIAs the Scottish Government completed on individual grant schemes to enhance the work already undertaken in this regard.

## Small Business Grant (SBG) and Retail, Hospitality and Leisure Grant

<b>Name of Grant:</b>	Small Business Grant (SBG) and Retail, Hospitality and Leisure Grant (RHLG)
<b>Policy Lead</b>	Anouk Berthier
<b>Legal power used:</b>	Sections 126 and 127 of the Housing Grants, Construction and Regeneration Act 1996
<b>Grant Overview:</b>	<p>The grants were intended to help protect jobs, prevent business closures and promote economic recovery at the beginning of the COVID-19 pandemic.</p> <p>They were targeted to support small businesses, and those medium-sized businesses in the retail, hospitality and leisure sector, who were liable for non-domestic rates in order to maximise the number of businesses that could be supported and to ensure the funding could be distributed swiftly.</p> <p><b><u>Small Business Grant</u></b> Grants of up to £10,000 for small businesses across Scotland in receipt of certain non-domestic rates reliefs: £10,000 was available on the first property from 1 April to 5 May 2020, and this was expanded in Phase 2 to provide an additional £7,500 on each subsequent eligible property from 5 May 2020. From 8 June 2020, eligibility was extended in Phase 3 to businesses that were not the ratepayer for a property, but could evidence that they contributed towards the charges associated with the non-domestic rates liability (i.e. in examples where the landlord retained the rates liability). The scheme closed on 10 July 2020.</p> <p>To be eligible, the property had to be used for specific property classifications set out in the appropriate Local Government Finance Circulars (explained below). This approach sought to avoid rewarding non-domestic properties which were not occupied by 'small businesses' in the traditional sense e.g. billboards, ATMs and car parking spaces.</p> <p><b><u>Retail, Hospitality and Leisure (RHL) Grant</u></b> Grants of up to £25,000 for properties in the retail, hospitality and leisure sectors with a rateable value between £18,001 and up to and including £51,000. £25,000 was available on the first property from 1 April to 5 May 2020, and this was expanded in Phase 2 to provide an additional £18,750 on each subsequent properties from 5 May 2020. The scheme closed on 10 July 2020.</p> <p>For both schemes, the property had to be used for specific property classifications to be eligible – set out in Local Government Finance Circulars 5/2020 which was superseded by Circular 8/2020 and supplemented with Circular 9/2020 and 11/2020. The circulars are available at <a href="#">Local Government Finance Circulars</a></p>

	<p>Property use and occupation was as at 17 March 2020 to mitigate against behaviour changes or potential abuses of the grant funds as a result of the scheme being announced on 18 March 2020.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, and took immediate action within the devolved powers and resources at its disposal to provide a package of support for business. which now totals an estimated £4.4 billion since March 2020. This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship following the announcement of the first funds of this sort by the UK Government on 11 March 2020 and further extended on 17 March 2020.</p> <p>The Small Business Grant and Retail Hospitality and Leisure Grant schemes formed part of the initial tranche of COVID-19 business support measures and were designed and delivered to ensure businesses were supported swiftly following the closure of many business premises in March 2020 as part of the public health response to COVID-19. Eligibility to the schemes was linked to the non-domestic rates system because it was the fastest, most effective way to reach businesses.</p> <p>The schemes were kept under review and in response to the feedback from business, they were expanded twice; and a discretionary element introduced for local authorities in order to allow the scheme to flex to local circumstances.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>The schemes were targeted to support small businesses, and those medium-sized businesses in the retail, hospitality and leisure sector, who were liable for non-domestic rates in order to maximise the number of businesses that could be supported and to ensure that funding could be distributed swiftly. There was recognition that the design of the scheme could not be perfect and would exclude businesses who were not liable for non-domestic rates such as mobile businesses or those without physical property, considerations were ongoing on how best to support other businesses not eligible for these grants.</p> <p>Non-domestic rates are a tax levied on the occupier (this can be a company, an individual, etc.) of non-domestic lands and heritages, or the owner of the property if the latter is vacant. Non-domestic rates are levied on the private, public and third sectors, with a range of reliefs available both during and outwith COVID-19.</p>	

Each rated non-domestic property is listed on the valuation roll, with the description assigned by the assessor (e.g. shop), and the rateable value and address of the property, as well as the address of the proprietor, tenant or occupier and certain other rating-specific variables (e.g. any residential apportionment). The valuation roll does not contain any characteristics of property owners or occupiers as this is not relevant for rating; and while most reliefs require applications, councils do not either collect or generally hold information on the characteristics of property owners or occupiers – protected or otherwise. It is therefore not possible to appraise the impact of grant funding based on NDR policy with certainty on protected characteristics.

Notwithstanding, given that non-domestic rates are a universal tax on non-domestic premises (in the sense all rateable non-exempt non-domestic premises are liable for NDR), it can be assumed that there is generally a low risk of a policy in this area having a disparate and adverse effect, direct or indirect, on protected characteristics. Further, given the broad coverage of the two schemes, it is also sensible to assume that there is a low risk of grant funding based on the NDR policy having a disparate and adverse effect, direct or indirect, on protected characteristics.

Self-catering premises were initially ineligible for the grant schemes on the basis that often these premises were not businesses in the traditional sense and would include second homes or investment opportunities. However the scheme was expanded prior to launch to include self-catering properties and caravans where receipts represented a primary source (e.g. one third or more) of earnings for the ratepayer and the property was let out for 140 days or more in financial year 2019-20. This was intended to capture the majority of ratepayers that had diversified into self-catering to support their income, particularly in rural areas, while ensuring second homes were not eligible.

<b>Age: Older People and Children and Young People</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Sex: Men and Women</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Race</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Disability</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Religion and Belief</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the

	two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Sexual Orientation</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Pregnancy and maternity</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Gender reassignment</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Marriage or Civil Partnership</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>These grants were a direct cash benefit to the occupiers of eligible properties awarded by councils based on Scottish Government guidance.</p> <p>As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the broad nature of the two schemes, there was no reason to expect a particular impact specifically on this characteristic.</p>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p> <p>Engagement with local and business leaders included regular communication with: COSLA/ local authorities; as well as CBI, FSB, SCC, Scottish Retail Consortium, etc.</p> <p>This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.</p> <p>In particular, officials had ongoing, regular discussions with Local Authorities throughout the operation of the grant scheme to encourage a consistent approach to any issues raised and to clarify eligibility to the schemes where appropriate.</p>	

**Mitigations:**

There were three distinct phases to the grant schemes. Phases 2 and 3 were developed in response to issues that had been raised throughout the operation of Phase 1 of the scheme. Phase 2 expanded grants to ratepayers with multiple eligible properties. Additional grants were awarded at 75% of the grant value for the relevant fund. It also extended eligibility for the Small Business Grant Scheme to ratepayers with one or more properties in the RHL sector whose cumulative rateable value was between £35,001 and £51,000 and where the individual rateable value did not exceed £18,000 (these premises would have been ineligible for Small Business Bonus Scheme and therefore ineligible for the grants in Phase 1).

Phase 3 extended eligibility of the Small Business Grant to the tenants or occupiers of non-domestic properties used for a qualifying purpose, where they were not the ratepayer but could evidence that they were required to contribute to the charges associated with the non-domestic rates liability via the ratepayer. This was designed to benefit businesses which had been ineligible for any business support grant to that date. It was also not intended to be accessed by self-employed individuals or sole-traders for whom other support (e.g. the Self-Employed Income Support Scheme) was intended. Phase 3 also further extended the cumulative rateable value threshold for ratepayers that held one or more properties in the RHL sector from £51,000 to £500,000 where the individual rateable value of the premises did not exceed £18,000.

**Next Steps (if any):**

N/A

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Ellen Leaver

**Date:** 19/10/2021

## Non-Domestic Rates (NDR) Relief for Retail, Hospitality Leisure and Aviation Business

<b>Name of Grant:</b>	100% Non-Domestic Rates (NDR) Relief for Retail, Hospitality, Leisure and Aviation (RHLA) Businesses Universal 1.6% NDR Relief
<b>Policy Lead</b>	Anouk Berthier
<b>Legal power used:</b>	Section 153 of the Local Government etc. (Scotland) Act 1994
<b>Grant Overview:</b>	<p>The COVID-19 NDR reliefs were designed and delivered to counter the adverse economic impact of COVID-19 on 1 April 2020.</p> <p><b><u>RHLA Relief</u></b> 100% non-domestic rates relief was available for properties in the retail, hospitality, leisure and aviation sectors as set out in Schedules 1 and 2 of The Non-Domestic Rates (Coronavirus Reliefs) (Scotland) Regulations 2020, as amended; and The Non-Domestic Rates (Coronavirus Reliefs) (Scotland) Regulations 2021. The relief was available for the 2020-21 financial year, and extended for all of the 2021-22 financial year.</p> <p>This relief was automatically awarded by local authorities in financial year 2020-21, however, in recognition of donations in lieu of an NDR relief refund made by a number of large relief beneficiaries, an application was required to be submitted for the relief in 2021-22 in order to ensure that only those who were eligible and actually wanted to claim the relief, would receive it.</p> <p>In 2020-21 this relief was not available for properties that were unoccupied on 17 March 2020 in order to target relief to properties that were in difficulty in 2020-21 as a result of COVID-19 directly. This restriction is not a feature of the eligibility of the relief in 2021-22.</p> <p><b><u>Universal 1.6% Relief</u></b> A 1.6% relief was available for all non-domestic properties in Scotland in financial year 2020-21 only. This effectively reversed the planned annual increase in the poundage. This relief was set out in The Non-Domestic Rates (Coronavirus Reliefs) (Scotland) Regulations 2020.</p> <p>This relief was automatically awarded to all properties and there was no requirement to apply.</p>
<b>Executive Summary:</b>	The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.4 billion has been committed to business support since March 2020. This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.

	<p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds and measures were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of needing to respond quickly, there was limited opportunity to gather evidence on the possible impacts of these measures.</p> <p>The COVID-19 reliefs formed part of the initial tranche of COVID-19 business support and were designed and delivered in order to ensure businesses were supported quickly following the closure of many business premises in March 2020 as part of the public health response to COVID-19.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>Non-domestic rates are a tax levied on the occupier (this can be a company, an individual, etc.) of non-domestic lands and heritages, or the owner of the property if the latter is vacant. Non-domestic rates are levied on the private, public and third sectors, with a range of reliefs available both during and outwith the COVID-19 pandemic.</p> <p>Each rated non-domestic property is listed on the valuation roll, with the description assigned by the assessor (e.g. shop), and the rateable value and address of the property, as well as the address of the proprietor, tenant or occupier and certain other rating-specific variables (e.g. any residential apportionment). The valuation roll does not contain any characteristics of property owners or occupiers as this is not relevant for rating; and while most reliefs require applications, councils do not either collect or generally hold information on the characteristics of property owners or occupiers – protected or otherwise. It is therefore not possible to appraise the impact of an NDR relief with certainty on protected characteristics.</p> <p>Notwithstanding that lack of data, given that this is a universal tax on non-domestic premises (in the sense all rateable non-domestic premises are liable for NDR), it can be assumed that there is generally a low risk of a policy in this area having a disparate and adverse effect, direct or indirect, on protected characteristics. Further, given the broad coverage of the 1.6% universal relief and the 100% Retail, Hospitality, Leisure and Aviation relief, it is also sensible to assume that there is a low risk of this policy having a disparate and adverse effect, direct or indirect, on protected characteristics.</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.</p>
<p><b>Sex: Men and Women</b></p>	<p>As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.</p>

<b>Race</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.
<b>Disability</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.  Disabled Rates relief is available under the Rating (Disabled Persons) Act 1978 where: <ul style="list-style-type: none"> <li>• the property is used as residential accommodation provided for the care or aftercare of people who are disabled,</li> <li>• facilities are provided for the training of people who are disabled;</li> <li>• welfare services or workshops for disabled persons are provided.</li> </ul>
<b>Religion and Belief</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.  Buildings occupied by a religious body for the purpose of religious worship or related administration, and halls used in connection with such buildings and their occupiers' purpose, have been exempt from rates under the Valuation and Rating (Scotland) Act 1956.
<b>Sexual Orientation</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.
<b>Pregnancy and maternity</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.
<b>Gender reassignment</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.
<b>Marriage or Civil Partnership</b>	As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.

<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<p>As stated above, it is not possible to distinguish any potential differential impact on different sectors of society based on protected characteristics, however given the universal nature of non-domestic rates, and the broad coverage of RHLA relief, there was no reason to expect a particular impact specifically on this characteristic.</p> <p>It is worth noting that under the Local Government (Scotland) Act 1966, up to 100% discretionary hardship relief is available if the relief applicant would otherwise sustain hardship, and if doing so was reasonable in light of the interests of council taxpayers.</p>
<p><b>Stakeholder Engagement:</b>  We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p> <p>Engagement with local and business leaders included regular communication with: COSLA/ local authorities; as well as CBI, FSB, SCC, Scottish Retail Consortium, etc. This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.</p>	
<p><b>Mitigations:</b>  The reliefs were kept under review and in response to the feedback from business, in July 2020, the relief regulations were amended to retrospectively extend eligibility for the 100% RHLA relief to premises which were wholly or mainly used as a soft play centre, amusement arcade or amusement centre. Premises are not included in the definition of an eligible amusement arcade or centre if they allow access to Fixed-Odds Betting Terminals (B2 gaming machine, set out in regulation 5(5) of the Categories of Gaming Machine Regulations 2007).</p>	
<p><b>Next Steps (if any)</b>  N/A</p>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Ellen Leaver</p> <p><b>Date:</b> 19/10/2021</p>	

## Strategic Framework Business Fund

<b>Name of Grant:</b>	Strategic Framework Business Fund
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Strategic Framework Business Fund (SFBF) was developed in response to the introduction of the Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020 which implemented the Strategic Framework. This committed the Scottish Government to adopting a localised approach to balancing the Four Harms arising from Covid-19 with specific restrictions aimed at suppressing the virus imposed by Local Authority area through the introduction of Protection Levels. The Strategic Framework created five distinct Protection Levels (0-4) with the scope and scale of restrictions on the economy and society increasing or decreasing as local authorities moved up or down the levels. In seeking to suppress the virus, the Strategic Framework imposed specific legislative restrictions on the operations of businesses, the scope and scale of which were determined by the Protection Level of the Local Authority in which they were located. The majority of these restrictions fell on businesses in the Hospitality, Leisure and Non-Essential Retail identified as being settings associated with transmission of the virus. Through the Regulations Scottish Ministers were given the power to determine which Protection Level each local authority area should be placed, based on data about the trajectory of the pandemic and its impact on life and health in that area. Scottish Ministers were obliged to revoke any restrictions or requirements introduced under the Regulations as soon as they were no longer considered to be necessary.</p> <p>In recognition of the impact on businesses, the SFBF was established to provide financial support to businesses liable for Non-Domestic Rates that were required to close or to make specific adaptations to their operations as a result of restrictions imposed through the Strategic Framework. Crucially, the objective of this fund was to support businesses in remaining financially viable for the period restrictions were in place and was not intended to replace lost income or to cover operating losses incurred. Administered by local authorities, all businesses liable for Non-Domestic Rates and subject to specific restrictions on their operations from 2 November 2020 were eligible for ongoing financial support through the SFBF in the form of payments of up to £3,000 every four weeks depending on whether they were closed or restricted. As with previous grant schemes, awards were also contingent on the Rateable Value of the premises from which the business operated.</p> <p>In response to the significant financial challenges experienced by businesses arising from the introduction of national (excluding</p>

	<p>Islands) Protection Level 4 restrictions on 26 December 2020, between January and July 2021, the Scottish Government introduced the following top up funds for businesses utilising the eligibility criteria and architecture developed through the SFBF:</p> <ul style="list-style-type: none"> <li>• Hospitality, Leisure and Retail January Top Up;</li> <li>• Strategic Framework Business Fund Transition Payment and Business Restart Grant</li> <li>• Glasgow and Moray Localised Restrictions Fund</li> <li>• 5<sup>th</sup> June Localised Restrictions Fund</li> <li>• Routemap Extension Restrictions Fund</li> </ul>
<p><b>Executive Summary:</b></p>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland’s economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Strategic Framework Business Fund and derivative schemes were no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.</p> <p>The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty, as enshrined in the Equality Act 2010. In developing the SFBF and its derivative funds, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.</p>

In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Advancing Equality

By distributing financial support through the SFBF and its derivative funds, the Scottish Government acted to mitigate the impact of these regulations on businesses to support them in remaining financially viable while restrictions were in place. In doing so, this assessment shows that the SFBF and its associated funds acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Alongside the Coronavirus Job Retention Scheme (CJRS), the SFBF and its associated funds protect and preserve jobs in sectors which employ a disproportionately high number of people from among groups with protected characteristics particularly young people, women and minority ethnic groups. Data from the Office of National Statistics (ONS) shows that minority ethnic groups, women and young people have a significantly higher likelihood of being employed in the Retail, Hospitality and Leisure sectors than they are within other sectors of the economy. Financial support distributed through the SFBF and its affiliated funds also targeted those sectors which have instances of insecure employment and low pay and are least resilient to financial shocks. It is worth noting that data from the Department of Business Energy and Industrial Strategy's (BEIS) Longitudinal Small Business Survey shows that a high proportion of businesses across the retail, hospitality and leisure sectors (78%) identified as having employees with protected characteristics. More detail on this is provided in the assessment against individual groups with protected characteristics is set out below.

But the SFBF and its associated funds do not only advance equality by preserving jobs, they also protect businesses in sectors where there is a disproportionately high number of women-led and ethnically minority-led businesses thereby protecting the livelihoods, assets and investments of those with protected characteristics. Data shows that the proportion of women-led and minority ethnic-led businesses across the Retail, Hospitality and Leisure sectors is higher than the average across all other sectors. Statistics from BEIS also show, however, that businesses within the Retail, Hospitality and Leisure sectors are significantly more likely to operate from specific business premises that are liable for Non-Domestic Rates. An average of 85% of firms across these three sectors identify as operating from designated business premises, 6% higher than the average across all sectors of the economy.

By supporting businesses required to close or adapt their operations as a result of regulations, the funding provided through the SFBF and affiliated funds will necessarily go towards retail, hospitality and leisure (RHL) businesses which are more likely to be owned by and/or employ people from groups with protected characteristics and in doing so will contribute towards advancing equality by helping to prevent against business closures and job losses in these sectors.

### Eliminating Discrimination

While the SFBF and its associated funds were established specifically to support businesses in meeting overhead costs associated with operating from premises, it is important to recognise that many businesses impacted by restrictions introduced through the Regulations were not eligible for support through the SFBF and its associated funds. The following types of businesses have been identified as being impacted by restrictions but not eligible for support through the SFBF or its derivative funds:

- **Businesses subject to specific restrictions but that do not pay Non-Domestic Rates** i.e. Mobile Close Contact Service providers or B&Bs/Guesthouses that pay Council Tax)
- **Businesses that operate from closed or restricted sectors** i.e. personal trainers, exercise instructors and performers
- **Businesses that rely on entering domestic premises** i.e. cleaners and tradesmen
- **Businesses in the supply chain of closed or restricted sectors** i.e. food and drink manufacturers and wholesalers, taxi and private hire vehicle drivers.

Further detail is provided in the individual assessments below but evidence suggests that individuals with specific protected characteristics are over-represented across these groups. While specific data on the number of mobile close contact services is not available, the fact that 93% of people identified as working in the hair and beauty industries are women suggests that the vast majority of mobile close contact service providers, and therefore ineligible for the SFBF and its associated funds are women. Similarly, research by the UK Government's Department for Transport on the demographic profile of the taxi and private hire vehicle sector shows that the impact of restrictions on this sector has a disproportionate impact on older men and individuals from minority ethnic groups. Further detail on the mitigating actions taken by the Scottish Government in order to support those sectors impacted by Covid-19 but ineligible for the SFBF and affiliated funds are set out below.

As part of assessing the impact of the SFBF on groups with protected characteristics, consideration has also been given to the variable awards given to businesses based on their rateable value and the sector in which they operated. This was done in the context of larger awards being given to hospitality businesses with a Rateable Value over £51,000 through the RHL January Top as well as the higher awards given to hospitality and leisure businesses comparative to non-essential retail (including close contact services) through the SFBF Transition Payment and Restart Grants. In doing so, we identified that hospitality businesses were eligible for up to £64,000 in financial support across the SFBF and its affiliated schemes depending on location and Rateable Value, the most of the three sectors. This compared to £45,750 for businesses in the leisure sector and £31,500 for non-essential retail. It is worth noting that, of the three sectors, businesses in the hospitality sector have the highest proportion of both women-led and minority ethnic-led businesses as well as employing the highest proportion of young people.

We recognise that a high number of women work in or own close contact services businesses which, through the SFBF, received less financial support than hospitality and leisure businesses.

Decisions on award levels for both the January Top up and the Business Restart Grant were, however, taken based on an assessment of the impact of restrictions on these sectors and the costs associated with restocking and resupplying following a lengthy period of closure.

Fostering good relations

Businesses within the RHL sectors are important spaces for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Businesses in the RHL sectors promote engagement between and across groups in a number of ways. As well being shared spaces, as highlighted above, there is a clustering of several different groups with protected characteristics in the RHL sectors including young people, women, minority ethnic groups and those experiencing socioeconomic disadvantage. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

**Age: Older People and Children and Young People**

There is extensive research on the detrimental impacts of restrictions introduced to control the spread of Covid-19 on children and young people. Particular attention has been paid to the impact of restrictions on the incomes and career prospects of young people both of which have been specifically recognised by the Scottish Government. Employment figures published by the Office for National Statistics (ONS) show the extent to which the impacts of Covid-19 on the labour market in Scotland have fallen disproportionately on young people many of whom are employed in sectors subject to restrictions including the hospitality, leisure and retail sectors which were all required to close or modify their operations through the Strategic Framework. 2019 data from the ONS related to the employment of young people shows the following:

- **Hospitality** - 37% of employees working in the food and beverage services and accommodation sectors were aged between 16 - 24 compared to an average of 12.3% across all other sectors.
- **Leisure** - 27% of employees working in the sport, amusement and recreation sector are aged between 16 – 24.
- **Retail** – 22% of employees working in the retail sector are aged between 16 – 24.

The long term ‘scarring’ impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal (IFS) and the

	<p>Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 than those aged 25 – 44.</p> <p>Of the groups of businesses identified as not being eligible for support through the SFBF the primary sector where young people appear to be disproportionately impacted is in the arts and creative industries sector where 24% of performers are between the ages of 16 and 24 comparative to their 12.3% labour market share.</p> <p>Older people also experience disadvantage as result of the criteria determining eligibility for the SFBF and its associated funds. 44% of accommodation managers/proprietors in Scotland are over the age 55 compared to a labour market share of 20%. Similarly 41% of taxi and private hire vehicle drivers in Scotland are over the age 55 compared to a labour market share of a 20%.</p>
<p><b>Sex: Men and Women</b></p>	<p>An assessment of the restrictions introduced through the Strategic Framework similarly shows that, like young people, these also had a disproportionate impact on women primarily driven by two factors, high numbers of women-led businesses in the retail, hospitality and leisure sectors as well as a clustering of female employment within these sectors.</p> <p>The Department of Business, Enterprise and Industrial Strategy’s Annual Business Population Survey (2019) shows that 15% of retail businesses are women-led, a figure which rises to 16% in the leisure sector and 21% in the hospitality sector. These are all above the average number of women-led businesses across all sectors which is 14%.</p> <p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Hospitality</b> - 53% of employees working in the food and beverage services and accommodation sectors were women compared to an average of 48.8% across all sectors.</li> <li>• <b>Leisure</b> - 40% of employees working in the sport, amusement and recreation sector are women.</li> <li>• <b>Retail</b> – 61% of employees working in retail sector are women.</li> </ul> <p>Both men and women experience disadvantage as a result of the eligibility criteria for the SFBF and its derivative funds which exclude specific business despite being impacted by Covid-19 as highlighted above. 91% of tradespeople and 95% of taxi and private hire vehicle drivers are men compared to a labour market share of 51.2%.</p>

	Conversely, 93% of close contact service providers, 84% of domestic cleaners and 53% of fitness instructors are women compared to a labour market share of 48.8%.
<b>Race</b>	<p>The Department of Business, Enterprise and Industrial Strategy's Annual Business Population Survey (2019) shows that 5% of retail and 5% of leisure businesses are ethnic minority-led, a figure which rises to 7% for the hospitality sector. These are all above the average number of ethnic minority-led businesses across all sectors which is 4%.</p> <p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Hospitality</b> - 11% of employees working in the food and beverage services and accommodation sectors were from an minority ethnic group compared to an average of 4% across all other sectors.</li> <li>• <b>Retail</b> – 6.4% of employees working in retail sector are from a minority ethnic group.</li> </ul> <p>The hospitality sector has the highest proportion of non-UK nationals in the workforce in distribution, hotels and restaurants – 12.5% of its workforce were non-UK nationals<sup>1</sup> in 2019.</p> <p>According to Close The Gap's report<sup>2</sup>, Black and Minority Ethnic women are more likely to work in a sector that has been shut down; more likely to be in insecure work which puts them at increased risk of loss of hours and earnings; and are concentrated in low-paid service sectors which are more susceptible to redundancies over the course of the crisis.</p> <p>Minority Ethnic Groups are also disproportionately represented among some of business types impacted by restrictions but not eligible for support through the SFBF, particularly the taxi and private hire vehicle sector where those identifying as Asian British make up 37% of the sector.</p>
<b>Disability</b>	<p>Specific data on business ownership and employment by sector is not available to fully assess the impact of the SFBF and its associated funds on those with a disability. 9% of SME employing sole traders registered as having a disability.</p> <p>In addition, 26.6% of the accommodation and food services sector workforce had a long-term condition or illness in 2019, compared with 27.5% for Scotland overall.</p>
<b>Religion and Belief</b>	No discernible impact

<sup>1</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce/pages/10_to_12.aspx)

<sup>2</sup> Close the Gap Briefing - Disproportionate disruption: The impact of COVID-19 on women's labour market equality

<b>Sexual Orientation</b>	No discernible impact
<b>Pregnancy and maternity</b>	No discernible impact
<b>Gender reassignment</b>	No discernible impact
<b>Marriage or Civil Partnership</b>	No discernible impact
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>According to the Social Metrics Commission those employed prior to the crisis and already in the deepest forms of poverty have been most heavily impacted by the economic fallout of the pandemic. For example, compared to those more than 20% above the poverty line, those more than 50% below the poverty line have been more likely to be furloughed, had reduced hours or wages, or lost their job.</p> <p>Impacts have also varied significantly between workers in different industries. For example, 81% of those working in hospitality and leisure have been negatively impacted, compared to just 16% in financial services.</p> <p>Research by the Fraser of Allander Institute shows those employed in the tourism and hospitality sector - those hardest hit by Covid-19 - already face precarious employment, the lowest hourly pay of any sector, the lowest hours worked per week, and are more likely to be in poverty. The poverty rate for households with a worker in these sectors is 28%, compared to the Scottish average of 19%, with child poverty at 41% amongst these households, compared to 24% across Scotland.</p> <p>The SFBF has therefore supported sectors which are predominantly low paid and insecure, with employees most at risk of slipping into poverty. It has prevented businesses from issuing redundancies and those who are often low-skilled having to find alternative employment.</p>
<b>Stakeholder Engagement:</b>	
<p>We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p> <p>Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.</p> <p>This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.</p>	

**Mitigations –**

Recognising that specific businesses impacted by restrictions are not eligible for financial support through the SFBF and associated funds the Scottish Government has set up a number of other grant support schemes for the purposes of ensuring that those experiencing financial hardship, as a result of Covid-19 receive appropriate support. This included schemes for the wedding sector, taxi and private hire vehicle drivers, accommodation providers that pay Council Tax rather than Non-Domestic Rates, as well as the Local Authority Discretionary Fund which identified businesses that operate from closed or restricted sectors those that rely on entering domestic premises and those in the supply chain of closed or restricted sectors as types of business that local authorities should consider supporting.

**Next Steps (if any)**

N/A

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 18/10/2021

## Island Equivalent Payment

<b>Name of Grant:</b>	Island Equivalent Payment
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Island Equivalent Payment was introduced in February 2021 to ensure parity of support for businesses on island communities impacted by restrictions introduced to control the spread of Covid-19.</p> <p>Operating in conjunction with the Strategic Framework Business Fund, the Island Equivalent Payment was designed to recognise that, despite being subject to fewer restrictions on their operations comparative to those across mainland Scotland, travel restrictions had placed businesses within the retail, hospitality and leisure sectors on the islands under significant financial pressure and that additional support was required in order to mitigate these pressures.</p> <p>In doing so, the additional funding given to island local authorities, and those with island communities in their area, enabled them to make payments to businesses otherwise eligible for support through the Strategic Framework Business Fund equivalent to the amount they would have been eligible for had the Islands been at Protection Level 4. Additionally, this funding also enabled local authorities to make one-off 'Top Up' payments to businesses equivalent to the Hospitality, Retail and Leisure Top Up Fund awarded to businesses closed by law across mainland Scotland.</p> <p>Through the Island Equivalent Payment, businesses in island communities that would have been required to close by law at Protection Level 4 were eligible for payment of up to £3,000 every four weeks for the period January – March 2021 (depending on their Rateable Value). Additionally hospitality businesses were eligible for a one-off payment of up to £25,000 while retail and leisure businesses were eligible for a one-off payment of up to £9,000.</p>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland's economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic travel restrictions.</p>

Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Data from the census and the Annual Population Survey indicates that the demographic composition of Scotland's island communities typically differ from that of mainland Scotland. While the demographic profile of Scottish island communities in terms of gender is comparable to that of mainland Scotland (in 2020, there were more females (50.2%) than males (49.8%) living in Orkney Islands which is comparable to 51.2% females and 48.8% males living in Scotland overall), there are distinct differences in terms of the age profile and ethnicity, where the islands generally have an older population and less ethnically diverse in comparison to mainland Scotland. According to Highlands and Islands Enterprise nearly a quarter (23%) of the region's population are aged 65+, whereas for Scotland, the 65+ age group accounts for 19% of the population.<sup>3</sup> Scottish islands have far lower numbers of young people in the population than is typical for the Scottish population overall. While the data we have on the sectors impacted by Covid-19 is limited to business ownership and labour market trends at a Scotland or UK level, the impact this assessment has sought to take account of the specific demographics of island communities to understand the variable impact of Covid-19 on the business community on Scotland's Islands. Taking this into account, the impacts of Covid are likely to be more pronounced on older age groups and less pronounced on younger age groups and minority ethnic groups. For example a lower number of young people on the islands are likely to work in the retail, hospitality and leisure sector.

Equally, however, evidence suggests that island communities have been disproportionately impacted by the COVID-19 pandemic to date, when compared to Scotland and the UK as a whole. The economy of island communities is heavily reliant on many of the sectors that were directly impacted by Covid-19 restrictions such as the hospitality sector. At 15%, 'Accommodation and food services' sector has a much larger share of employment in remote rural areas compared to the rest of Scotland where 8% of people are employed in this sector).<sup>4</sup>

In their submission to the Rural, Economy and Connectivity Committee regarding 'The Impact Of Covid-19 On The Rural Economy And Connectivity In Scotland'

<sup>3</sup> [Our Region in Detail | Highlands and Islands Enterprise | HIE](#)

<sup>4</sup> [Rural Scotland Key Facts 2021 - gov.scot \(www.gov.scot\)](#) –The definition of 'remote rural is 'those with a greater than 30 minute drive time to the nearest settlement with a population of 10,000 or more.'

the Scottish Islands Federation states “Tourism has become an established cornerstone of many island economies, integral to jobs, shops, transport and other services, with self-employment, small and micro-businesses forming the backbone of many island economies. The negative financial impact of lockdown on islanders has been exacerbated by higher costs of island living and doing business on islands. Many islanders have suffered reduced income, some losing their entire livelihoods.<sup>5</sup>

### Advancing equality

By distributing funds through the Island Equivalent Payment the Scottish Government acted to mitigate the impact of these regulations on businesses to support them in remaining financially viable while restrictions were in place. In doing so, this assessment shows that the Islands Equivalent Payment acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Financial support distributed through the Island Equivalent Fund has targeted those sectors which have instances of insecure employment and low pay and are least resilient to financial shocks. It is worth noting that data from the Department of Business Energy and Industrial Strategy’s (BEIS) Longitudinal Small Business Survey shows that a high proportion of businesses across the retail, hospitality and leisure sectors (78%) identified as having employees with protected characteristics.

Specific data on the demographics of business ownership within island communities is not available but figures at a national level would appear to show that the Island Equivalent Fund not only advanced equality by preserving jobs, it also protected businesses in sectors where there is a disproportionately high number of women-led businesses thereby protecting the livelihoods, assets and investments of those with those protected characteristics. Data shows that the proportion of women-led businesses across the Retail, Hospitality and Leisure sectors is higher than the average across all other sectors. Statistics from BEIS also show, however, that businesses within the Retail, Hospitality and Leisure sectors are significantly more likely to operate from specific business premises that are liable for Non-Domestic Rates. An average of 85% of firms across these three sectors identify as operating from designated business premises, 6% higher than the average across all sectors of the economy. Across the UK, minority ethnic groups have a higher likelihood of owning a business within the retail, hospitality or leisure sector.

As highlighted above, however, without specific data on the impact of Covid-19 on island economies the exact impact of the Island Equivalent Payment on advancing equalities is difficult to measure. Certainly the economy of island communities is more reliant on those sectors eligible for support through the Island Equivalent Payment but there are also fewer people from groups with protected characteristics that are typically clustered within these sectors such as young people and those from a minority ethnic group.

### Eliminating Discrimination

While the majority of the Scottish Government’s Covid business support funds, including the Island Equivalent Fund, were established specifically to support businesses to meet overhead costs associated with operating from premises,

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<sup>5</sup> [Call for Evidence Rural, Economy and Connectivity Committee, Call For Evidence On The Impact Of Covid-19 On The Rural Economy And Connectivity In Scotland, Scottish Islands Federation REC\\_S5\\_20\\_IB\\_41 \(parliament.scot\)](#)

it is important to recognise that many businesses impacted by restrictions introduced through the Regulations felt the impact of the restrictions differently depending on their location. The Island Equivalent Fund recognised that while islands faced a lower level of restrictions, there were significant impacts on many island businesses particularly in the retail, hospitality and leisure sectors. In addition, individuals with specific protected characteristics are over-represented including young people and women across these sectors.

As part of assessing the impact of the Island Equivalent Fund on groups with protected characteristics, consideration has also been given to the variable awards given to the retail, hospitality and leisure businesses to island businesses in Level 3 in comparison to the funding available to Level 4 businesses in mainland Scotland. The Islands Equivalent Fund brought payments to islands businesses in line with businesses on the mainland even though they were in different Protection Levels. In addition island businesses received a further top-up payment in January 2021, again in line with mainland businesses. This was in recognition of the fundamental part tourism plays in the islands' economies and the fact people were unable to travel under the restrictions in place.

Rural island economies have a higher proportion of businesses reliant on footfall and contact – e.g. hospitality and tourism – which will potentially be those which have the most challenging route out of lockdown and a return to pre-COVID trading conditions. This is particularly acute due to the extreme seasonality of trading for tourism businesses in particular, who faced a truncated season with substantially reduced demand and challenges around reopening. Further support was necessary to ensure that businesses remained viable and to provide employment opportunities and economic activity.<sup>6</sup>

### Fostering Relations

Businesses within the Retail, Hospitality and Leisure (RHL) sectors are important spaces not only for economic activity but also for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics, helping to foster good relations between these groups. This is particularly applicable with more rural and island communities who rely on these facilities in order to prevent loneliness and social isolation. Businesses in the RHL sectors promote engagement between and across groups in a number of ways. As well being shared spaces, as highlighted above, there is a clustering of several different groups with protected characteristics in the RHL sectors including young people, women, minority ethnic groups and those experiencing socioeconomic disadvantage. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

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<sup>6</sup> [The Health Protection \(Coronavirus\) \(Restrictions and Requirements\) \(Local Levels\) \(Scotland\) Amendment \(No. 10\) Regulations 2021 – Island Communities Impact Assessment - The Health Protection \(Coronavirus\) \(Restrictions and Requirements\) \(Local Levels\) \(Scotland\) Amendment \(No. 10\) Regulations 2021 \(legislation.gov.uk\)](#)

**Age: Older People and Children and Young People**

According to Highlands and Islands Enterprise (HIE), the Highlands and Islands are characterised by population sparsity, an ageing population and net out-migration of young people. Nearly a quarter (23%) of the region's population are aged 65+. For Scotland, the 65+ age group accounts for 19% of the population. The working age (16-64) population is expected to fall and make up a lower share of the total population by 2040 (54% compared to 61% in 2018), while the share of the population under 16 is expected to remain relatively stable (15% by 2040 compared to 16% in 2018).<sup>7</sup> This data suggests there are fewer young people on Scottish Island communities.

Employment figures published by the Office for National Statistics (ONS) show the extent to which the impacts of Covid-19 on the labour market in Scotland have fallen disproportionately on young people many of whom are employed in sectors subject to restrictions including the hospitality, leisure and retail sectors which were all required to close or modify their operations through the Strategic Framework. 2019 data from the ONS related to the employment of young people shows the following:

- **Hospitality** - 37% of employees working in the food and beverage services and accommodation sectors were aged between 16 - 24 compared to an average of 12.3% across all other sectors.
- **Leisure** - 27% of employees working in the sport, amusement and recreation sector are aged between 16 – 24.
- **Retail** – 22% of employees working in the retail sector are aged between 16 – 24.

While the island economies are heavily reliant on retail, hospitality and leisure sectors, since there are likely to be fewer young people living and working on the islands a lower proportion of them are likely to own or work in retail, hospitality and leisure businesses in comparison to the rest of Scotland. It is important to stress that this is an assumption based on the population data available, we do not have the data to say with certainty what the impact is.

Since island communities are disproportionately made up of older people, there is likely to have been an impact on them by the restrictions in terms of the retail, hospitality and leisure sectors. However detailed data is not available to confirm this. Nevertheless Scotland-wide data suggested that 44% of accommodation managers/proprietors in Scotland are over the age 55 compared to a labour market share of 20%.

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<sup>7</sup> [Our Region in Detail | Highlands and Islands Enterprise | HIE](#)

	<p>Similarly 41% of taxi and private hire vehicle drivers in Scotland are over the age 55 compared to a labour market share of a 20%.</p>
<p><b>Sex: Men and Women</b></p>	<p>An assessment of the restrictions introduced through the Strategic Framework shows that it has also had a disproportionate impact on women. This has been primarily driven by two factors, high numbers of women-led businesses in the retail, hospitality and leisure sectors as well as a clustering of female employment within these sectors. Based on the analysis of the 2011 census males comprised a slightly higher proportion of the population of inhabited islands than in Scotland as a whole, 49.4 per cent and 48.5 per cent respectively. This data would suggest therefore that the impact on women is likely to be slightly less pronounced in the islands than in other areas of the economy but not in a way that is statistically significant.</p> <p>Nevertheless research suggests that women in more remote communities have still been impacted by the pandemic due to the increased likelihood of them being responsible for childcare and home-schooling. This has led to women being more likely to resign from jobs due to childcare commitments. Female-dominated industries (e.g. hospitality and retail) have been disproportionately hit meaning that women are more likely to be made redundant.<sup>8</sup></p> <p>2019 data from the ONS related to the employment of women shows the following*:</p> <ul style="list-style-type: none"> <li>• <b>Hospitality</b> - 53% of employees working in the food and beverage services and accommodation sectors were women compared to an average of 48.8% across all sectors.</li> <li>• <b>Leisure</b> - 40% of employees working in the sport, amusement and recreation sector are women.</li> <li>• <b>Retail</b> – 61% of employees working in retail sector are women.</li> </ul> <p>*As there is no island level data we have assumed these figures have been applied right across the Scottish economy.</p> <p>Both men and women experience disadvantage as a result of the eligibility criteria for the Strategic Framework Business Fund and its derivative funds including the Islands Equivalent Fund which exclude specific business despite being impacted by Covid-19 as highlighted above. 91% of tradespeople and 95% of taxi and private hire vehicle drivers are men compared to a labour market share of 51.2%.</p>

<sup>8</sup> ["Understanding the response to Covid-19 - Exploring options for a resilient social and economic recovery in Scotland's rural and island communities" Scotland's Rural College, Rural Covid 19 research summary report FINAL March 2021.pdf \(sruc.ac.uk\)](https://www.sruc.ac.uk/rural-covid-19-research-summary-report-final-march-2021.pdf)

	<p>Conversely, 93% of close contact service providers, 84% of domestic cleaners and 53% of fitness instructors are women compared to a labour market share of 48.8%. Again, at an islands level this would be exacerbated due to the small populations and importance of each and every job for their economies.</p>
<b>Race</b>	<p>Between 2001 and 2011, the proportion of island residents in a minority ethnic group increased slightly, from 0.6 per cent to 1.0 per cent. Nationally there was an increase in this proportion from 2 per cent in 2001 to 4 per cent in 2011. It was less than 1 per cent in most island groups.</p> <p>Minority Ethnic Groups are also disproportionately represented among some of business types impacted by restrictions for instance according to Close The Gap's report<sup>9</sup>, Black and Minority Ethnic women are more likely to work in a sector that has been shut down; more likely to be in insecure work which puts them at increased risk of loss of hours and earnings; and are concentrated in low-paid service sectors which are more susceptible to redundancies over the course of the crisis.</p> <p>The hospitality sector has the highest proportion of non-UK nationals in the workforce in distribution, hotels and restaurants – 12.5% of its workforce were non-UK nationals<sup>10</sup> in 2019. For example national data shows that 15% of waiters and waitresses and 16% of restaurant and catering establishment managers and proprietors are from a Black and Minority Ethnic background.<sup>11</sup></p> <p>While national data has suggested that Minority Ethnic Groups have been disproportionately affected by the pandemic due to pre-existing disparities, there is a lack of significant data with respect to islands available and therefore no conclusions can be made.</p>
<b>Disability</b>	<p>Based on the analysis of the 2011 census the proportion of island residents with a long-term (lasting 12 months or more) health problem or disability that limited their day-to-day activities was just under 20 per cent, similar to the proportion for Scotland.</p> <p>While national data has suggested that disabled people have been disproportionately affected by the pandemic due to pre-existing disparities, there is a lack of significant data with respect to islands available nevertheless national data suggests that 26.6% of the accommodation and food services sector workforce</p>

<sup>9</sup> [Close the Gap Briefing - Disproportionate disruption: The impact of COVID-19 on women's labour market equality](#)

<sup>10</sup> Scottish Government (2020), [Non-UK Nationals in Scotland's Workforce](#) [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](#)

<sup>11</sup> [Which occupations have the highest potential exposure to the coronavirus \(COVID-19\)? - Office for National Statistics](#)

	had a long-term condition or illness in 2019, compared with 27.5% for Scotland overall.
<b>Religion and Belief</b>	No discernible impact
<b>Sexual Orientation</b>	No discernible impact
<b>Pregnancy and maternity</b>	No discernible impact
<b>Gender reassignment</b>	No discernible impact
<b>Marriage or Civil Partnership</b>	No discernible impact
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>According to the Social Metrics Commission those employed prior to the crisis and already in the deepest forms of poverty have been most heavily impacted by the economic fallout of the pandemic. For example, compared to those more than 20% above the poverty line, those more than 50% below the poverty line have been more likely to have been furloughed, had reduced hours or wages, or lost their job.</p> <p>Impacts have also varied significantly between workers in different industries. For example, 81% of those working in hospitality and leisure have been negatively impacted, compared to just 16% in financial services.</p> <p>Research by the Fraser of Allander Institute shows those employed in the tourism and hospitality sector - those hardest hit by Covid-19 - already face precarious employment, the lowest hourly pay of any sector, the lowest hours worked per week, and are more likely to be in poverty. The poverty rate for households with a worker in these sectors is 28%, compared to the Scottish average of 19%, with child poverty at 41% amongst these households, compared to 24% across Scotland.</p> <p>Figures from the Outer Hebrides Anti-Poverty Strategy shows the significant impact the pandemic has had on an already fragile economy. Figures show that 3,100 residents, or 24% of the working age population, in the Outer Hebrides were 'furloughed' under the Covid-19 Job Protection Scheme by 21 August 2020. In addition, 700 individuals in the islands had made claims to the Self-Employment Income Support Scheme, with the claims amounting to an estimated total value of £1.7m and applications for Universal Credit also initially increased threefold (from 350 to 870) as a result of the impact of COVID-19 on local employment opportunities.<sup>12</sup></p> <p><a href="https://www.gov.uk/government/statistics/coronavirus-job-retention-scheme-statistics-7-october-2021">Coronavirus Job Retention Scheme statistics: 7 October 2021 - GOV.UK (www.gov.uk)</a></p>

<sup>12</sup> 'Isles poverty soars in Covid-19 crisis' [Isles poverty soars in Covid-19 crisis \(welovestornoway.com\)](https://www.welovestornoway.com/)

**Stakeholder Engagement:**

We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

**Mitigations –**

We have recognised the differing impact the pandemic has had across Scotland's economy, sectors, communities and locations by introducing a specific funding packages. In addition to the Island Equivalent Fund there were two further location specific funds introduced by the Scottish Government to support businesses in Glasgow and Moray who were specifically impacted by localised restrictions

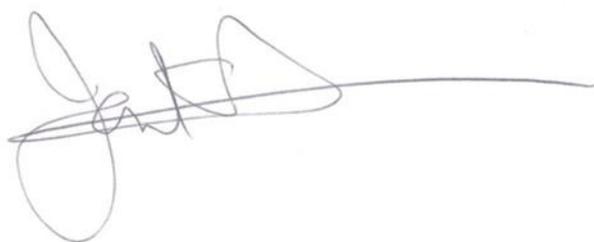
The Scottish Government has set up a number of other grant support schemes for the purposes of ensuring that those experiencing financial hardship, as a result of Covid-19 receive appropriate support. This included schemes for the wedding sector, taxi and private hire vehicle drivers, accommodation providers that pay Council Tax rather than Non-Domestic Rates, as well as the Local Authority Discretionary Fund which identified businesses that operate from closed or restricted sectors those that rely on entering domestic premises and those in the supply chain of closed or restricted sectors as types of business that local authorities should consider supporting.

**Next Steps (if any)**

N/A

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 19/11/2021

## Local Authority Discretionary Fund

<b>Name of Grant:</b>	Local Authority Discretionary Fund
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Local Authority Discretionary Fund was announced by the First Minister on 17<sup>th</sup> November 2020. An initial £30 million was made available to empower local authorities to direct financial support to businesses ‘where they consider it to be necessary or justified’ based on the needs of their local economies and business communities. This recognises the insight that councils have on the business community in their area and where funding would be most effectively deployed in supporting local economies. In doing so, the LADF was intended to compliment rather than duplicate the financial support that had already been made available to businesses through the Strategic Framework Business Fund as well as through other sector specific funding schemes.</p> <p>The Scottish Government worked with both CoSLA and Scottish Local Authorities Economic Development (SLAED) to produce non-statutory Guidance for local authorities which set out factors local authorities might wish to take into account when taking decisions on where to target funding. Specifically, the Guidance empowered local authorities to direct their funding towards those businesses that were impacted by restrictions introduced to control transmission of Covid-19 but were otherwise ineligible for other Scottish Government Covid-19 Business Support schemes. In doing so, the Guidance identified the following groups:</p> <ul style="list-style-type: none"> <li>• <b>Businesses subject to specific restrictions but that do not pay Non-Domestic Rates</b> i.e. Mobile Close Contact Service providers or B&amp;Bs/Guesthouses that pay Council Tax)</li> <li>• <b>Businesses that operate from closed or restricted sectors</b> i.e. personal trainers, exercise instructors and performers</li> <li>• <b>Businesses that rely on entering domestic premises</b> i.e. cleaners and tradesmen</li> <li>• <b>Businesses in the supply chain of closed or restricted sectors</b> i.e. food and drink manufacturers and wholesalers, taxi and private hire vehicle drivers.</li> <li>• <b>micro, small and medium-sized enterprises (250 employees or fewer) and the self-employed</b></li> </ul> <p>There was no obligation on Local authorities to take account of this Guidance in establishing their individual schemes and they had full discretion to target, develop and implement their schemes based on the needs of their local economies and business communities.</p>

	<p>£5 million of the £30 million initially allocated to the LADF was reserved for distribution among the 11 local authority areas subject to Protection Level 4 restrictions from 2 November 2020<sup>13</sup> and distributed according to the proportion of VAT/PAYE registered companies that comprise the business base across these 11 areas according to the Inter-Departmental Business Register. The remaining £25 million was distributed among all 32 councils, using the same formula. The total allocation for each local authority based on this formula was distributed through Grant Offer Letter.</p> <p>Further announcements by the Cabinet Secretary for Finance on 7 February and the 9 February 2021 respectively increased the level of funding available to local authorities by a further £90 million taking the total allocation to £120 million. This additional funding was also distributed among all 32 local authorities using the proportion of VAT/PAYE registered companies within each local authority as a formula for distributing this additional allocation. This funding was distributed to local authorities through the General Revenue Grant.</p>
<p><b>Executive Summary:</b></p>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland’s economy and business community. Health protection regulations introduced by the Scottish Government required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Local Authority Development Fund and derivative schemes were no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.</p>

<sup>13</sup> East Ayrshire, East Dunbartonshire, East Renfrewshire, Glasgow City, North Lanarkshire, Renfrewshire, South Ayrshire, South Lanarkshire, Stirling, West Dunbartonshire, West Lothian

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty as enshrined in the Equality Act 2010, in developing the LADF, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on businesses on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey, as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

It should also be emphasised that it is local authorities who are responsible for determining the eligibility criteria for distributing their LADF allocations in accordance with the needs of their local economies. The scope of this assessment is therefore limited to consideration of the Guidance developed by the Scottish Government in collaboration with CoSLA.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

The discretion extended to local authorities in distributing the funding allocated to them through the LADF was a significant departure from other Covid-19 Business Support schemes where specific eligibility criteria was developed by the Scottish Government to target funding at specific businesses and/or sectors. As such, this EQIA assesses the impact on groups with protected characteristics arising from where the Guidance suggests that funding should be targeted with specific decisions on where funding should be targeted entirely devolved to local authorities. In doing so, this assessment identifies specific sectors within the broad categories which the Guidance suggests should be prioritised for support through the LADF and where data is available and uses these as proxies to understand the impact on groups with protected characteristics. Specifically, this assessment looks at some sectors paid by a number of local authorities:

- **Cleaners** – Impacted by restrictions on entering domestic premises
- **Tradespeople** - Impacted by restrictions on entering domestic premises
- **Fitness Instructors** – Impacted by restrictions by restrictions on closed sectors
- **Performers** - Impacted by restrictions by restrictions on closed sectors

- **Kennels and catteries** – Impacted by restrictions on domestic and international travel<sup>14</sup>
- **The Self-Employed** – Impacted by restrictions and reduced activity in the wider economy.

The above are specific examples of businesses that the Guidance encouraged local authorities to prioritise for support through their LADF allocations. These have been chosen specifically because we have sourced the most data and data from recognisable sources such as ONS. These industries also have a high standard of data publication from verified sources.

The Guidance also specifically encourages local authorities to support businesses in the supply chain of those sectors which are specifically required to close or adapt their operations as a result of restrictions. In developing this assessment, we were unable to source data on the demographic profile of supply chain businesses with which to draw conclusions about the impact of these sectors on groups with protected characteristics and so this sector is not considered as part of this EQIA.

#### Advancing Equality

By making additional financial support available to businesses through the LADF the Scottish Government sought to mitigate the impact of restrictions introduced to control the transmission of Covid-19 on businesses to support them in remaining financially viable. This assessment finds that the approach to targeting funding as set out in the Guidance produced by the Scottish Government encouraged local authorities to prioritise funding towards businesses that employ a disproportionately high number of people from among groups with protected characteristics including both young and old people, women, minority ethnic groups as well as those with disabilities. As the data below highlights, the Guidance also encouraged local authorities to target some sectors which are associated with insecure employment and low pay and, in doing so, acted to mitigate inequality arising from socioeconomic deprivation.

The LADF not only advances equality by preserving jobs, they also protect businesses in sectors where there is a disproportionately high number of women-led and ethnically minority-led businesses thereby protecting the livelihoods and assets of those with protected characteristics. According to a parliamentary report named “How has the Coronavirus pandemic affected women in work” published on 08/03/21, Data shows that the proportion of women-led and minority ethnic-led businesses will suffer the most as they are more likely to be in part-time, lower paid industries.

According to report by the Women’s budget group and a House of Commons report titled “Unequal impact? Coronavirus and BAME people”, emphasis that people with protected characteristics such as gender and race will be some of the most affected by Covid restrictions. The reports further state that women and minorities are employed in some of the most insecure sectors and lowest paid jobs and by advising local authorities to support those businesses that weren’t eligible for other sources of Covid-19 Business Support funding such as the SFBF, and to suggest it is targeted at SMEs and/or the self-employed which are more likely to be owned by and/or employ people

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<sup>14</sup> [Coronavirus \(COVID-19\): local authority discretionary fund - information for local authorities - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/covid-19-local-authority-discretionary-fund-2020-21/pages/100/index.aspx)

from groups with protected characteristics and in doing so will contribute towards advancing equality by helping to prevent against business closures and job losses in these sectors.

### Eliminating Discrimination

Decisions on where funding should be targeted was at the discretion of local authorities and so this assessment identifies limited opportunities for the Scottish Government to eliminate discrimination in the distribution of this funding. This assessment does not, however, identify any discrimination within the Guidance that it is necessary to take action to mitigate.

### Fostering good relations

Many of the sectors that the LADF guidance encourages local authorities to target such as personal trainers and performers are important for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. By providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

#### **Age: Older People and Children and Young People**

Data shows that young people are over-represented across a number of the sectors identified as being impacted by Covid-19

- **Fitness instructors** – Data from the ONS shows that 15.3% of Fitness Instructors are between the ages of 16-24 compared to an overall labour market share of 12.3%.
- **Performers** – Data from the ONS shows that 24% of performers are between the ages of 16-24 compared to an overall labour market share of 12.3%.

This indicates that young people are more likely than other age groups to experience disadvantaged as a result of the closure of and restrictions on premises which they rely on access to in order to provide those services from which they derive their income.

Older people also experience disadvantage as result of being over-represented in the sectors identified.

- **Construction** –ONS data indicates that 35% of the construction workforce is over the age of 55 although that falls to 19% for those trades that specifically require access to domestic premises. These compare to a share across the labour market of 20% for those over the age of 55.

<sup>15</sup> [How has the coronavirus pandemic affected women in work? \(parliament.uk\)](https://www.parliament.uk/news-and-analysis/2020/sep/15/how-has-the-coronavirus-pandemic-affected-women-in-work/)  
<sup>4</sup> [Unequal impact? Coronavirus and BAME people \(parliament.uk\)](https://www.parliament.uk/news-and-analysis/2020/sep/15/unequal-impact-coronavirus-and-bame-people/)

	<ul style="list-style-type: none"> <li>• <b>Cleaning</b> - 29% of the cleaning workforce is over 55 years of age compared to a labour market share of 20%.</li> <li>• <b>Self-employment</b> - People 55 and over have the highest rate of self-employment. 15% of those aged 55 and over in employment were self-employed compared to an overall self-employment rate of 12.2% for Scotland as a whole.</li> </ul> <p>The above are good examples of the businesses that received little or no funding. Many of those based in the above sectors are working in a self-employed bases and faced financial hardship due to Covid travel restrictions, entering domestic premises etc. according to various reports and research from ONS, annual population survey.</p> <p>In contrast to younger people, the older age group is more likely to experience disadvantage as a result of not being able to access domestic premises for non-essential purposes.</p>
<p><b>Sex: Men and Women</b></p>	<p>A report by the House of Commons highlights women are significantly over-represented in part-time and insecure work, which gives them increased exposure to economic shocks. Furthermore, women are over-represented in industries at risk of contraction during COVID-19: leisure, services, and hospitality. Many women working in paid roles such as domestic cleaning, and hospitality are likely to be self-employed.</p> <p>Data published from organisations including the ONS, equality evidence.scot and The annual population survey related to the employment of men and women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Cleaning industry</b> – Women are substantially over-represented in the cleaning workforce with ONS data showing that 84% of cleaners are women compared to a labour market share of 48.8%</li> <li>• <b>Kennels and Catteries</b> – Data from the ONS indicates that the animal care sector (which includes kennels and catteries alongside other subsectors) is overwhelmingly female-dominated with 91% of employees in this sector being women.</li> </ul> <p>There are also a number of the groups identified in which the data shows men appear to be clustered and which they experience specific disadvantage as a result:</p> <ul style="list-style-type: none"> <li>• <b>Construction</b> – Men make up the vast majority (87%) of construction workers compared to a labour market share of 51.2%</li> <li>• <b>Personal trainers/gym/fitness instructors</b> – Males make up the majority of personal trainers/fitness instructors (65%) compared to a share across the labour market of 51.2%</li> </ul> <p><b>Self-employed</b> – Men are also more likely than women to be self-employed with 68% of those registered as self-employed identifying as male.</p>

<p><b>Race</b></p>	<p>Equality evidence.scot shows that there is a Higher self-employment rate for ethnic minorities than the white ethnicity. In 2019, the self-employment rate for minority ethnic adults (16.1%) was higher than the 'White' ethnic group (12.2%). This fund seeks to mitigate covid restrictions for self-employed people from all backgrounds and provides guidance to Local Authorities to assist those that didn't receive grants from previous funds.</p> <p>Studies from the ONS shows that ethnic minorities in certain industries:</p> <ul style="list-style-type: none"> <li>• <b>Cleaning industry</b> – the number of foreign-born people working in the industry accounts for 20% of the workforce. This is greater than all sector figure where 17% of the workforce are foreign born.</li> <li>• <b>Self-Employment</b> - Equalityevidence.scot shows that ethnic minorities groups have a higher self-employment. In 2019, the self-employment rate for minority ethnic adults (16.1%) was higher than for rest of the population which is 12.3%.</li> </ul> <p>According to Close The Gap's report, Black and Minority Ethnic women are more likely to work in a sector that has been shut down; more likely to be in insecure work which puts them at increased risk of loss of hours and earnings; and are concentrated in low-paid service sectors which are more susceptible to redundancies over the course of the crisis. This shows that a significant portion of ethnic minorities are likely to be employed in some capacity that has been affected by Covid restrictions.</p>
<p><b>Disability</b></p>	<p>Specific data on business ownership and employment by sector is not available to fully assess the impact of the LADF on those with a disability.</p> <p>Equality evidence.scot states that 13.4% of people with a registered disability are self-employed which is higher than the self-employment rate across the population as a whole which is 12.3%.</p>
<p><b>Religion and Belief</b></p>	<p>No discernible impact</p>
<p><b>Sexual Orientation</b></p>	<p>No discernible impact 16</p>
<p><b>Pregnancy and maternity</b></p>	<p>No discernible impact</p>

<sup>16</sup> [CG \(closethegap.org.uk\)](http://closethegap.org.uk)

<sup>5</sup>[We can solve poverty in the UK | JRF](#)

<sup>6</sup>[Poverty and Covid-19 - Social Metrics Commission](#)

<sup>7</sup>[Coronavirus Job Retention Scheme statistics: 7 October 2021 - GOV.UK \(www.gov.uk\)](#)

<b>Gender reassignment</b>	No discernible impact
<b>Marriage or Civil Partnership</b>	No data available
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>According to a report by the Joseph Rowntree Foundation which states that developing local economies will reduce poverty. Also states that due to their local knowledge, local authorities work with local employers, employees and training providers and make connections between employment support and job creation. This states that Local decision making is more effective when rejuvenating local economies than a decision made by central government.</p> <p>According to the Social Metrics Commission those employed prior to the crisis and already in the deepest forms of poverty have been most heavily impacted by the economic fallout of the pandemic. For example, compared to those more than 20% above the poverty line, those more than 50% below the poverty line have been more likely been furloughed, had reduced hours or wages, or lost their job.</p> <p>This fund will assist local authorities by ensuring that local businesses continue to survive, thus keeping people in employment. This will have a positive impact on low income families. Reducing material deprivation arising from financial hardship.</p> <p>The LADF has provided local authorities with guidance to support sectors which have received no prior funding which are predominantly low paid and insecure, with employees most at risk of slipping into poverty. It has prevented these businesses from issuing redundancies and those who are often low-skilled having to find alternative employment.</p> <p>This fund should also assist local authorities in reducing area deprivation by way supporting employment levels, income and wider economic activity thereby reducing area deprivation. Local authorities will know best how best to distribute funds to reduce mitigate socio-economic deprivation in their respective areas.</p>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p> <p>Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.</p>	

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

This funding and its guidance was developed in conjunction with COSLA, regarding the basis on which allocations from the Discretionary Fund are made to local authorities and sets out parameters which councils should take into account when distributing this funding.

**Mitigations:**

As this assessment did not identify any opportunities for the Scottish Government to eliminate discrimination in the design and distribution of LADF, no specific mitigations were identified as being required. Local Authorities had full discretion on where to distribute funds according to the needs of their local economies.

**Next Steps (if any)**

Local authorities to review the impact it has had on local businesses and areas as full discretion was given to them as where to distribute funds.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 19/11/2021

## Taxi and Private Hire Driver and Operator Support Fund

<b>Name of Grant(s):</b>	Taxi and Private Hire Driver Support Fund Taxi and Private Hire Driver and Operator Support Fund
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	This grant funding was made available through powers conferred by Sections 126 and 127 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Taxi and Private Hire Driver and Operator Support Funds were developed in response to the introduction of the Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020. The Scottish Government introduced two separate funds to support the taxi sector:</p> <ul style="list-style-type: none"> <li>• Taxi and Private Hire Driver Support Fund (announced 9 December 2020 and launched 25 January 2021) and;</li> <li>• Taxi and Private Hire Vehicle Driver and Operator Support Fund (announced 28 April 2021 as part of the SNP First Steps election manifesto<sup>17</sup> and launched 2 June 2021).</li> </ul> <p>They were established to provide support to taxi drivers and operators who experienced significant challenges as a result of restrictions introduced to reduce the spread of COVID-19. The closure of key sectors on which the taxi and private hire vehicle (PHV) trade relied on such as the hospitality and tourism industries, as well as the night time economy, led to a reduced demand for the service they provide, leading to reduced revenue and profitability as well as widely reported challenges in meeting fixed costs.</p> <p>This was reinforced by data collected by Transport Scotland which highlighted that use of all types of public transport had fallen significantly since March 2020 driven by home working requirements, travel restrictions and reduced public confidence. Data from the re-opening of the economy following the period of lockdown restrictions in Spring 2020 identified that there was a significant lag between the economy re-opening and journeys by public transport showing a significant increase suggesting that depressed demand for taxi and Private Hire Vehicles (PHVs) was likely to continue beyond the loosening of restrictions.</p> <p>The Taxi and Private Hire Driver Support Fund was a one-off grant of £1,500 for each individual licensed taxi or private hire driver. The eligibility criteria for the scheme was:</p> <ul style="list-style-type: none"> <li>• Taxi or private hire drivers licensed for the period 9 October 2020 to at least 31 January 2021 and;</li> <li>• The applicant needed to confirm that they had, up to 31 December 2020, experienced loss of income (50% of turnover,</li> </ul>

<sup>17</sup> [The Scottish National Party – First Steps 2021 by HinksBrandwise - issuu](#)

	<p>compared with 2019). incurred overhead costs and expenses, and that they were available for work as a taxi or private hire driver.</p> <p>Many taxi operators were ineligible for UK Government self-employment support funding (as they became self-employed since April 2019). However they may have been eligible for a £4,000 one-off payment from the Scottish Government’s Newly Self-Employed Hardship Fund if they became self-employed on or after 6 April 2019 but before 17 March 2020 or became self-employed between 1 October 2018 and 6 April 2019 but are ineligible for the Self Employment Income Support Scheme (SEISS).<sup>18</sup></p> <p>Nevertheless taxi and PHV <u>operators</u> did not receive <u>specific</u> funding from the Scottish Government during the pandemic even though they had incurred the majority of the overheads associated with operating a taxi and/or PHVs such as purchase and maintenance of vehicles as well as paying for fuel, vehicle licensing and insurance costs. In recognition of the additional costs paid out by taxi operators, the majority of whom are self-employed, and had no other means of income, the Scottish Government separately established a fund designed to specifically support taxi operators.</p> <p>For the Taxi and Private Hire Driver and Operator Support Fund, taxi and PHV drivers were eligible for a separate grant of £1,500 (who had previously received a grant from the Taxi and Private Hire Driver Support Fund) and taxi operators were eligible for grants of up to £15,000. The eligibility criteria for the scheme was:</p> <ul style="list-style-type: none"> <li>• An individual or company holding a valid taxi or private hire vehicle licence as at 3 June 2021;</li> <li>• One claim per vehicle, generally and in particular where a licence is held jointly by a number of individuals; and</li> <li>• The operator must have experienced loss of income (50% of turnover, compared with 2019) and incurred overhead costs and expenses (confirmed by self-certification).</li> </ul> <p>Each fund was administered by local authorities and delivered in the form of one-off payments. They were not intended to replace lost income. Their objectives were to assist taxi drivers (83% of which are estimated to be self-employed) and operators to remain financially viable while restrictions were in place.</p>
<p><b>Executive Summary:</b></p>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland’s economy and business community. Health protection regulations introduced by the Scottish Government</p>

<sup>18</sup> This is an insufficient period of time in the 2018/19 Financial Year to demonstrate that 50% of their income derived from self-employment.

required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions.

Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs.

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty as enshrined in the Equality Act 2010, in developing the Taxi and Private Hire Driver and Operator Support Funds, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on businesses on those with protected characteristics including statistics published by the Scottish Government, the Office of National Statistics, Department for Transport, as well as insights from the Policy Exchange, the Disabled Persons Transport Advisory Committee, Government Office for Science and the Campaign for Better Transport.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

As part of this EQIA process the Scottish Government has considered protected characteristics both in terms of the demographic profile of the taxi sector as well as those who are users of the service.

### Advancing Equality

Through the pandemic, demand for taxis has reduced significantly with operators reporting an 80% drop in bookings month upon month with significant numbers of licensed drivers choosing to leave the industry. Those remaining in the sector, mainly self-employed - have reported reduced income. By distributing financial support to the taxi sector, the Scottish Government acted to mitigate the impact of these regulations in order to support taxi drivers and operators to remain financially viable while restrictions were in place. In doing so, this assessment finds that the Taxi and Private Hire Driver and Operator Support Funds advanced equalities by supporting a sector that disproportionately impacts on the lives of those with protected characteristics.

Operators are generally responsible for vehicle purchase and running costs (which employee-drivers are not) and are critical to sustaining the ongoing viability of the industry by ensuring that there are sufficient vehicles to meet demand once this returns to something approaching pre-pandemic levels. Therefore the Taxi and Private Hire Driver and Operator Support Funds were not only advancing equality by preserving the livelihoods of those employed and/or own the assets within the sector (the majority of drivers are reported to be older males with a significant number from an ethnic minority background), but also the users of taxi services with a range of data suggests that women, disabled people and older people are more likely to use taxis/PHVs. Taxi drivers perform services from private journeys to NHS patient transport, school and vulnerable children transport services and vulnerable adult transport services.

### Eliminating Discrimination

While the Scottish Government specifically established a range of funds e.g. the Strategic Framework Business Fund to support businesses in meeting overhead costs associated with operating from premises, it is important to recognise that many businesses impacted by restrictions introduced through the Regulations were not eligible for any support available through the UK or Scottish Governments hence the introduction of sector specific schemes. Taxi and private hire vehicle drivers were considered to be businesses in the supply chain of closed or restricted sectors and therefore not eligible for many of the main Scottish Government funds awards (because they were contingent on the Rateable Value of the premises from which the business operated).

Evidence suggests that individuals with specific protected characteristics are over-represented across this cohort of businesses, for instance research by the UK Government's Department for Transport on the demographic profile of the taxi and private hire vehicle sector shows that the impact of restrictions on this sector has a disproportionate impact on older men and individuals from minority ethnic groups.

Both of these taxi funding scheme did not involve an application form process. Each eligible taxi driver and/or taxi operator was contacted by the local authorities to brief them on their potential entitlement and invite them to provide relevant supporting information. We acted to eliminate discrimination to recipients of both our funds by providing extended deadlines to allow taxi drivers and operators to apply. We also asked local authorities to signpost their helpline numbers on the webpages which they were using to host the self-declaration forms we asked taxi operators to complete for this fund to ensure that operators were aware of available support.

### Fostering Good Relations

Taxis and PHVs play an important role in local transport. They enable people to make connections - including to other transport modes - especially out of hours (benefiting the night-time economy) and more rural areas (e.g. semi-rural areas only served by infrequent buses). Taxi and private hire services are “essential for many passengers with disabilities and residents of rural communities, and play an important social role in enhancing the public transport system and facilitating social inclusion.”<sup>19</sup>

Among all forms of public transport, taxis provide a convenient and accessible form of transport for passengers with disabilities. Taxis can potentially provide door-to-door service, operate when requested, and allow for personal attention and care by the driver if required. The industry is an essential enabler for several different groups with protected characteristics to interact with others thus preventing social exclusion. Taxis and PHVs provide services from straightforward local transport, taxi buses, service to schools, hospitals, social work departments, and transporting the infirm and ambulant disabled. They have also played a key role in ensuring key workers can get to work during the COVID-19 pandemic.

In providing financial support to the taxi and private hire sector to remain financially viable during the restrictions, the Scottish Government is therefore acting to foster good relations within and between groups with protected characteristics.

#### **Age: Older People and Children and Young People**

The average age of a driver in England was 50 years old with 21% of drivers being aged under 40. Those aged 60 or over make up 25% of drivers.<sup>20</sup> This means that the taxi sector has an aging workforce. While the grants introduced by the Scottish Government were made available primarily to support the sector, rather than ensure there was no shortage of drivers we do know from Transport Scotland statistics that numbers of taxi drivers have fallen, however there is not sufficient evidence to confirm if this equates to a shortage across Scotland. However for the older people and disabled users who rely heavily on the door-to-door service taxis and PHVs provide, as it is often the only or most accessible and convenient way to access local services a shortage or even just a fall in taxi drivers number could mean a loss of ability to access services, activities in which to maintain independence, leading to the possibility of social isolation.

The impact of restrictions on the taxi and PHV sector also has an indirect impact on young people. Taxis provide an essential service for school pupils who need to travel between their school and home. These school pupils may include young people with disabilities and special needs.

Again this demonstrates how taxi and PHV sector service are important for a range of age cohorts.

<sup>19</sup> The Law Commission “Taxi and Private Hire Services report” [Microsoft Word - lc347\\_title.doc](#)

<sup>20</sup> [Taxi and Private Hire Vehicle Statistics: England 2020 \(publishing.service.gov.uk\)](#) We have assumed that there is a similar age profile here in Scotland.

<p><b>Sex: Men and Women</b></p>	<p>While the impact of the pandemic on the taxi sector is disproportionately on men in terms of the labour market (the majority of taxi drivers in 2019/20 were male (98%), there has also been an impact on women. On average, women made more taxi or PHV trips than men (12 trips per person per year compared with 10 trips per person per year respectively). Women aged 70+ made 61% more trips than men of this age (13 trips per person per year compared with 8 trips per person per year respectively).<sup>21</sup></p> <p>Taxis and PHVs have a particularly important role in the night-time economy, ensuring the public return home safely. According to the ONS Crime Statistics half of all women feel unsafe walking alone after nightfall in a busy public place, such as a high street or railway station. The same proportion of women also felt unsafe walking alone on a quiet street near their home at night.<sup>22</sup> Women finishing work in the hours of darkness including those classed as key workers may rely on taxis to get home in the dark and could have been be faced with a choice of putting themselves in a vulnerable position just to remain in employment. Taxis are therefore often a lifeline for getting home.</p>
<p><b>Race</b></p>	<p>While national data has suggested that Minority Ethnic Groups have been disproportionately affected by the pandemic due to pre-existing disparities, there is a lack of significant data with respect to the taxi sector available and therefore no conclusions can be made.</p>
<p><b>Disability</b></p>	<p>Latest figures show that of the 9,928 licensed taxis in Scotland, 4,951 (50%) are wheelchair accessible, however the proportion of wheelchair accessible vehicles varies across different authority areas.<sup>23</sup></p> <p>The Disabled Persons Transport Advisory Committee (DPTAC) highlighted in their position paper on taxis and PHVs that “Taxis and private hire vehicles are one of the most popular modes of transport for disabled people after the private motor car. Disabled people use taxis more than non-disabled people despite more of them living in relative poverty. Taxis and PHVs provide a door-to-door service, with scope for individual assistance with the particular needs of a disabled passenger.”<sup>24</sup></p> <p>By utilising taxis it can prevent disabled people from being socially isolated at home by providing the option of accessing a</p>

<sup>21</sup> [Taxi and Private Hire Vehicle Statistics: England 2020 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk) We have assumed that there is a similar gender profile here in Scotland.

<sup>22</sup> [Perceptions of personal safety and experiences of harassment, Great Britain - Office for National Statistics](#)

<sup>23</sup> [Scottish Transport Statistics No. 39 2020 Edition Chapter 1: Road transport vehicles](#)

<sup>24</sup> [DPTAC position on taxis and PHVs - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

	<p>range of lifestyle opportunities and activities that many non-disabled people routinely take for granted.</p> <p>In 2019, the number of taxi or PHV trips made by adults aged 16 or over with mobility difficulties increased from 16 trips per person per year in 2010 to 21 trips per person per year. Adults with mobility difficulties use taxis or PHVs more than people without mobility difficulties (21 trips per person vs. 11 trips per person).</p>
<b>Religion and Belief</b>	No discernible impact
<b>Sexual Orientation</b>	No discernible impact
<b>Pregnancy and maternity</b>	No discernible impact
<b>Gender reassignment</b>	No discernible impact
<b>Marriage or Civil Partnership</b>	No discernible impact
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Transport is an essential part of the lives of low-income families and critical in terms of shaping their experience of poverty. Transport has the potential to exacerbate the hardship families were facing, as well as being a tool to draw upon as a way of alleviating poverty. For example, accessing employment or education.</p> <p>COVID-19 affected families' use and experience of transport. Key impacts included reduced access to public transport as well as reduced uptake. Transport represents a key cost in daily life and can be difficult to balance alongside other essential day to day living. Where households did not have access to private transport, taxis can be used in situations where public transport is problematic for instance in rural areas. The experiences of low-income families indicates that transport often determines and constraints their options in terms of household spending and their day-to-day experiences.<sup>25</sup></p>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and their representative organisations during the pandemic. Engagement with organisations representing the taxi sector included the Scottish Taxi Federation, Unite the Union and the Scottish Association for Private Hire Operators provided an opportunity to listen to stakeholder views, develop and test ideas, share information about progress and discuss and address specific issues identified by the sector and individual businesses.</p> <p>These conversations provided an essential insight into the make-up of the sector, the impact the pandemic was having as well as the importance of the sector to a number groups of protected characteristics within local communities.</p>	

<sup>25</sup> [Transport and Child Poverty](#)

## **Mitigations -**

### Assisting applicants

In order to do all we could to ensure that all eligible taxi drivers and operators received their awards, claim processes were designed for both awards to be as straightforward as possible. Drivers did not need to apply, or contact their local authority. Instead, local authorities directly approached an estimated 38,000 licensed private hire and taxi drivers inviting them to claim their grant and asked them to provide de minimus supporting information. These actions contributed to increasing uptake, ease administration and shorten payment timeframes.

After the Taxi and Private Hire Driver and Operator Support Fund was launched on 2 June 2021 Unite the Union suggested that uptake was being undermined by limitations in IT literacy among taxi and PHV operators. In order to mitigate the risk of digital exclusion we worked closely with industry representatives and local authorities to develop and offer further support. Local authorities clearly signposted their helpline numbers on the webpages which they are using to host the claim forms to highlight that support was available, if required. And the closing date was extended to 23 July 2021 for the operator grant support to give those eligible more time.

### **Next Steps (if any)**

N/A

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 19/11/2021

## Additional Support for Soft Play Sector Fund

<b>Name of Grant:</b>	Additional Support for Soft Play Sector Fund
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Additional Support for Soft Play Fund was launched in August 2021 as a mechanism for directing financial support to Soft Play businesses. Soft play centres in Scotland experienced significant financial challenges due to Covid-19 having being required to close for longer than those in other parts of the UK. This funding was designed to address this disparity and the seasonality of the sector (generally, lower usage in summer months). Crucially, the objective of this fund was to support businesses in remaining financially viable for the period restrictions were in place and was not intended to replace lost income or to cover operating losses incurred. This fund followed on from the Business Contingency Fund which directed business support funding towards soft play centres in recognition of the fact that they had been required by law to close since the outset of the pandemic and were experiencing particularly acute financial challenges by comparison to other sectors as a result. From November 2020 to April 2021 the sector was also eligible for four-weekly payments from the Strategic Framework Business Fund (and associated grants).</p> <p>Building on the first phase of the Business Contingency Fund and developed in close collaboration with the Indoor Play Centres Owners and Managers Group, all soft play centres in Scotland were eligible for a one-off grant of up to £5000 in Local Authorities at Protection Level 1 or £14,000 in Local Authorities at Protection Level 2 depending on the Rateable Value of their business operating premises. This was in recognition of the fact that Soft Play businesses in Protection Level 2<sup>26</sup> were still closed, as they had been for the majority of the Covid-19 pandemic, and that businesses in Protection Level 1 were still operationally restricted.</p> <p>Eligible businesses were identified automatically by local authorities using data gathered through previous Covid-19 Business Support schemes.</p>
<b>Executive Summary:</b>	The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland's economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times

<sup>26</sup> These Businesses were located in those authorities still in Protection Level 2 on 5<sup>th</sup> June 2021: Glasgow, Edinburgh, Midlothian, East Ayrshire, North Ayrshire, South Ayrshire, East Dunbartonshire, East Renfrewshire, Renfrewshire, North Lanarkshire, South Lanarkshire, Stirling, Clackmannanshire, Dundee

between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.

Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The additional support for Soft Play was no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty, as enshrined in the Equality Act 2010. In developing the additional support for Soft Play fund and other similar funds, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

This assessment builds on the EQIA completed for the Business Contingency Fund, which distributed financial support to soft play

business in October 2020. Businesses also received support via the Strategic Framework Business Fund and associated top up funds and restart grants for which an EQIA has also been completed.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Advancing Equality

By distributing financial support through the additional support for Soft Play, the Scottish Government acted to mitigate the impact of the regulations on soft play centres to support them in remaining financially viable while restrictions were in place and which required them to remain closed. This fund aided a sector which is primarily targeted towards children. In doing so, this assessment shows that the additional support for Soft Play acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Alongside the Coronavirus Job Retention Scheme (CJRS), the additional support For Soft Play protects and preserves jobs in sectors which employ a disproportionately high number of people from among groups with protected characteristics particularly young people, women and minority ethnic groups. Data from the Office of National Statistics (ONS) shows that minority ethnic groups, women and young people have a significantly higher likelihood of working within soft play centres in comparison to other sectors of the economy. Financial support distributed through the Additional Support for Soft Play Fund also targeted a sector which has instances of insecure employment and low pay and is least resilient to financial shocks. It is worth noting that data from the Department of Business Energy and Industrial Strategy's (BEIS) Longitudinal Small Business Survey shows that a high proportion of businesses across the retail, hospitality and leisure sectors (78%) identified as having employees with protected characteristics. More detail on this is provided in the assessment against individual groups with protected characteristics is set out below.

In terms of wider impact on society, although catering to different audiences, the closure of soft play centres within these sectors disproportionately impacts on children, young people and their families by contributing to reduced opportunities for indoor play and socialising which could lead to or exacerbate social isolation and loneliness. By providing additional financial support to businesses within these sectors to enable them to remain financially viable during the period of restrictions, the Fund has acted to advance equalities.

Eliminating Discrimination

This Fund gave financial support to all businesses to a sector that had been required to remain closed or restricted on the 5<sup>th</sup> of June 2021 as a result of Covid-19 and had therefore been uniquely impacted by the pandemic. Notably, discussions with the Scottish Indoor Play Centres Owners and Management Group highlighted the seasonal nature of their business which saw higher levels of business carried out in the winter months compared to summer as a result of children undertaking outdoor play and activities more during the summer months.

The award levels also sought to reflect the fact that Soft Play centres had remained closed throughout most of the Covid-19 pandemic and that despite easing of restrictions the sector still faces operational restrictions and continuing financial hardship. As such,

this assessment did not identify any specific opportunities to eliminate discrimination in developing and implementing the Additional Support for Soft Play Fund.

Fostering good relations

The Soft Play Sub-Sector, is an important space for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Businesses in this sector promote engagement between and across groups in a number of ways. As well as being shared spaces, as highlighted above, there is a clustering of several different groups with protected characteristics in the Retail, Hospitality and Leisure (RHL) sectors especially young people, women and minority ethnic groups. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

**Age: Older People and Children and Young People**

2019 data from the ONS related to the employment of young people shows the following:

- **Leisure** - 27% of employees working in the sport, amusement and recreation sector are aged between 16 – 24.

Data from the ONS Annual Population Survey provides an insight into the demographic profile of ‘playworkers’ at UK level which make up a significant proportion of those employed within soft play centres. It showed the following data regarding the Age of those employed in these roles:

**Playworkers** – There is a fairly consistent employment rates across age ranges. Notably approximately 25% of people employed as playworkers were aged between 16-24 years old compared to the 12.3% share of the labour market.

This data shows that young people experience a significant disadvantage as a result of the closure of soft play centres due to the disproportionate number of young people employed within the sector. The long term ‘scarring’ impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal (IFS) and the Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 than those aged 25 – 44.

Furthermore, the nature of these businesses also means that their patrons are typically young people and children. Soft play businesses in particular have an almost exclusive use by children. Failure to support these businesses would likely have a detrimental impact on the opportunities for young people and children to have available recreational facilities as soft play services provide spaces for children to develop their physicality

	as well as providing an avenue for social interaction between other children.
<b>Sex: Men and Women</b>	<p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Leisure</b> - 40% of employees working in the sport, amusement and recreation sector are women.</li> </ul> <p>Furthermore the 2017 ONS Annual Population Survey gives statistical data on 'playworkers' who make up a significant proportion of soft play workers. It showed the following data regarding the Sex of those employed in these roles:</p> <ul style="list-style-type: none"> <li>• <b>Playworkers</b> – Approximately 91% of those employed as 'playworkers' were women. At the time of the survey women constituted approximately 47% of the national workforce across all sectors compared to a labour market share of 48.8%.</li> </ul> <p>It can be seen that those involved in professions related to the soft play sector are female dominated roles. With those involved in playwork being especially high in the context of the entire leisure sector.</p> <p>Additionally the Scottish Indoor Play Centres Owners and Management Group made clear that there were significant numbers of female owned businesses in this sector however there is no substantive evidence available to demonstrate this.</p>
<b>Race</b>	<p>Data from the ONS highlighting which occupations have higher COVID exposure rates also give statistics for the makeup of Playworkers who come from an ethnic minority background:</p> <ul style="list-style-type: none"> <li>• <b>Playworkers</b> – 13% of those employed as 'playworkers' were identified as coming from a Black, Asian or Minority Ethnic background compared to a labour market share of 4% across all other sectors</li> </ul> <p>The fund provide much needed support to a sector that has had some of the strictest restrictions placed on it in order to prevent the spread of COVID. This sector is demonstrated to employ a small but significant number of people from minority ethnic backgrounds. Combined with the relatively low salary paid to workers in this industry, discussed further below, it would place a disadvantage on minority ethnic employees were we to fail to support these industries,</p>
<b>Disability</b>	Specific data on business ownership and employment by sector is not available to fully assess the impact of the Additional Support for Soft Play fund on those with a disability
<b>Religion and Belief</b>	No Discernible Impact
<b>Sexual Orientation</b>	No Discernible Impact

<b>Pregnancy and maternity</b>	No Discernible Impact
<b>Gender reassignment</b>	No Discernible Impact
<b>Marriage or Civil Partnership</b>	No Discernible Impact
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Data from the ONS highlighting the higher risk exposure to COVID faced by employees in certain profession also provided statistics relating to the average pay of those workers. It highlighted that persons in the Playworker profession had relatively low average hourly income levels.</p> <ul style="list-style-type: none"> <li>• <b>Playworkers</b> – The data indicates that the average hourly wage of a playworker is £9.00. This is also therefore considered to be a low paid profession.</li> </ul> <p>As part of a 2020 study on Low and High pay in the UK, ONS defined a low pay job as being below £9.12 – less than two thirds of the median hourly wage.</p> <p>The contingency fund therefore, in supporting a sector which relies on the employment of Playworkers, helps to support people from a disadvantaged socio-economic background.</p>
<b>Stakeholder Engagement:</b> We engaged extensively with the Scottish Indoor Play Centres Owners and Managers Group as well as with individual soft play centres in shaping the grant award levels and eligibility criteria for this fund.	
<b>Mitigations</b> – N/A	
<b>Next Steps (if any)</b> N/A	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p>  <p><b>Signed:</b> <b>Date:</b> 19/11/2021</p>	

## Business Contingency Fund

<b>Name of Grant:</b>	Business Contingency Fund
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>In October 2020, Ministers agreed to allocate £7.1 million specifically for the purposes of providing financial support to businesses in particular sectors that were experiencing direct financial challenges as a result of Covid-19 restrictions. The first sectors identified for support through the Contingency Fund were soft play centres and nightclubs on the basis that they were unique in being the only sectors which had been closed by regulation since March 2020. Ministers approved grants of up to £50,000 to 'pay to play' soft play centres and defined nightclubs with the size of awards determined by the Rateable Value of the premises from which the business operated. Crucially, the objective of this fund was to support businesses in remaining financially viable for the period restrictions were in place and was not intended to replace lost income or to cover operating losses incurred. Eligible businesses were identified automatically by local authorities using data gathered through previous Covid-19 Business Support schemes.</p>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland's economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Business Contingency Fund was no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.</p>

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty, as enshrined in the Equality Act 2010. In developing the Business Contingency Fund and other similar funds, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Advancing Equality

By distributing financial support through the Business Contingency Fund the Scottish Government acted to mitigate the impact of the regulations on soft play centres and relevant/defined nightclubs to support them in remaining financially viable while restrictions were in place and which required them to remain closed. In doing so, this assessment finds that the Business Contingency Fund acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Alongside the Coronavirus Job Retention Scheme (CJRS), the Business Contingency Fund protects and preserves jobs in sectors which employ a disproportionately high number of people from among groups with protected characteristics particularly young people, women and minority ethnic groups. Data from the Office of National Statistics (ONS) shows that minority ethnic groups, women and young people have a significantly higher likelihood of working within softplay centres and/or nightclubs in comparison to other sectors of the economy. Financial support distributed through the Business Contingency Fund also targeted those sectors which have instances of insecure employment and low pay and are least resilient to financial shocks. It is worth noting that data from the Department of Business Energy and Industrial Strategy's (BEIS) Longitudinal Small Business Survey shows that a high proportion of businesses across the retail, hospitality and leisure sectors (78%) identified as having employees with protected characteristics. More detail on this is provided in the assessment against individual groups with protected characteristics is set out below.

In terms of wider impact on society, although catering to different audiences, both nightclubs and soft play centres are targeting a younger demographic and, as such, the closure of businesses within these sectors would disproportionately impact on young people as well as their families. The closure of soft play centres in particular may disadvantage children by contributing to reduced opportunities for indoor play and socialising which could lead to or exacerbate social isolation and loneliness. By providing additional financial support to businesses within these sectors to enable them to remain financially viable during the period of restrictions, the Contingency Fund has acted to advance equalities.

Eliminating Discrimination

This Fund gave financial support to all businesses across those sectors that had been required to close between March and October 2020 as a result of Covid-19 and had therefore been uniquely impacted by the pandemic. As such, this assessment did not identify any specific opportunities to eliminate discrimination in developing and implementing the Business Contingency Fund.

Fostering good relations

Nightclubs and Soft Play Sub-Sectors, are important spaces for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Businesses in these sectors promote engagement between and across groups in a number of ways. As well being shared spaces, as highlighted above, there is a clustering of several different groups with protected characteristics in the Retail, Hospitality and Leisure (RHL) sectors especially young people, women and minority ethnic groups. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

**Age: Older People and Children and Young People**

2019 data from the ONS related to the employment of young people shows the following:

- **Hospitality** - 37% of employees working in the food and beverage services and accommodation sectors were aged between 16 - 24 compared to an average of 12.3% across all other sectors.
- **Leisure** - 27% of employees working in the sport, amusement and recreation sector are aged between 16 – 24.

Data from the ONS Annual Population Survey provides an insight into the demographic profile of ‘playworkers’ and ‘bar staff’ at UK level which make up a significant proportion of those employed within soft play centres and nightclubs . It showed the following data regarding the Age of those employed in these roles:

- **Playworkers** – 25% of people employed as playworkers were aged between 16-24 years old compared to the 12.3% share of the labour market

	<ul style="list-style-type: none"> <li>• <b>Bar Staff</b> – Approximately 59% of people employed as bar staff at the time of the survey were aged between 16-24 years old compared to the 12.3% share of the labour market.</li> </ul> <p>This data shows that young people experience a significant disadvantage as a result of the closure of soft play centres and nightclubs due to the disproportionate number of young people employed within these sectors. The long term ‘scarring’ impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal (IFS) and the Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 that those aged 25 – 44.</p> <p>Furthermore, the nature of these businesses also mean that their patrons are typically young people and children. Soft Play businesses in particular have an almost exclusive use by children. Failure to support these businesses would likely have a detrimental impact on the opportunities for young people and children to have available recreational facilities as soft play services provide spaces for children to develop their physicality as well as providing an avenue for social interaction between other children.</p>
<p><b>Sex: Men and Women</b></p>	<p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Hospitality</b> - 53% of employees working in the food and beverage services and accommodation sectors were women compared to an average of 48.8% across all sectors.</li> <li>• <b>Leisure</b> - 40% of employees working in the sport, amusement and recreation sector are women.</li> </ul> <p>Furthermore the 2017 ONS Annual Population Survey gives statistical data on ‘playworkers’ and ‘bar staff’ both of whom make up a significant proportion of soft play and nightclub workers respectively. It showed the following data regarding the Sex of those employed in these roles:</p> <ul style="list-style-type: none"> <li>• <b>Playworkers</b> – Approximately 91% of those employed as ‘playworkers’ were women compared to a labour market share of 48.8%</li> <li>• <b>Bar workers</b> – Approximately 58% of those employed as a bar worker were women,. Significantly above their labour market share of 48.8%</li> </ul> <p>Those involved in professions related to the Soft Play and Nightclub sectors are female dominated roles. With those involved in Playwork being especially high in the context of the entire Leisure sector.</p>

<p><b>Race</b></p>	<p>Data from the ONS highlighting which occupations have higher COVID exposure rates also give statistics for the makeup of Bar Staff and Playworkers who come from an ethnic minority background:</p> <ul style="list-style-type: none"> <li>• <b>Bar Staff</b> – 5% of those employed as Bar Staff are identified as coming from a Black, Asian or Minority Ethnic background compared to a labour market share of 4% across all other sectors</li> <li>• <b>Playworkers</b> – 13% of those employed as ‘playworkers’ were identified as coming from a Black, Asian or Minority Ethnic background compared to a labour market share of 4% across all other sectors</li> </ul> <p>The contingency fund provide much needed support to a sector that has had some of the strictest restrictions placed on it in order to prevent the spread of COVID. These sectors are demonstrated to employ a small but significant number of people from minority ethnic backgrounds. Combined with the relatively low salary paid to workers in these industries, discussed further below, it would place a disadvantage on minority ethnic employees were we to fail to support these industries.</p>
<p><b>Disability</b></p>	<p>Specific data on business ownership and employment by sector is not available to fully assess the impact of the Business Contingency Fund on those with a disability.</p>
<p><b>Religion and Belief</b></p>	<p>No Discernible Impact</p>
<p><b>Sexual Orientation</b></p>	<p>No Discernible Impact</p>
<p><b>Pregnancy and maternity</b></p>	<p>No Discernible Impact</p>
<p><b>Gender reassignment</b></p>	<p>No Discernible Impact</p>
<p><b>Marriage or Civil Partnership</b></p>	<p>No Discernible Impact</p>
<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<p>Data from the ONS highlighting the higher risk exposure to COVID faced by employees in certain profession also provided statistics relating to the average pay of those workers. It highlighted that persons in the Bar Staff and Playworker professions had relatively low average hourly income levels.</p> <ul style="list-style-type: none"> <li>• <b>Bar Staff</b> – The average hourly wage of a person employed as Bar Staff was £8.22, which is considered to be a significantly low wage when compared to the median Hourly wage of £13.68.</li> <li>• <b>Playworkers</b> – The data indicates that the average hourly wage of a playworker is £9.00. This is also therefore considered to be a low paid profession.</li> </ul> <p>As part of a 2020 study on Low and High pay in the UK, ONS defined a low pay job as being below £9.12 – less than two thirds of the median hourly wage.</p>

The Contingency Fund therefore, in supporting sectors which rely on the employment of Bar Staff and Playworkers, helps to support people from a disadvantaged socio-economic background.

**Stakeholder Engagement:** We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

In addition we engaged extensively with the Scottish Indoor Play Centres Owners and Managers Group as well as with individual soft play centres and with the Night-time Industries Association in shaping the grant award levels and eligibility criteria for this fund. Both bodies provided very welcome support in the design of the eligibility criteria in particular, in order to ensure that this limited funding was directed appropriately.

**Mitigations – N/A**

**Next Steps (if any)**

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 03/11/2021

## Business Contingency Plus Fund

<b>Name of Grant:</b>	Business Contingency Plus Fund
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Business Contingency Fund was established by the Scottish Government in October 2020 as a mechanism for directing financial support to businesses in sectors experiencing particularly acute financial challenges as a result of Covid-19. The second phase of the Business Contingency Fund, known as the Contingency Fund Plus, was administered by local authorities and directed towards Travel Agents, Indoor Football Centres and Brewers all of which were identified as experiencing particular financial challenges as a result of Covid-19.</p> <p>Crucially, the objective of this fund was to support businesses in remaining financially viable for the period restrictions were in place and was not intended to replace lost income or to cover operating losses incurred. Travel Agents and Indoor Football Centres were eligible for a one-off grant of up to £25,000 depending on their Rateable Value. Brewers were eligible for a grant of up to £30,000 depending on their Rateable Value and annual production levels.</p>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland's economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Contingency Plus Fund was no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.</p>

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty, as enshrined in the Equality Act 2010. In developing the Contingency Plus Fund and other similar funds, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

### **KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

#### Advancing Equality

By distributing financial support through the Contingency Plus Fund the Scottish Government acted to mitigate the impact of the regulations on Travel Agents, Indoor Football Centres and Brewers, to support them in remaining financially viable while restrictions were in place which required them to remain restricted or closed. In doing so, this assessment shows that the Contingency Plus Fund acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Alongside the Coronavirus Job Retention Scheme (CJRS), the Contingency Plus Fund protects and preserves jobs in sectors which employ a disproportionately high number of people from among groups with protected characteristics particularly young people and women. Data from the Office of National Statistics (ONS) shows that women and young people have a significantly higher likelihood of working within Travel Agents and Indoor Football Centres in particular, in comparison to other sectors of the economy. Financial support distributed through the Contingency Plus Fund also targeted those sectors which have instances of insecure employment and low pay and are least resilient to financial shocks.

#### Eliminating Discrimination

Statistics have indicated that the Brewing industry is a highly male dominated sector. This industry also received a higher award of funding via the Business Contingency Plus fund. This therefore places women at a disadvantage due to the eligibility criteria of the Business Contingency Plus Fund.

Steps have been taken to mitigate this by providing further support for Travel Agents and Indoor Football Centres in the form of additional funding through the Strategic Framework Business Fund and Restart Grants.

Fostering good relations

The Contingency Plus Fund provides support to Indoor Football Centres, which are important spaces for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Indoor Football Centres are shared spaces promoting interaction between several different groups with protected characteristics in the supported sectors especially young people and women and minority ethnic groups. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

**Age: Older People and Children and Young People**

The 2017 ONS Annual Population Survey gives statistics which showcase how this fund may disadvantage older persons based upon the age range of those employed as Travel Agents and Sport and Leisure assistants. The data shows the following

- **Travel Agents** - Approximately 16% of employees working in Travel Agents were aged between 16 - 24 compared to an average of 12.3% across all other sectors.
- **Sport and Leisure Assistants** - 58% of employees working as Sport and Leisure assistants are aged between 16 – 24. This shows that employment as a sport and leisure assistant is a field dominated by young people when compared to the average of 12.3% across other sectors.

It can be seen from the survey that these businesses, particularly Travel Agents and Indoor Football Centres employ a significant proportion of young people. The employment of younger people employed in these sectors will result in a disadvantage to older persons as a result of the eligibility criteria for this fund. This is due to the above average rate of employment for those aged between 16-24.

Furthermore the ONS 2017 Annual Population Survey provided statistical data on the age ranges of people employed who aged 55 or over. This data showcased how young people may be disadvantaged by the eligibility criteria for this fund.

- **Brewers** - Approximately 22% of people involved in the manufacturing of beer were aged 55 or older. This is higher than the average of 19% across other sectors.
- **Travel Agents** - Travel agents also had a significant proportion of their workforce in the 55+ age range at approximately 18%. This is 1% lower than the average across all other sectors. Approximately 26% of Travel Agency managers and proprietors identified were aged 55. This is particularly high compared to an average of approximately 19% across all other sectors.

	<p>The statistics above show that by employing slightly higher levels of persons aged 55+, providing funding to these sectors may cause disadvantages to younger persons as a result of the Contingency Plus Fund's eligibility criteria as it would be providing funding to a business employing a disproportionate amount of older persons.</p> <p>The long term 'scarring' impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal (IFS) and the Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 that those aged 25 – 44.</p>
<p><b>Sex: Men and Women</b></p>	<p>An assessment of the restrictions introduced through the Strategic Framework similarly shows that, like young and older people, these also had a disproportionate impact on people based on sex primarily driven by two factors, high numbers of women-led businesses in the retail, hospitality and leisure sectors as well as a clustering of female employment within these sectors.</p> <p>2019 data from the ONS that showed which professions were most likely to be impact by Covid-19 also showed the following data related to the employment of women which highlighted possible disadvantages suffered by men:</p> <ul style="list-style-type: none"> <li>• <b>Travel Agents</b> - 80% of employees working as Travel Agents were women compared to an average of 48.8% across all sectors. Furthermore 64% of Travel Agency managers and proprietors identified as female.</li> </ul> <p>From the above data we can see here that as a result of a significantly higher proportion of females being employed as Travel Agents that men will suffer a disadvantage as a result of the eligibility criteria for the Business Contingency Plus Fund.</p> <p>Further data from the 2019 study and the 2017 ONS annual population survey also highlighted a disadvantage faced by women as a result of the fund's eligibility criteria.</p> <ul style="list-style-type: none"> <li>• <b>Sports and Leisure Assistants</b> - 45% of employees working as Sport and Leisure Assistants are women. Compared to the 48.8% average across all sectors.</li> <li>• <b>Brewing</b> - The manufacture of beer is an overwhelmingly male dominated industry – Approximately only 23% of people involved in manufacturing beer are women.</li> </ul> <p>From the above data we can see that women may also be disadvantaged as a result of the eligibility criteria for the Business Contingency Plus Fund as a result of having disproportionately low employment as Sport and Leisure assistants and in the Brewing industry.</p>

	<p>Additionally the Brewing industry, a male-dominated sector was eligible for a higher funding award associated with the costs involved in brewing which would also result in disadvantages suffered by women.</p>
<b>Race</b>	<p>Data from the ONS, highlighting which occupations have higher COVID exposure rates, also give statistics for the makeup of Travel Agents and Sport and Leisure Assistants who come from an ethnic minority background:</p> <ul style="list-style-type: none"> <li>• <b>Travel Agents</b> – 9% of those employed as Travel Agents are identified as coming from a Black, Asian or Minority Ethnic background, furthermore approximately 17% of Travel Agency managers and proprietors were from Minority Ethnic Backgrounds compared to a labour market share of 4%.</li> <li>• <b>Sports and Leisure assistants</b> – 5% of those employed as Sports and Leisure assistants were identified as coming from a Black, Asian or Minority Ethnic background compared to an overall labour market share of 4%.</li> </ul> <p>The Contingency Fund Plus provided much needed support to a sector that has had some of the strictest restrictions placed on it in order to prevent the spread of COVID. These sectors are demonstrated to employ a small but significant number of people from minority ethnic backgrounds.</p>
<b>Disability</b>	<p>Specific data on business ownership and employment by sector is not available to fully assess the impact of the Contingency Plus Fund on those with a disability.</p>
<b>Religion and Belief</b>	No Discernible Impact
<b>Sexual Orientation</b>	No Discernible Impact
<b>Pregnancy and maternity</b>	No Discernible Impact
<b>Gender reassignment</b>	No Discernible Impact
<b>Marriage or Civil Partnership</b>	No Discernible Impact
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Data from the ONS highlighting the higher risk exposure to COVID faced by employees in certain professions also provided statistics relating to the average pay of those workers. It highlighted that Travel Agents and Sport and Leisure Assistants were not considered to be low paid occupations.</p> <p><b>Travel Agents</b> – The average hourly wage of a person employed by Travel Agents was £9.91. Furthermore Managers and Proprietors of Travel Agents had an average hourly wage of £14.18 which is slightly above the median hourly wage of £13.27.</p> <p><b>Sport and Leisure Assistants</b> – The data indicates that the average hourly wage of a Sport and Leisure assistant is £9.24. This is just slightly over two thirds of the median hourly wage.</p>

As part of a 2020 study on Low and High pay in the UK, ONS defined a low pay job as being below £9.12 – less than two thirds of the median hourly wage.

From this data we can see that persons employed in these businesses do not typically fall into what the ONS defines as low income jobs, based upon average hourly wages. Travel Agents in particular have a higher than average wage. Therefore, by focusing support from this fund on sectors with average, or slightly above average, hourly income there is knock-on effect of people in low income jobs not being assisted by this particular fund. As a result people from a low Socio-Economic background may face a disadvantage from the fund's eligibility criteria.

**Stakeholder Engagement:**

We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 202, the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

**Mitigations – N/A**

**Next Steps (if any)**

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.



**Signed:**

**Date:** 19/11/2021

## Covid-19 Break Restrictions Fund 2020-21 & Furlough Scheme

<b>Name of Grant:</b>	COVID-19 Break Restrictions Fund 2020-21 and Furlough Scheme
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The COVID-19 Break Restrictions Fund was introduced to support businesses impacted by the temporary measures implemented to stop the further spread of coronavirus on Friday 9 October 2020. It consisted of two funds, one designed to support businesses forced to close (The COVID-19 Business Closure Fund) and another designed to support businesses who were still open but negatively impacted by the restrictions (The COVID-19 Business Hardship Fund).</p> <p>The <b>COVID-19 Business Closure Fund</b> was available to hospitality and other businesses required to close (except for takeaways) by the new and extended restrictions. It operated as a two-tiered scheme, with a grant of £2,875 for businesses with a Rateable Value (RV) of up to and including £51,000 and a grant of £4,310 for those businesses with a RV of £51,001 and above. An upper limit of £21,000 in total applied to any eligible business operating multiple premises.</p> <p>The <b>COVID-19 Business Hardship Fund</b> was available to support some businesses that remained open but were still significantly impacted by the restrictions including those in the direct supply chains of firms that had to close. It also operated as a two-tiered scheme, with payments of £1,440 or £2155, dependent on Rateable Value. An upper limit of £14,000 applied in total to any eligible business operating multiple premises.</p> <p>These funds had been specifically developed to target businesses directly impacted by the additional restrictions. The Grant was intended and rationalised as a measure to protect jobs, prevent business closures and promote economic recovery. The Scottish Government worked with COSLA and SLAED to identify the most appropriate delivery model.</p> <p>This Fund also included a support grant of up to £9 million offering support towards the costs of re-furloughing staff for those premises required to close to help sustain employment where possible.</p> <p>The <b>Furlough Support Grant</b> provided an award of £1650 for each of the business premises in receipt of the Business Closure Fund, where at least one employee is furloughed.</p>

	<p>The support funds were administered by Local Authorities, providing one-off grants to businesses directly impacted by the restrictions, implemented on 9 October 2020, as assessed against the eligibility criteria.</p>
<p><b>Executive Summary:</b></p>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland’s economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Further temporary measures to stop the spread of coronavirus came into effect on Friday 9 October 2020. These new restrictions were backed by a new support fund for business and the existing UK Job Retention Scheme, applied nationwide, with tighter restrictions across central belt areas where the infection rate was highest. As of 21 October 2020 these measures had been extended for a further week until 6 am on Monday 2 November. This business support fund had been adjusted accordingly.</p> <p>In line with the commitment to sustainable and inclusive growth and the Coronavirus (COVID-19): fair work statement, the Scottish Government allocated funding to be allocated by the local authority in accordance with this Grant Offer Letter in order to support employees and businesses impacted by these additional restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The additional support for business affected by the 09 October restrictions was no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.</p>

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty, as enshrined in the Equality Act 2010. In developing the additional Break Restrictions Fund and Furlough Support Grant, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

## **KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

### Advancing Equality

By distributing financial support through the Break Restrictions Fund, the Scottish Government acted to mitigate the impact of the regulations on businesses, implemented between 09 October – 02 November 2020, to support them in remaining financially viable while restrictions were in place. In doing so, this assessment shows that the Break Restrictions Fund acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Alongside the Furlough Support Grant, the Break Restrictions Fund preserves jobs in sectors which employ a disproportionately high number of people from among groups with protected characteristics particularly young people, women and minority ethnic groups. Data from the Office of National Statistics (ONS) shows that minority ethnic groups, women and young people have a significantly higher likelihood of being employed in the Hospitality sector than they are within other sectors of the economy. It is worth noting that data from the Department of Business Energy and Industrial Strategy's (BEIS) Longitudinal Small Business Survey shows that a high proportion of businesses across the retail, hospitality and leisure sectors (78%) identified as having employees with protected characteristics. More detail on this is provided in the assessment against individual groups with protected characteristics is set out below.

The Break Restrictions Fund and Furlough Support Grant do not only advance equality by preserving jobs, they also protect businesses in sectors where there is a disproportionately highly felt impact as a result of the COVID-19 Pandemic.

By supporting businesses required to close or adapt their operations as a result of the 09 October measures, the funding provided through the Break Restrictions Fund and Furlough Support Grant will necessarily go towards retail, hospitality and leisure (RHL) businesses which are more likely to be owned by and/or employ people from groups with protected characteristics and in doing so will contribute towards advancing equality by helping to prevent against business closures and job losses in these sectors. during the period of restrictions, the Fund has acted to advance equalities.

### Eliminating Discrimination

This Fund gave financial support to all businesses that had been required to close or endure hardship following the implementing of the 09 October measures designed to prevent the spread of Covid-19 and had therefore been uniquely impacted by the pandemic. As such, this assessment did not identify any specific opportunities to eliminate discrimination in developing and implementing the COVID-19 Break Restrictions Fund.

### Fostering good relations

Businesses within the Hospitality sector are important spaces for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Businesses in the Hospitality sectors promote engagement between and across groups in a number of ways. As well being shared spaces, as highlighted above, there is a clustering of several different groups with protected characteristics in the Hospitality sector, including young people, women, minority ethnic groups and those experiencing socioeconomic disadvantage. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

### **Age: Older People and Children and Young People**

2019 data from the ONS related to the employment of young people shows the following:

- **Hospitality** - 37% of employees working in the food and beverage services and accommodation sectors were aged between 16 - 24 compared to an average of 12.3% across all other sectors.

Data from the ONS Annual Population Survey provides an insight into the demographic profile of 'bar staff' at UK level which make up a significant proportion of those employed within the hospitality sector. It showed the following data regarding the Age of those employed in this role:

- **Bar Staff** – Approximately 59% of people employed as bar staff at the time of the survey were aged between 16-24 years old compared to the 12.3% share of the labour market.

	<p>This data shows that young people experience a significant disadvantage as a result of the closure licensed premises due to the disproportionate number of young people employed within these establishments. The long term ‘scarring’ impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal (IFS) and the Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 than those aged 25 – 44.</p> <p>Due to the high proportion of young persons employed within the Hospitality sector it may well be that the eligibility criteria for the COVID-19 Break Restrictions Fund 2020-21 may inadvertently discriminate against older people as it primarily delivers support to younger people.</p>
<p><b>Sex: Men and Women</b></p>	<p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Hospitality</b> - 53% of employees working in the food and beverage services and accommodation sectors were women compared to an average of 48.8% across all sectors</li> </ul> <p>Furthermore the 2017 ONS Annual Population Survey gives statistical data on the demographics of those employed as ‘bar staff’ who make up a significant proportion hospitality workers. It showed the following data regarding the Sex of those employed in this role:</p> <ul style="list-style-type: none"> <li>• <b>Bar workers</b> – Approximately 58% of those employed as a bar worker were women,. Significantly above their labour market share of 48.8%</li> </ul> <p>It can be seen that the sectors affected by the 09 October measures employ a considerably higher proportion of females than the market average shares. Therefore this fund may inadvertently discriminate against Men due to focusing primarily on female dominated sectors.</p>
<p><b>Race</b></p>	<p>The Department of Business, Enterprise and Industrial Strategy’s Annual Business Population Survey (2019) shows that 7% of hospitality businesses are ethnic minority-led, a figure which is considerably above the average number of ethnic minority-led businesses across all sectors which is 4%.</p> <p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Hospitality</b> - 11% of employees working in the food and beverage services and accommodation sectors were from an minority ethnic group compared to an average of 4% across all other sectors.</li> </ul>

	<p>Furthermore, data from the ONS highlighting which occupations have higher COVID exposure rates also give statistics for the makeup of Bar Staff who come from an ethnic minority background:</p> <ul style="list-style-type: none"> <li>• <b>Bar Staff</b> – 5% of those employed as Bar Staff are identified as coming from a Black, Asian or Minority Ethnic background compared to a labour market share of 4% across all other sectors</li> </ul> <p>The fund provided much needed support to a sector that has had some of the strictest restrictions placed on it in order to prevent the spread of COVID. The hospitality sector is demonstrated to employ a small but significant number of people from minority ethnic backgrounds. Combined with the relatively low salary paid to workers in this industry, it would place a disadvantage on minority ethnic employees were we to fail to support these industries,</p>
<b>Disability</b>	Specific data on business ownership and employment by sector is not available to fully assess the impact of the COVID-19 Break Restrictions Fund on those with a disability
<b>Religion and Belief</b>	No Discernible Impact
<b>Sexual Orientation</b>	No Discernible Impact
<b>Pregnancy and maternity</b>	No Discernible Impact
<b>Gender reassignment</b>	No Discernible Impact
<b>Marriage or Civil Partnership</b>	No Discernible Impact
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>According to the Social Metrics Commission those employed prior to the crisis and already in the deepest forms of poverty have been most heavily impacted by the economic fallout of the pandemic. For example, compared to those more than 20% above the poverty line, those more than 50% below the poverty line have been more likely to be furloughed, had reduced hours or wages, or lost their job.</p> <p>Impacts have also varied significantly between workers in different industries. For example, 81% of those working in hospitality and leisure have been negatively impacted, compared to just 16% in financial services.</p> <p>Research by the Fraser of Allander Institute shows those employed in the tourism and hospitality sector - those hardest hit by Covid-19 - already face precarious employment, the lowest hourly pay of any sector, the lowest hours worked per week, and are more likely to be in poverty.</p>

The poverty rate for households with a worker in these sectors is 28%, compared to the Scottish average of 19%, with child poverty at 41% amongst these households, compared to 24% across Scotland.

Data from the ONS highlighting the higher risk exposure to COVID faced by employees in certain profession also provided statistics relating to the average pay of those workers. It highlighted that persons employed as Bar Staff had significantly low average hourly income levels.

- **Bar Staff** – The average hourly wage of a person employed as Bar Staff was £8.22, which is considered to be a significantly low wage when compared to the median Hourly wage of £13.68 and is considered to be a low pay job by the ONS.

As part of a 2020 study on Low and High pay in the UK, ONS defined a low pay job as being below £9.12 – less than two thirds of the median hourly wage.

Therefore failure to pay this fund to those affected by the 09 October measures would have resulted in potential inadvertent discrimination against those from a lower socio-economic background.

**Stakeholder Engagement:** We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

**Mitigations – N/A**

**Next Steps (if any) N/A**

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.



**Signed:**

**Date:** March 2022

## Wedding and Events Sector Top Up Fund <sup>27</sup>

<b>Name of Grant:</b>	<b>Wedding and Events Sector Top Up fund</b>
<b>Policy Lead</b>	Ewan Scott and Lucy Carmichael
<b>Legal power used:</b>	Section 126 and 127 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>On 2 June 2021, the Cabinet Secretary for Finance and the Economy announced additional funding for businesses impacted by the decision to retain 14 local authorities in Protection Level 2 restrictions. This recognised that businesses in these areas were subject to restrictions for longer than the period set out in the revised Strategic Framework and that they were disadvantaged comparative to businesses in those areas that progressed along the Routemap as intended. As part of this, Ministers agreed to allocate up to £3.8 million specifically for the purposes support businesses in the supply chain of the wedding and events sectors due to a continued cap on the number of people able to attend wedding and events. This funding made payments of up to £1,250 to businesses that had previously received financial support through either the Events Industry Support Fund or the Scottish Wedding Industry Fund. The level award individual businesses received was dependent on pre-Covid turnover. Following a further announcement on 22 June 2021 stating that all local authorities would be kept at their current Protection Levels (PL) for an additional three week period from 28 June, awards were extended to businesses in areas subject to PL1 restrictions with top up payments made to businesses subject to PL2 restrictions.</p> <p>The funding to businesses in the Events Sector was distributed by Event Scotland while those in the wedding sector received payment from the enterprise agencies.</p>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland’s economy and business community. Health protection regulations introduced by the Scottish Government required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of travel restrictions.</p> <p><sup>28</sup>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covi<sup>29</sup>d-19 restrictions and regulation.</p>

<sup>27</sup> [Coronavirus \(COVID-19\) local restrictions grants: information for businesses - gov.scot \(www.gov.scot\)](https://www.gov.scot)

<sup>28</sup> [Coronavirus \(COVID-19\): events sector guidance: equality and Fairer Scotland impact assessment - gov.scot \(www.gov.scot\)](https://www.gov.scot)

<sup>29</sup> [Scottish Wedding Industry Fund - News | VisitScotland.org](https://www.visitScotland.org)

As the impacts of restrictions were felt differently across the business community varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Wedding and Events Fund and derivative schemes were no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty as enshrined in the Equality Act 2010, in developing the Wedding and Events fund, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on businesses on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey, economic insight reports, as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds. The Enterprise Agencies are expected to exercise their discretion in determining which businesses are eligible for the top up payments according to the guidance set out by the Scottish Government. The Scottish Government as a result, had limited scope with regards to the impact assessment of this fund, guidance was however, issued to the enterprise authorities to where these funds should be directed.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

The Covid-19 pandemic and the restrictions introduced to control the spread of the virus have had a profound impact on both the wedding and events sectors.

For much of the period between March 2020 and July 2021 there were legal restrictions on the numbers of people that were able to attend both weddings and events leading to a significant number of postponements and cancellations. The Scottish Wedding Industry Alliance estimates there are at least 14,500 businesses in Scotland operating in the wedding industry, with 5,500 for whom weddings represent their primary source of income. The wedding industry is a disparate sector composed of many different types of business that supply a particular type of service to weddings. Because of this it is not possible to conduct an assessment that looks across the wedding sector. Instead, this assessment considers those sub-sectors that collectively make up the wedding industry, where the data allows, to consider the likely impact of the Wedding and Events Sector Top Up Fund on groups with Protected Characteristics. In doing so, this assessment looks specifically at the following sub-sectors of the wedding industry:

- Baker and Flour Confectioners
- Bar Staff
- Florists
- Kitchen and Catering Assistants
- Tailors and Dressmakers

Events make a key contribution to Scotland's economy, boost Scotland's profile internationally and can enhance community engagement, empowerment and inclusion. Major events can act as a catalyst for investment in infrastructure and built environment. They can increase tourism in the long term due to strengthened brand and improved infrastructure.

#WeMakeEvents predict there are up to 1,000,000 people working in the live events sector. This includes almost 600,000 people working in the outdoor events industry and a further 115,000 working in the conference and exhibition industry. A large percentage of the workforce are highly-skilled freelancers. They work on a self-employed basis. It's the nature of the job. The industry can be seasonal and there isn't a constant stream of work.

### Advancing Equality

By making additional <sup>30</sup>financial support available to businesses through the wedding and events sector support top up fund. The Scottish Government sought to mitigate the impact of restrictions introduced to control the transmission of Covid-19 on businesses to support them in remaining financially viable. This assessment finds that the approach to targeting funding as set out in the Guidance produced by the Scottish Government encouraged relevant enterprises to prioritise funding towards businesses that employ a disproportionately high number of people from among groups with protected characteristics including both young and old people, women and minority ethnic groups as. As the data below highlights, the Guidance also encouraged enterprise authorities to target some sectors which are associated with insecure employment and low pay and, in doing so, acted to mitigate inequality arising from socioeconomic deprivation.

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<sup>30</sup> [How has the coronavirus pandemic affected women in work? \(parliament.uk\)](https://www.parliament.uk/news-and-analysis/2020/december/16/how-has-the-coronavirus-pandemic-affected-women-in-work/)

### Eliminating Discrimination

As distribution of this funding to businesses was entirely at the discretion of enterprise agencies, this assessment did not identify any opportunities for the Scottish Government to eliminate discrimination in the distribution of this funding.

### Fostering Good Relations

Wedding and events sectors are important opportunities for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Wedding and events promote engagement between and across groups in a number of ways. As well being shared spaces and opportunities for cultural promotion, as highlighted above, there is a clustering of several different groups with protected characteristics in these sectors including young people, women, minority ethnic groups and those experiencing socioeconomic disadvantage. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

#### **Age: Older People and Children and Young People**

UK wide labour market data published by the ONS enables us to look at how restrictions on the wedding sectors are likely to have impacted on young people by assessing prevalence of employment in those sectors identified above by those aged between 16 and 24.

- **Florists** – 12.5% of florists in UK are under the age of 25 compared to a labour market average for this age group of 12.3%
- **Baker and flour confectioners** – Similarly ONS data shows that 12.5% under the age of 25.
- **Bar Staff** – ONS data reveals that 59% of bar staff are between the ages of 16 and 24 compared to a labour market average of 12.3% for this age group. **Kitchen and Catering Assistants** – 39% of kitchen and catering staff are between the ages of 16 and 24 compared to a labour market average for this group of 12.3%.

Approximately 51% of the events workforce is under the age of 35 compared to around 35% for Scotland's workforce as a whole. A disproportionately young workforce could result in a heightened risk and impact (in terms of lost lifetime earnings) of unemployment in the industry. [Annual Population Survey 2019](#). The Scottish Household Survey<sup>31</sup> figures shows levels of cultural attendance, in 2018, were generally higher among the younger age groups, although there were differences in the types of cultural activities/events attended by younger and older age groups.

	<p>The data on both the wedding and events sector indicates that young people experience significant disadvantage as a result of the restrictions on these sectors both because they are more likely to be employed in the supply chain of these sectors and because they are more likely to attend events.</p> <p>On older people, ONS data covering the UK as a whole reveals the following:</p> <ul style="list-style-type: none"> <li>• <b><sup>32</sup>Florists</b> – 26% of florists in UK are over the age of 55 compared to a labour market average for this age group of 20%</li> <li>• Tailors and Dressmakers – 29% of tailors and dressmakers are over the age of 55 compared to a labour market average for this age group of 20%</li> </ul> <p>Labour market statistics shows that older people also experience disadvantage as a result of the restrictions on the wedding sector due to the fact that they are over-represented as employees in some of those sub-sectors that make up the wedding industry although significantly less so than younger people.</p>
<p><b>Sex: Men and Women</b></p>	<p>UK wide labour market data published by the ONS enables us to look at how restrictions on the wedding sectors are likely to have impacted on women by assessing prevalence of female employment in those sectors identified above</p> <ul style="list-style-type: none"> <li>• <b>Florists</b> – 95% of florists are women compared to a labour market average of 48.8%.</li> <li>• <b>Bar Staff</b> – 50% of bar staff are women compared to a labour market average of 48.8%</li> <li>• <b>Baker and flour confectioners</b> – 56% baker and flour confectioners are women compared to a labour market average of 48.8%</li> <li>• <b>Kitchen and Catering Assistants</b> – 65% of kitchen and catering staff are women compared to a labour market average of 48.8%.</li> <li>• Tailors and Dressmakers – 74% of tailors and dressmakers are women compared to a labour market average of 48.8%</li> </ul> <p>The proportion of women working in the events industry is similar to the proportion in the overall workforce- 47% and 49% respectively. However, for Events Catering Activities, women make up 56% of the workforce and for Other Reservation Service and Related Activities they make up 73% of the workforce. Research has highlighted a disproportionate impact of Covid-19 on women.</p>

<sup>32</sup> [Annual Population Survey 2019.](#)

	<p>An assessment of the impact of restrictions on the wedding and events sectors reveal that women experience a significant disproportionate impact due to the fact that they are significantly more likely to be employed in businesses that are in the supply chain of the wedding and events sectors</p>
<b>Race</b>	<p>UK wide labour market data published by the ONS enables us to look at how restrictions on the wedding sectors are likely to have impacted on women by assessing prevalence of female employment in those sectors identified above</p> <ul style="list-style-type: none"> <li>• <b>Florists</b> – 5% are from a black or minority ethnic background compared to a labour market average for this group of 4%.</li> <li>• <b>Bar staff</b> – 5% are from a black or minority ethnic background compared to a labour market average for this group of 4%.</li> <li>• <b>Baker and flour confectioners</b> – 11% are from a black or minority ethnic background compared to a labour market average for this group of 4%.</li> <li>• <b>Kitchen and Catering Assistants</b> – 15% of kitchen and catering assistants are from a black or minority ethnic background compared to a labour market average for this group of 4%.</li> <li>• <b>Tailors and dressmakers</b> – 20% of tailors and dressmakers are from a black or minority ethnic background compared to a labour market average for this group of 4%.</li> </ul> <p>An assessment of the impact of restrictions on the wedding and events sectors reveal that those from a black or minority ethnic group experience a significant disproportionate impact due to the fact that they are significantly more likely to be employed in businesses that are in the supply chain of the wedding and events sectors.</p>
<b>Disability</b>	<p>Specific data on business ownership and employment by sector is not available to fully assess the impact of the Weddings and Events on those with a disability.</p> <p>26.6% of the accommodation and food services sector workforce had a long-term condition or illness in 2019, compared with 27.5% for Scotland overall. Given the close links of these sectors to the wedding sector, there is potential for this group to be disproportionately affected by the fund.</p>
<b>Religion and Belief</b>	No discernible impact
<b>Sexual Orientation</b>	No discernible impact
<b>Pregnancy and maternity</b>	Events and wedding sector guidance sets out that individual health circumstances and protected characteristics should be considered and discussed with the workforce before prioritising who is asked to return to work and when.
<b>Gender reassignment</b>	No discernible impact

<b>Marriage or Civil Partnership</b>	No data available
<b>Socio-economic disadvantage: any people <sup>33</sup>experiencing poverty</b>	<p>According to the Social Metrics Commission those employed prior to the crisis and already in the deepest forms of poverty have been most heavily impacted by the economic fallout of the pandemic. For example, compared to those more than 20% above the poverty line, those more than 50% below the poverty line have been more likely been furloughed, had reduced hours or wages, or lost their job. ONS statistics state the average wage for the following occupations associated with the wedding sector?</p> <ul style="list-style-type: none"> <li>• <b>Florists</b> – the average wage for a florist is £8.52 p/h</li> <li>• <b>Bar staff</b> – the average wage for bar staff is £8.22 p/h</li> <li>• <b>Baker and flour confectioners</b> – the average wage for a baker and flour confectioner is £9.76 p/h</li> <li>• <b>Kitchen and Catering Assistants</b> – the average wage for a kitchen/catering assistant is £8.35 p/h</li> <li>• <b>Tailors and dressmakers</b> – the average wage for a tailor and dressmaker is £8.21 p/h.</li> </ul> <p>Figures from the Advisory, Conciliation and Arbitration Service (ACAS) state that the national living wage for persons 18-20 is £6.56, 21-22 is £8.36 p/h and for 23 and over, its £8.91 p/h. The figures above suggest those sectors identified, pay an average below, on par with the national living wage or just above, depending on age. This confirms that personnel working in those sectors were significantly affected by Covid restrictions and would suffer from some aspect of financial hardship.</p> <p>We know that work does not fully protect against poverty, with 60% of adults in work being in poverty. Around 78% of workers in the events sector earn at or above the Living Wage compared with 83% of all Scottish employees.<sup>34</sup></p> <p>This fund will enable enterprise agencies to provide funding to businesses and that they continue to survive, thus keeping people in employment. This will have a positive impact on low income families. Reducing material deprivation arising from financial hardship. Enterprise agencies will know best how best to distribute funds within the sector.</p>
<b>Stakeholder Engagement:</b> <p>We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p>	

<sup>33</sup> [What is the minimum wage: National Minimum Wage entitlement - Acas](#)

<sup>34</sup> [Annual survey of hours and earnings: 2019](#)

This Fund was developed following discussion between Cabinet Ministers, South of Scotland Enterprise and the newly established Scottish Wedding Alliance. Since the start of the pandemic, we have engaged directly with the hospitality sector on an ongoing basis, as well as trade unions and other relevant bodies. Among others, we have worked in partnership with the Scottish Licensed Trade Association, the Scottish Beer and Pub Association, UK Hospitality, the Scottish Hospitality Group, their industry legal advisers and the Scottish Trades Union Congress (STUC), Unite the Union and Prospect. The Event Industry Advisory Group. drawing upon feedback from applicants and two online surveys of the event industry supply chain conducted by VisitScotland's Events Directorate.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

The Enterprise Agencies are expected to exercise their discretion in determining which businesses are eligible for the top up payments according to the guidance set out by the Scottish Government. Given their responsibilities for managing public funds, it is for the Enterprise Agencies to ensure that procedures for administering the top up payments are suitably robust.

**Mitigations -**

As this assessment did not identify any opportunities for the Scottish Government to eliminate discrimination in the design and distribution of the events and wedding fund, no specific mitigations were identified as being required. Enterprise agencies had full discretion on where to distribute funds according to the needs of relevant businesses..

**Next Steps (if any)**

Looking forward, where any unintended negative impacts have been identified, we will seek to mitigate/eliminate these by setting out areas that will be subject to further consideration during the development of possible future business support funds. The findings of this EQIA will help to aid the design and introduction of possible future schemes, should resources become available.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 19/11/2021

## Top-Up Payments to Licensed Bingo Clubs and Casinos

<b>Name of Grant:</b>	Top Up Payments To Licensed Bingo Clubs And Casinos
<b>Policy Lead</b>	Andrew Baird
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The Top Up Payments to Licensed Bingo Clubs and Casinos were introduced by the Scottish Government in 2021 as a mechanism for directing further financial support to businesses in sectors experiencing particularly acute financial challenges as a result of Covid-19. This one-time grant was developed as a continuation of the Strategic Business Framework Fund; in order to be eligible the businesses must have already been in receipt of SFBF payments.</p> <p>Crucially, the objective of this fund was to support businesses in remaining financially viable for the period restrictions were in place and was not intended to replace lost income or to cover operating losses incurred. Licensed Bingo Clubs and Casinos were eligible for a one-off grant of up to £50,000 depending on their Rateable Value.</p>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland's economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.3 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic. Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Top-Up payments to Licensed Bingo Clubs &amp; Casinos were no exception to this although, as with other funds, we have maintained a commitment to review the delivery of these funds and to update policy where necessary.</p>

The variable impact of the pandemic on different demographic groups in Scotland and the inequalities created by this are well understood. Throughout the pandemic the Scottish Government has taken measures to mitigate these inequalities where possible. In line with its responsibilities under the Public Sector Equality Duty, as enshrined in the Equality Act 2010. In developing the Top-Up payments to Licensed Bingo Clubs & Casinos and other similar funds, the Scottish Government has considered how it can eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. In doing so, the Scottish Government drew on a wide range of sources to understand the impact of restrictions on those with protected characteristics including statistics published by both the Scottish Government and the Office of National Statistics as well as insights from the Annual Population Survey, the Department of Business, Enterprise and Industrial Strategy's Longitudinal Small Business Survey as well as from organisations such as Close the Gap and the Social Metric Commission.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Advancing Equality

By distributing financial support through this fund the Scottish Government acted to mitigate the impact of the regulations on Licensed Bingo Clubs and Casinos in order to support them in remaining financially viable while restrictions were in place which required them to remain restricted or closed. In doing so, this assessment shows that the Top-Up payments to Licensed Bingo Clubs and Casinos acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately. Alongside the Coronavirus Job Retention Scheme (CJRS) and the Strategic Framework Business Fund (SFBF), the Top-Up Payments to Licensed Bingo Clubs and Casinos protect and preserve jobs in sectors which employ a disproportionately high number of people from among groups with protected characteristics particularly young people, women and minority ethnic groups. Data from the Office of National Statistics (ONS) shows that minority ethnic groups, women and young people have a significantly higher likelihood of being employed in the Retail, Hospitality and Leisure sectors than they are within other sectors of the economy. Financial support distributed through the Top-Up payments for Licensed Bingo Clubs and Casinos also targeted those sectors which have instances of insecure employment and low pay and are least resilient to financial shocks. It is worth noting that data from the Department of Business Energy and Industrial Strategy's (BEIS) Longitudinal Small Business Survey shows that a high proportion of businesses across the retail, hospitality and leisure sectors (78%) identified as having employees with protected characteristics.

More detail on this is provided in the assessment against individual groups with protected characteristics is set out below.

But the SFBF and its associated funds do not only advance equality by preserving jobs, they also protect businesses in sectors where there is a disproportionately high number of women-led and ethnically minority-led businesses thereby protecting the livelihoods, assets and investments of those with protected characteristics. Data shows that the proportion of women-led and minority ethnic-led businesses across the Retail, Hospitality and Leisure sectors is higher than the average across all other sectors. Statistics from BEIS also show, however, that businesses within the Retail, Hospitality and Leisure sectors are significantly more likely to operate from specific business premises that are liable for Non-Domestic Rates. An average of 85% of firms across these three sectors identify as operating from designated business premises, 6% higher than the average across all sectors of the economy.

By supporting businesses required to close or adapt their operations as a result of regulations, the funding provided through the Top-Up payments for Licensed Bingo Clubs and Casinos will necessarily go towards businesses within the leisure sector which are more likely to be owned by and/or employ people from groups with protected characteristics and in doing so will contribute towards advancing equality by helping to prevent against business closures and job losses in these sectors.

#### Eliminating Discrimination

This assessment identified opportunity to eliminate discrimination by implementing the Licensed Bingo Clubs and Top-Up payments by supporting a sector which employs a significantly higher than average number of young people.

#### Fostering good relations

Businesses within the Leisure sector are important spaces for social and community interaction providing an opportunity for engagement across and between groups with protected characteristics and helping to foster good relations between these groups. Businesses in the Leisure sector promote engagement between and across groups in a number of ways. As well being shared spaces, as highlighted above, there is a clustering of several different groups with protected characteristics in the Leisure sector including young people, women, minority ethnic groups and those experiencing socioeconomic disadvantage. By sharing workplaces this promotes close interaction and engagement between these groups including those with intersecting protected characteristics. In providing financial support to businesses in these sectors to remain financially viable through the restrictions, the Scottish Government is therefore acting to foster good relations between groups with protected characteristics.

<b>Age: Older People and Children and Young People</b>	There is extensive research on the detrimental impacts of restrictions introduced to control the spread of Covid-19 on children and young people. Particular attention has been paid to the impact of restrictions on the incomes and career prospects of young people both of which have been specifically recognised by the Scottish Government.
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	<p>Employment figures published by the Office for National Statistics (ONS) show the extent to which the impacts of Covid-19 on the labour market in Scotland have fallen disproportionately on young people many of whom are employed in sectors subject to restrictions including the hospitality, leisure and retail sectors which were all required to close or modify their operations through the Strategic Framework.</p> <p>Whilst data specifically relating to people employed by Bingo Halls and Casinos is not available, 2019 data from the ONS related to the employment of young people shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Leisure</b> - 27% of employees working in the sport, amusement and recreation sector are aged between 16 – 24. This is compared to a market average of 12.3% across other sectors.</li> </ul> <p>The 2017 ONS Annual population also provided further information:</p> <ul style="list-style-type: none"> <li>• <b>Gambling and Betting</b> – Approximately 18.4% of people employed in Gambling and Betting businesses were aged 16-25.</li> </ul> <p>On older people, data from the 2017 ONS Annual Population Survey provides the following data showing employment of people aged 55+</p> <ul style="list-style-type: none"> <li>• <b>Gambling and Betting</b> – Approximately 15.2% of people employed in Gambling and Betting businesses were aged 55 or over. Compared to a market average of 19% across other sectors.</li> </ul> <p>Overall, it can be seen that a significant number of young people are employed in this industry, higher than the market average across other sectors. This fund therefore acts to mitigate against the disadvantages young people will face as a result of Covid-19 restrictions.</p>
<p><b>Sex: Men and Women</b></p>	<p>An assessment of the restrictions introduced through the Strategic Framework similarly shows that, like young and older people, these also had a disproportionate impact on people based on sex primarily driven by two factors, high numbers of women-led businesses in the leisure sector as well as a clustering of female employment within these sectors.</p> <p>2019 data from the ONS related to the employment of women shows the following:</p> <ul style="list-style-type: none"> <li>• <b>Leisure</b> - 40% of employees working in the sport, amusement and recreation sector are women compared to an average of 48.8% across all sectors..</li> </ul> <p>The 2017 ONS Annual population also provided further information:</p>

	<ul style="list-style-type: none"> <li>• <b>Gambling and Betting</b> – Approximately 45% of people employed in Gambling and Betting businesses identified as Female.</li> </ul> <p>We can see from the above figures that Licensed Bingo Clubs and Casinos tend to be typically male-led businesses with regards to the composition of their workforce, therefore this fund actively mitigates against the disadvantages men will face as a result of the Covid 19 restrictions in place that affect these sectors.</p> <p>Furthermore, The Department of Business, Enterprise and Industrial Strategy’s Annual Business Population Survey (2019) shows that 16% of Leisure businesses are women-led. This is above the average number of women-led businesses across all sectors which is 14%.</p> <p>This means that Men may suffer a disadvantage as a result of the eligibility criteria for the Licensed Bingo Halls and Casino top-up fund due to the disproportionate funding given to female led businesses.</p>
<b>Race</b>	<p>The Department of Business, Enterprise and Industrial Strategy’s Annual Business Population Survey (2019) shows that 5% of leisure businesses are ethnic minority-led.. This is above the average number of ethnic minority-led businesses across all sectors which is 4%.</p> <p>As a result of an above average number of ethnic minority-led businesses in the relevant sectors there does not seem to be much potential for disadvantages caused by the eligibility criteria for the Licensed Bingo Halls and Casino top-up fund faced by ethnic minorities.</p>
<b>Disability</b>	<p>Specific data on business ownership and employment by sector is not available to fully assess the impact of the Licensed Bingo Halls and Casino top-up fund on those with a disability.</p>
<b>Religion and Belief</b>	<p>No Discernible Impact</p>
<b>Sexual Orientation</b>	<p>No Discernible Impact</p>
<b>Pregnancy and maternity</b>	<p>No Discernible Impact</p>
<b>Gender reassignment</b>	<p>No Discernible Impact</p>
<b>Marriage or Civil Partnership</b>	<p>No Discernible Impact</p>

**Socio-economic disadvantage: any people experiencing poverty**

Sufficient data for pay in this sector was not available to assess the impact that the criteria for this fund would have on those from a lower socio-economic background. However data from the Strategic Framework Business Fund equalities impact assessment stated that 81% of those working in hospitality and leisure have been negatively impacted, compared to just 16% in financial services.

As part of the Leisure sector bingo halls and casinos were therefore significantly more likely to be negatively impacted by Covid and failure to fund these businesses would likely result in a disadvantage to people experiencing poverty.

**Stakeholder Engagement:**

We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 202, the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

We also engaged directly with the Bingo Association and the Betting and Gaming Council regarding the impact of restrictions on licensed Bingo Clubs and Casinos and who also provided additional information on the average operating costs associated with running their premises.

**Mitigations** – This is a sector specific top-up fund for Businesses already paid out via the Strategic Framework Business Fund, businesses from other sectors will have received Business Support funding via other grants and funds helping to mitigate the inequalities potentially faced as a result of the eligibility criteria for this fund.

**Next Steps (if any)**

N/A

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.



**Signed:**

**Date:** 16/11/2021

## Newly Self Employed Hardship Fund

<b>Name of Grant:</b>	Newly Self-Employed Hardship Fund (NSEHF) Phases 1 and 2
<b>Policy Lead</b>	Ewen Scott/Lynne Blair
<b>Legal power used:</b>	Section 126 of the Housing Grants, Regeneration and Construction Act 1996
<b>Grant Overview:</b>	<p><u>NSEHF (1)</u></p> <p>During the first wave of the Coronavirus pandemic the Scottish Government announced the Newly Self-Employed Hardship Fund (NSEHF) as a means of supporting self-employed individuals in Scotland who were not eligible for the UK Government's Self-Employment Income Support Scheme (SEISS), because they started self-employment on or after 6 April 2019. The fund launched on 10 April and provided a single one-off payment of £2,000. 8,002 applications were received with 5,602 Grants awarded (70 per cent of applications) amounting to £11,204,000. The grant closed in July 2020.</p> <p>On 5 November 2020, the Chancellor announced that both the Coronavirus Job Retention Scheme (CJRS) and the Self-employed Income Support Scheme (SEISS) would be extended for a further 6 months. This provided employees and self-employed individuals (who submitted a tax return on 2018/19) with additional financial support until March 2021. However, while the eligibility criteria for the CJRS was opened up to allow staff employed before 30 October 2020 to be eligible for furlough, the SEISS eligibility remained unchanged excluding many of more recent self-employed individuals.</p> <p><u>NSEHF (2)</u></p> <p>This fund was unique to Scotland and not available in the rest of the UK. It was launched to provide support to businesses impacted by Covid- 19 and to address gaps in UK Government support. This was specifically designed to reach and provide financial support to those who had fallen through these gaps, and so the eligibility criteria was as open and flexible as possible to maximise the number of successful applicants. To be eligible for the Newly Self-Employed Hardship Fund, applicants had to demonstrate that they:</p> <p>(i) Became self-employed on or after 6 April 2019 but before 17 March 2020 (and were therefore ineligible for the UK Government's Self Employment Income Support Scheme because they did not submit a tax return including income from self-employment for 2018-19).</p> <p>or</p>

	<p>(ii) Became self-employed between 1 October 2018 and 6 April 2019 but were ineligible for the Self Employment Income Support Scheme (SEISS) because they were not self-employed for a sufficient period of time in the 2018-19 Financial Year to demonstrate that they derived 50% of their income from self-employment.</p> <p>The NSHF was operated by UMi on behalf of the Scottish Government. It opened to applications on 16 February 2021 and closed on 23 March 2021. Eligible applicants were able to apply and receive one payment of £4,000 to alleviate hardship. On completion of the fund, more than 8,000 awards totalling £34.6 million had been made to a range of businesses</p> <p>External stakeholders SE and SLAED were also involved to assist applicants with any issues they may have while applying for this funds. Help was available online and via a dedicated phone service that was set up.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government considered from the start of the pandemic whether the lockdown provisions were consistent with the Equality Act 2010 and also considered whether the provisions could constitute indirect discrimination.</p> <p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.5 billion has been provided to business support.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context, there has been limited opportunity to gather evidence on the possible impacts of these measures. However, given the importance of assessing the impact on each of the protected characteristics, the Scottish Government has considered the measures 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.</p> <p>In many cases, the provisions have applied to all persons irrespective of protected characteristic, although it is acknowledged that the same provision may not have equal impacts.</p>

	<p>These funds recognised the ongoing financial hardship that many self-employed people experienced by virtue of being excluded from the Self-Employment Income Support Scheme (SEISS).</p> <p>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 measures or by support and guidance available.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods of people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19.</p> <p>It is worth noting that these funds were directed towards applicants who became self-employed on or after 6 April 2019 and were ineligible for the Self Employment Income Support Scheme. Applicants in this category were therefore considered, for the purposes of the fund, to be “<u>newly</u> self-employed”. Unfortunately, there is no data, in respect to equalities characteristics, available for this specific category/group. As such, this assessment has been considered using available data specific to people who are self-employed.</p>	
<b>Age: Older People and Children and Young People</b>	<p>In 2018 those aged 65 and over made up the smallest share of all those self-employed (10.3%). However, those aged 65 and over had the highest self-employment rate compared to other age groups: In 2018, 37.4% of those aged 65 and over in employment were self-employed compared to an overall self-employment rate of 12.2% for Scotland as a whole. The self-employment rate was lowest among those aged 16-24 (6.1%)<sup>35</sup>. As such there is potential for the fund to disproportionately have a positive impact to older people.</p>
<b>Sex: Men and Women</b>	<p>According to the Annual Population Survey, in 2018 321,300 people were Self Employed in Scotland. Men equated to 68% and woman the remaining 32%. As such, the fund holds potential to disproportionately impact men more that women.</p>
<b>Race</b>	<p>There is no evidence of a differential impact identified at this time.</p>
<b>Disability</b>	<p>In 2019 the self-employment rate for disabled people (13.4%) was higher than for non-disabled people (11.7%).<sup>36</sup> this indicates there is potential for a marginally different positive impact to disabled groups via this fund.</p>
<b>Religion and Belief</b>	<p>There is no evidence of a differential impact identified at this time.</p>
<b>Sexual Orientation</b>	<p>There is no evidence of a differential impact identified at this time.</p>
<b>Pregnancy and maternity</b>	<p>There is no evidence of a differential impact identified at this time.</p>

<sup>35</sup> [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018](#)

<sup>36</sup> [Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018](#) (Last updated: May 2019)

<b>Gender reassignment</b>	There is no evidence of a differential impact identified at this time.
<b>Marriage or Civil Partnership</b>	There is no evidence of a differential impact identified at this time.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Due to self-employment covering a wide range of sectors it is difficult to acquire socio-economic data on it as a whole. Below is data from a sector found within self-employment.</p> <p>A third (33.8%) of the workforce of the close contact services sector are self-employed, higher than the Scottish average of 12.4%.<sup>37</sup> Closure of mobile close contact services will have a higher than average impact on those that are self-employed, who may already be economically disadvantaged through low levels of pay. The take-up rate of the UK Government's Self-Employment Income Support Scheme (SEISS) for the other service activities sector in Scotland was 78% as at 30 September 2020.</p> <p>The National Hair and Beauty Federation Industry Data booklet 2019 reports the average annual salary of Hairdressers and barbers was £17,609 and the average annual salary of beauticians of £17,178. Whilst not representative of all services provided under the broader close contact services categorisation, these salaries fare significantly lower than the weekly rate of £428.80 which is the Median Gross Weekly Public Sector Earnings for Scotland in 2018.<sup>38</sup></p> <p>The Scottish Government's Monthly GDP statistics for August 2020<sup>39</sup> shows the close contact services sector as 34.2% lower compared to August 2019 and 10.0% lower for the economy overall.</p> <p>As previously stated, the Scottish Government's Monthly GDP statistics for August 2020 shows a year on year contraction of the close contact services sector between 2019 and 2020 (34.2% lower in August compared to August 2019) and 10.0% lower for the economy overall.</p> <p>These statistics show that, within the groups identified, there is potential for a disproportionate impact to those on lower salaries, and therefore this fund is likely to positively impact these groups.</p>

<sup>37</sup> Source: Annual Population Survey 2019.

<sup>38</sup> Source: Scottish Government: Annual survey of hours and earnings: 2018

<sup>39</sup> Source: [www.gov.scot/publications/monthly-gdp-august-2020/](http://www.gov.scot/publications/monthly-gdp-august-2020/)

**Stakeholder Engagement:**

The Scottish Government has engaged extensively with businesses and their representative organisations since March 2020 and has regular meaningful engagement with business leaders on a range of priority issues, including economic recovery and business support.

During the 16 month period from March 2020 to July 2021 over 1,270 engagements took place, and a regular programme of engagement continues, including with CBI, FSB, IoD, Scottish Chambers of Commerce, SCDI, Scottish Financial Enterprise, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

The NSEHF (1) was co-designed with local authorities and COSLA. Involving local authorities in the design helped bring them on board and work successfully as the delivery partner.

Management information on the Funds continues to be published on the Scottish Government website.<sup>40</sup>

**Mitigations****NSEHF Fund (1)**

The closure report stated that users, customers and other stakeholders were satisfied with the outcomes. Positive feedback was received from applicants, local authorities and other stakeholders on the effectiveness of funding and its delivery to new vulnerable businesses and that the assistance helped them to survive.

Using the Local Authority network to manage and administer the NSEHF was vital in reaching all parts of Scotland and ensured that this resource was mobilised to deliver this project effectively. The Project Plan ensured the successful delivery of the project with few issues encountered during the active phase of the project, except a long tail of late stage approvals in a small number of local authorities running into August. The co-design of the scheme elements was really successful as the local authorities had insight into the practical elements, benefit processes and deliverability.

**NSEHF (2)**

A fully assisted application process was put in place, whereby an UMi assessor could take the details and submit an application on behalf of an applicant if they were unable to complete an application themselves. This solution was built to assist those user groups that may have had visual/disability challenges in being able to apply online to the fund.

An appeals process was introduced to ensure that there were sufficient routes to challenge decisions and have applications reviewed by a separate team. This was undertaken by the Scottish Government's Covid Income Support Team. A one to one telephone service was introduced to help applicants discuss their application with an assessor.

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<sup>40</sup> [Coronavirus \(COVID-19\): business support funding statistics - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/information/coronavirus-business-support-funding-statistics/)

Dedicated mailboxes were established to handle the large volume of enquiries from applicants, MSPs, MPs and other stakeholders to enhance accessibility. These mailboxes received over 1,000 enquiries. The mailboxes continued to be monitored after the fund closed with an automatic message signposting an alternative means of Scottish Government contact.

A phone helpline was also set up by SE to aid applicants with the application process. This helped negate some accessibility issues and provided applicants a chance to speak to someone directly about any issues or problems they were having with applying for funding.

The Scottish Government recognised that there were a wide range of businesses impacted by restrictions in this category who did not meet the eligibility criteria for the Wedding Industry Fund, and as such who were not eligible for financial support through this fund.

The Scottish Government set up a number of other grant support schemes for the purposes of ensuring that those experiencing financial hardship, as a result of Covid-19 receive appropriate support.

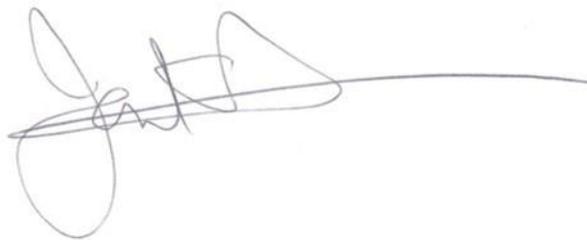
This included, but not limited to: the Strategic Framework Business Fund, specific schemes for taxi and private hire vehicle drivers, accommodation providers, as well as the Local Authority Discretionary Fund which identified businesses that operate from closed or restricted sectors those that rely on entering domestic premises and those in the supply chain of closed or restricted sectors as types of business that local authorities should consider supporting.

#### **Next Steps (if any)**

Where any unintended negative impacts have been identified, we will seek to mitigate/eliminate these by setting out areas which should be subject to further consideration during the development of possible future business support funds. The findings of this EQIA will help to aid the design and introduction of possible future schemes, should resources become available.

#### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, appearing to read 'Joe Brown', with a long horizontal line extending to the right.

**Signed:** JOE BROWN  
**Date:** 1 March 2022

## The Pivotal Enterprise Resilience Fund (PERF)

<b>Name of Grant:</b>	The Pivotal Enterprise Resilience Fund (PERF)
<b>Policy Lead</b>	
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to Covid-19
<b>Grant Overview:</b>	<p>Managed by the Enterprise Agencies, bespoke grants and wrap around business support for viable but vulnerable Small and Medium-sized Enterprises (SMEs) vital to the local or national economic foundations of Scotland.</p> <p>The PERF recognised the ongoing financial hardship that many SMEs experienced as a result of COVID-19.</p> <p>Whilst being sector agnostic, it was designed to support a particular type of pivotal small and medium-sized business. Successful applicants were able to provide evidence of, or demonstrate impact in, one or more of the following areas:</p> <ul style="list-style-type: none"> <li>• Supporting Scotland’s productive capacity – through wage levels, employment, exports, Research &amp; Development and innovation</li> <li>• Local economic importance which would include areas such as, employee numbers relative to place, delivery of essential services, wider economic and community value, plus the socio-economic importance of the business in remote and rural areas</li> <li>• Leverage on wider business community by demonstrating the impacts of your business on supply chain at a local, regional and national level</li> <li>• Being a supplier or potential supplier to NHS or other COVID-19 vital services</li> <li>• Being a supplier to other essential businesses</li> <li>• Demonstrating a need to rapidly scale up or diversify due to COVID-19.</li> </ul> <p>The application process allowed each applicant to make clear their contribution to the economy and their community.</p> <p>Due to demand the PERF received, £75m in additional funding post-launch, taking the total fund allocation to £120m.</p>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland’s economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021.</p>

Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.

Since the start of the pandemic, the Scottish Government has spent £4.4 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic.

Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The PERF was no exception to this. Within this context, there has been limited opportunity to gather evidence on the possible impacts of the business support fund. However, from the start of the pandemic, the Scottish Government has considered the lockdown provisions 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.

In many cases, the provisions have applied to all persons irrespective of protected characteristic, although it is acknowledged that the same provision may not have equal impacts.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds. However, the Scottish Government completed an [Equality Impact Assessment](#) on the Strategic Framework to assess the policy impact on diverse groups and individuals, and this overarching EQIA provided the context in which the business support grants, including PERF, were developed.

## **KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

By distributing financial support through these funds, the Scottish Government acted to mitigate the impact of these regulations on businesses to support them in remaining financially viable while restrictions were in place. In doing so, this assessment shows that the funds acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately.

As at March 2020<sup>41</sup>, there were 361,875 SMEs operating in Scotland, providing an estimated 1.2 million jobs.

The PERF provided support to viable but vulnerable SMEs, protecting their income and helping to advance equality of opportunity by ensuring their survival through the pandemic. We sought to mitigate any negatives identified by ensuring all relevant networks signpost the fund to make sure it has the maximum impact.

### **Age: Older People and Children and Young People**

There is extensive research on the detrimental impacts of restrictions introduced to control the spread of Covid-19 on children and young people. Particular attention has been paid to the impact of restrictions on the incomes and career prospects of young people both of which have been specifically recognised by the Scottish Government. Employment figures published by the Office for National Statistics (ONS) show the extent to which the impacts of Covid-19 on the labour market in Scotland have fallen disproportionately on young people.

The long term 'scarring' impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal Studies (IFS) and the Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 than those aged 25-44.

### **Sex: Men and Women**

An assessment of the restrictions introduced at this time similarly shows that, like young people, these also had a disproportionate impact on women primarily driven by two factors, high numbers of women-led businesses in the retail, hospitality and leisure sectors as well as a clustering of female employment within these sectors.

According to the Small Business Survey, in 2018, 15%<sup>42</sup> of SME employers were women-led (controlled by one woman or have a management team of which a majority are woman) and 73% of SME employers were family-owned.

<sup>41</sup> [High level summary of statistics, Business and Innovation](#)

<sup>42</sup> [Small Business Survey Scotland 2018, Office of the Chief Economic Adviser](#)

<b>Race</b>	<p>We do not have statistics breaking down race, however, according to the Small Business Survey, in 2018, 2%<sup>43</sup> of SME employers were minority ethnic group led.</p> <p>Consultation with stakeholders revealed the importance of tailored support for the SME sector during the pandemic in order to mitigate the economic impact of this unparalleled crisis. Our main concern was to design a funding scheme that would be inclusive for each SME, provided they were able to evidence meeting the criteria.</p> <p>As this fund contributed to maintaining the financial viability of SMEs it is thought that this will also act to preserve jobs for a wide range groups.</p>
<b>Disability</b>	<p>Due to the intent of this Fund to cover a wide range of SMEs, it is difficult to acquire disability data on it as a whole. However, the below data indicates there is a potential for a marginally different positive impact on non-disabled groups via this fund:</p> <ul style="list-style-type: none"> <li>• In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>• The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>44</sup>.</li> </ul>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	We are not aware of any differential impact. However this was a hardship fund specifically tailored to support for SMEs during the pandemic in order to mitigate the economic impact of this unparalleled crisis, thus enabling previously viable businesses to get through the uncertainty and remain viable.

<sup>43</sup> [Small Business Survey Scotland 2018, Office of the Chief Economic Adviser](#)

<sup>44</sup> [Annual population survey: results for year to 31 December 2019](#)

	<p>The PERF was a needs-based grant for Scottish SME firms that can demonstrate they are vulnerable but can present a strong business case for a viable future. Funding was targeted to SMES who could prove that they are vital to the local, regional or national economy. One of the requirements of the fund was to provide evidence of, or demonstrate impact in, one of six areas which included evidence of local economic importance which includes areas such as socio-economic importance of the business in remote and rural areas.</p>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p> <p>Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.</p> <p>This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.</p>	
<p><b>Mitigations –</b> Due to demand the PERF received, £75m in additional funding post-launch, taking the total fund allocation to £120m.</p> <p>The Scottish Government set up a number of other grant support schemes for the purposes of ensuring that those experiencing financial hardship, as a result of Covid-19 receive appropriate support.</p> <p>This included, but not limited to; the Strategic Framework Business Fund, specific schemes for taxi and private hire vehicle drivers, accommodation providers, as well as the Local Authority Discretionary Fund which identified businesses that operate from closed or restricted sectors those that rely on entering domestic premises and those in the supply chain of closed or restricted sectors as types of business that local authorities should consider supporting.</p>	
<p><b>Next Steps (if any)</b> N/A</p>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> John Paul Liddle</p> <p><b>Date:</b> 2<sup>nd</sup> March 2022</p>	

## Creative Tourism and Hospitality Enterprises Hardship Fund

<b>Name of Grant:</b>	The Creative, Tourism and Hospitality Enterprises Hardship Fund (CTHEHF)
<b>Policy Lead</b>	
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to Covid-19
<b>Grant Overview:</b>	<p>Managed by the Enterprise Agencies with support from Creative Scotland and VisitScotland, the fund provided bespoke funding for small and micro creative, tourism and hospitality companies experiencing hardship as a result of Covid-19. The focus was to help companies manage cashflow commitment, including those furloughing staff.</p> <p>The fund provided grants of up to £25,000 for businesses not in receipt of business rates grants.</p> <p>The fund was needs based, which meant applicants had to demonstrate financial hardship as a result of Covid-19 as well as meeting the following criteria:</p> <ul style="list-style-type: none"> <li>• Companies with up to 49 employees</li> <li>• Experienced at least a 50% loss of current or projected revenue</li> <li>• Not in financial difficulty before 31 December 2019</li> <li>• You cannot be in receipt of other COVID-19 government grant support, apart from the Furlough Scheme or self-employment income support</li> <li>• Not for pre-revenue companies</li> <li>• Must have a business bank account</li> </ul>
<b>Executive Summary:</b>	<p>The extraordinary measures taken by the Scottish Government to protect the right to life and right to health for the people of Scotland throughout the Covid-19 pandemic have placed unprecedented pressures on Scotland's economy and business community. Health protection regulations required certain businesses to close or placed specific restrictions on their operations at different times between March 2020 and August 2021. Many others were impacted by significant reductions in demand due to these restrictions or as a result of the introduction of domestic and/or international travel restrictions.</p> <p>Since the start of the pandemic, the Scottish Government has spent £4.4 billion in providing direct financial support to those businesses impacted by Covid-19 restrictions and regulation. As the impacts of restrictions</p>

were felt differently across the business community, varying according to factors such as sector and location, a range of different funding streams were developed to target financial support towards specific sectors or types of business based on the challenges they were experiencing as a result of the pandemic.

Given the unprecedented challenges presented by Covid-19 it was necessary to develop financial support schemes at pace to ensure that funds were distributed rapidly in the interests of preventing business closures and preserving jobs. The Creative, Tourism and Hospitality Enterprises Hardship Fund was no exception to this. Within this context, there has been limited opportunity to gather evidence on the possible impacts of the business support fund. However, from the start of the pandemic, the Scottish Government has considered the lockdown provisions 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.

In many cases, the provisions have applied to all persons irrespective of protected characteristic, although it is acknowledged that the same provision may not have equal impacts.

Every effort is made to ensure that Equality Impact Assessments (EQIA) are published timeously. However, the speed at which it has been necessary to ensure mechanisms are in place for supporting businesses impacted by Covid-19 restrictions has resulted in delays to completing EQIAs for a number of business support funds. However, the Scottish Government completed an [Equality Impact Assessment](#) on the Strategic Framework to assess the policy impact on diverse groups and individuals, and this overarching EQIA provided the context in which the business support grants, including Creative, Tourism and Hospitality Enterprises Hardship Fund, were developed.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

By distributing financial support through these funds, the Scottish Government acted to mitigate the impact of these regulations on businesses to support them in remaining financially viable while restrictions were in place. In doing so, this assessment shows that the funds acted to advance equalities by protecting businesses in sectors that impact on the lives of those with protected characteristics disproportionately.

This emergency funding has supported otherwise viable businesses, protecting the business base, jobs and livelihoods of people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19.

<p><b>Age: Older People and Children and Young People</b></p>	<p>There is extensive research on the detrimental impacts of restrictions introduced to control the spread of Covid-19 on children and young people. Particular attention has been paid to the impact of restrictions on the incomes and career prospects of young people both of which have been specifically recognised by the Scottish Government. Employment figures published by the Office for National Statistics (ONS) show the extent to which the impacts of Covid-19 on the labour market in Scotland have fallen disproportionately on young people.</p> <p>The long term ‘scarring’ impacts of the pandemic on the career prospects of young people have also been highlighted by organisations such as the Institute for Fiscal Studies (IFS) and the Social Metrics Commission the latter of which has shown that young people (18 -24) are 7% more likely to experience a negative labour market outcome as a result of Covid-19 that those aged 25-44.</p>
<p><b>Sex: Men and Women</b></p>	<p>Visitor accommodation provides an important contribution to Scotland’s visitor economy. Almost 53,000 jobs are provided by the accommodation sector as a whole (BRES 2018), with GVA for Accommodation at more than £1.6bn in 2017.</p> <p>The tourism sector has a disproportionately young workforce compared to other sectors. 36% of the accommodation and food services sector workforce is aged 16-24, compared to 12% overall for Scotland<sup>45</sup>.</p> <p>An assessment of the restrictions introduced at this time showed that, like young people, these also had a disproportionate impact on women primarily driven by two factors, high numbers of women-led businesses in the retail, hospitality and leisure sectors as well as a clustering of female employment within these sectors.</p> <p>According to the Small Business Survey, in 2018, 15%<sup>46</sup> of SME employers were women-led (controlled by one woman or have a management team of which a majority are woman) and 73% of SME employers were family-owned.</p> <p>According to Annual Population Survey 2019, women constitute 52.3% of the tourism workforce<sup>47</sup>.</p> <p>The CTHEHF contributed to advance equality of opportunity for women. Given a higher proportion of the workforce within the</p>

<sup>45</sup> Data has been extracted from the Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018

<sup>46</sup> [Small Business Survey Scotland 2018](#), Office of the Chief Economic Adviser

<sup>47</sup> Annual Population Survey 2019, and the Annual Survey of Hours and Earnings 2018

	<p>tourism sector are likely to be women, the Fund impacted directly by safeguarding jobs with hardship funding made accessible to aid future business viability.</p> <p>As this fund contributed to maintaining the financial viability of small and micro creative, tourism and hospitality businesses, it is thought that this will also act to preserve jobs for a wide range groups, including young people and women.</p>
<b>Race</b>	<p>We do not have statistics breaking down race, however, according to the Small Business Survey, in 2018, 2%<sup>48</sup> of SME employers were minority ethnic group led.</p> <p>Previous economic recessions have also disproportionately impacted minority ethnic employment, and this could be something that is repeated as a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>49</sup>.</p> <p>At the time of the last Census in in 2011 it could also be seen that Gypsy/Travellers are also most likely to be employed in the hospitality sector - 31% of all those who were employed, compared to 21% for the employed population as a whole<sup>50</sup> Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>51</sup>.</p> <p>Consultation with stakeholders revealed the importance of tailored support for the sector this fund aimed to support during the pandemic in order to mitigate the economic impact of this unparalleled crisis. Our main concern was to design a funding scheme that would be inclusive for each SME, provided they were able to evidence meeting the criteria.</p> <p>As this fund contributed to maintaining the financial viability of specific small and micro businesses it is thought that this will also act to preserve jobs for a wide range groups.</p>
<b>Disability</b>	<p>Due to the intent of this Fund to cover a wide range of sectors, it is difficult to acquire disability data on it as a whole. However, the below data indicates there is a potential for a marginally different positive impact on non-disabled groups via this fund:</p>

<sup>48</sup> [Small Business Survey Scotland 2018, Office of the Chief Economic Adviser](#)

<sup>49</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#)

<sup>50</sup> [Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.](#)

<sup>51</sup> [National Records of Scotland. Census 2011: Release 3l  
www.nrscotland.gov.uk/news/2014/census-2011-release-3l](#)

	<ul style="list-style-type: none"> <li>• In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>• The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>52</sup>.</li> </ul>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We are not aware of any differential impact. However this was a hardship fund specifically tailored to support small and micro businesses in a number of sectors during the pandemic in order to mitigate the economic impact of this unparalleled crisis, thus enabling previously viable businesses to get through the uncertainty and remain viable.</p> <p>The CTHEHF was a needs-based grant for Scottish SME firms that could demonstrate financial hardship as a result of the pandemic. Funding was targeted to small and micro businesses to support cashflow commitments, including those furloughing staff.</p>
<b>Stakeholder Engagement:</b>	
<p>We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.</p> <p>Engagement with business leaders included regular communication with HMRC, CBI, FSB, IoD, SCC, SCDI, SFE, STUC, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink etc.</p> <p>This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.</p>	

<sup>52</sup> Annual population survey: results for year to 31 December 2019



## Mobile and Home Based Close Contact Services Fund

<b>Name of Grant:</b>	Mobile and Home Based Close Contact Services (MHBCCS) Fund
<b>Policy Lead</b>	Ewen Scott
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996.
<b>Grant Overview:</b>	<p>The MHBCCS Fund was launched to provide support to businesses impacted by Covid- 19, and to address gaps in UK Government support. The Fund was for owners and operators of mobile and home-based close contact service businesses and for registered driving instructors in Scotland. It was therefore specifically aimed at businesses such as beauticians, massage therapists, hairdressers/barbers, tattooists, services or procedures which require physical contact or close physical proximity between a provider and a customer and are not ancillary to medical, health, or social care services as defined in The Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020.<sup>54</sup></p> <p>The Fund was operated on behalf of the Scottish Government by an external delivery organisation, UMi. Applications opened on 16 February 2021 for four weeks. The closing date was later extended by one week in response to stakeholder feedback. It closed to new applications on 23 March 2021, but processing continued until 30 April 2021. Applicants whose applications were in progress were permitted to submit further information as necessary to further support their applications. Partners most closely involved in the delivery of the Fund were:</p> <ul style="list-style-type: none"> <li>• Scottish Government (SG) – the contract management team;</li> <li>• Scottish Enterprise (SE) – the Find Business Support Helpline team;</li> <li>• SLAED – the local authority liaison; and</li> <li>• UMi - the contract delivery team.</li> </ul> <p>Eligible applicants were able to apply and receive one payment of £4,000 from the MHBCCS Fund to alleviate financial hardship. The Fund has proved successful with 8,945 awards made totalling £35.8 million.</p>
<b>Executive Summary:</b>	The Scottish Government considered from the start of the pandemic whether the lockdown provisions were consistent with the Equality Act 2010 and also considered whether the provisions could constitute indirect discrimination. In many cases, the provisions have applied to all persons irrespective of protected characteristic, although it is acknowledged that the same provision may not have equal impacts.

<sup>54</sup> [The Health Protection \(Coronavirus\) \(Restrictions and Requirements\) \(Local Levels\) \(Scotland\) Regulations 2020 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.4 billion has been provided to business support.

In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.

Within this context, there has been limited opportunity to gather evidence on the possible impacts of these measures. However, given the importance of assessing the impact on each of the protected characteristics, the Scottish Government has considered the measures 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.

To align with the Strategic Framework, grants were awarded to Mobile Close Contact Service providers that resided in local authority areas that were subject to restrictions under Protection Level 2 or above and similarly provided grants to mobile hairdressers/barbers as well as driving instructors that were subject to restrictions under Protection Level 4. This was consistent with the approach adopted through the Strategic Framework Business Fund.

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 measures or by support and guidance available.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods of people across the range of protected characteristics, many of whom have been disproportionately affected by COVID-19.

There no specific data on characteristics and demographics for the driving instructors customer group. However, there is data for the more general group denoted as close contact service providers.

The closure of all close contact services will have impacted people of all characteristics - both those that deliver and those that use these services. We know that there is a disproportionate impact to women in close contact and mobile services sector 80.7% of close contact service providers are women.

<p>This sector has been badly affected by the restrictions with many unable to earn an income between the first March 2020 lockdown and then at varying impacts (dependent on the regional location) upon the introduction of the level system in November 2020 and until level 2 restrictions were lifted depending on regional location from June 2021</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>19.1% of those working in close contact services are aged 16-24 compared to 12.3% of the workforce as a whole.<sup>55</sup> As the proportion of young people who work in close contact services is higher than the total workforce average, young people working in this sector may have been more likely to be economically disadvantaged as a result of the restrictions. No data is available in relation to the age of those applying for support from this fund.</p>
<p><b>Sex: Men and Women</b></p>	<p>Hairdressing and hair removal services and beauty services, including make-up, tanning and nail treatments accounted for 46% of the applications received for this fund. Women are significantly more likely than men to work in the ‘other personal service activities’ sector (referred to as “Close Contact Services” in this document). No such data is available for driving instructors.</p> <p>Women made up 80.7% of the total close contact services workforce in 2019.<sup>56</sup> The closure of certain mobile close contact services is therefore likely to potentially have had a negative impact disproportionately on females and income. However, eligible self-employed female applicants would have benefitted from the funding available. While there is no reliable data on how many women use these services, the high proportion of women working in the sector may correlate to a similarly high number of women users of the services.</p> <p>Men make up less than 20% of the mobile close contact services workforce and a third (33.8%) of the workforce of close contact services more generally is self-employed, higher than the Scottish average of 12.4%.<sup>57</sup> While the proportion of men impacted by closure of mobile or close contact services was likely to be less than that of women, the economic impact in terms of loss of income is likely to be similar to women.</p> <p>The National Hair and Beauty Federation Industry Data booklet 2019 reports a 64% increase in the number of barber shops across the UK over a 5 year period (2014-2019). Barbering businesses will be among those captured in the Scottish Government’s Monthly GDP statistics for August 2020<sup>58</sup> that shows the close contact services sector as 34.2% lower in August compared to the same period in August 2019 and 10.0% lower for the economy overall.</p>

<sup>55</sup> Source: Annual Population Survey 2019

<sup>56</sup> Source: Annual Population Survey 2019

<sup>57</sup> Source: Annual Population Survey 2019

<sup>58</sup> Source: [www.gov.scot/publications/monthly-gdp-august-2020/](http://www.gov.scot/publications/monthly-gdp-august-2020/)

	As barbering services are almost exclusively used by men they are likely to have been impacted by their closure, but no more or less so than other groups with protected characteristics..
<b>Race</b>	There are an estimated 30,000 people employed in the close contact services workforce of which 6.7% are from an ethnic minority. 90.9% of the close contact services workforce is a UK National, 4.7% an EU National, and 4.4% is an Other Non-EU National. <sup>59</sup> As 9% of those delivering these services are non-UK nationals the impact of closure of such services would be greatest among those who class themselves as UK nationals. More generally, at a UK level, In 2019 the overall self-employment rate for minority ethnic adults (16.1%) was higher than for the 'White' ethnic group (12.2%).
<b>Disability</b>	<p>There is no data available to establish the number of disabled people that either work in personal close contact services or are users of such services. However data suggest that 9% of SMEs employing sole traders registered as having a disability.</p> <p>Where mental health is the disability, there is the potential that ceasing mobile close contact services may have exacerbated any underlying mental health issue.</p> <p>Additionally, it is notable that disabled people may rely on close contact services to help maintain quality of life, and on mobile services if they are unable to easily leave the home. Restricted access to such services could potentially reduce quality of life. For disabled people who receive either physical, or therapeutic relief from such services, their closure might have had a detrimental impact on physical wellbeing.</p>
<b>Religion and Belief</b>	There is no evidence of a differential impact identified at this time.
<b>Sexual Orientation</b>	There is no evidence of a differential impact identified at this time.
<b>Pregnancy and maternity</b>	There is no evidence of a differential impact identified at this time.
<b>Gender reassignment</b>	There is no evidence of a differential impact identified at this time.
<b>Marriage or Civil Partnership</b>	There is no evidence of a differential impact identified at this time.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	Socio-economic impacts may have potentially been experienced predominantly by women between the first March 2020 lockdown and then at varying impacts upon the introduction of the level system in November 2020 until level 2 restrictions were lifted depending on regional location from June 2021.

<sup>59</sup> Source: Annual Population Survey 2019

	<p>The National Hair and Beauty Federation Industry Data booklet 2019 reports the average annual salary of hairdressers and barbers was £17,609 and the average annual salary of beauticians of £17,178.</p> <p>Whilst not representative of all services provided under the broader close contact services categorisation, these salaries fare significantly lower than the weekly rate of £428.80 which is the Median Gross Weekly Public Sector Earnings for Scotland in 2018.<sup>60</sup></p> <p>The Scottish Government's Monthly GDP statistics for August 2020<sup>61</sup> shows the close contact services sector as 34.2% lower compared to August 2019 and 10.0% lower for the economy overall.</p> <p>A third (33.8%) of the workforce of the close contact services sector are self-employed, higher than the Scottish average of 12.4%.<sup>62</sup> Closure of mobile close contact services will have a higher than average impact on those that are self-employed, who may already be economically disadvantaged through low levels of pay. The take-up rate of the UK Government's Self-Employment Income Support Scheme (SEISS) for the other service activities sector in Scotland was 78% as at 30 September.</p> <p>As previously stated, the Scottish Government's Monthly GDP statistics for August 2020 shows a year on year contraction of the close contact services sector between 2019 and 2020 (34.2% lower in August compared to August 2019) and 10.0% lower for the economy overall. Closure of mobile and home based close contact services impacted a sector which is predominantly used by and employing women.</p>
<p><b>Stakeholder Engagement:</b></p> <p>The Scottish Government has engaged extensively with businesses and their representative organisations since March 2020 and has regular meaningful engagement with business leaders on a range of priority issues, including economic recovery and business support. During the 16 month period from March 2020 to July 2021 over 1,270 engagements took place, and a regular programme of engagement continues, including with CBI, FSB, IoD, Scottish Chambers of Commerce, SCDI, Scottish Financial Enterprise, Scottish Retail Consortium, Scottish Tourism Alliance and Scotland Food and Drink.</p>	

<sup>60</sup> Source: Scottish Government: Annual survey of hours and earnings: 2018

<sup>61</sup> Source: [www.gov.scot/publications/monthly-gdp-august-2020/](http://www.gov.scot/publications/monthly-gdp-august-2020/)

<sup>62</sup> Source: Annual Population Survey 2019

Prior to the launch of this Fund, and regularly thereafter, Scottish Government officials engaged regularly with the following business or stakeholder bodies:

- Association of Driving Instructors;
- Approved Driving Instructors National Joint Council (ADINJC);
- Beauty Booker;
- The British Association of Beauty Therapy and Cosmetology (BABTAC);
- Salon Logic;
- Excluded UK; and
- Scottish Massage Therapists Organisation

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

Daily project management meetings were also initiated before the go-live date and held throughout most of the delivery period between UMi, SG and broader partnership representatives including SLAED and Scottish Enterprise (SE). Changes to the service specification were discussed and agreed at these meetings in response to stakeholder feedback, applicant experience and internal risk management strategies.

Management information on the Fund continues to be published on the Scottish Government website.<sup>63</sup>

#### **Mitigations –**

A fully assisted application process was put in place, whereby an UMi assessor could take the details and submit an application on behalf of an applicant if they were unable to complete an application themselves. This solution was built to assist any prospective applicant that wished to utilise it, including those user groups that may have visual/disability challenges in being able to apply online to the fund.

An appeals process was introduced to ensure that there were sufficient routes to challenge decisions and have applications reviewed by a separate team. This was undertaken by the Scottish Government's Covid Income Support Team. A one to one telephone service was introduced to help applicants discuss their application with an assessor.

Dedicated mailboxes were established to handle the large volume of enquiries from applicants, MSPs, MPs and other stakeholders to enhance accessibility. These mailboxes received over 1,000 enquiries. The mailboxes continued to be monitored after the fund closed with an automatic message signposting an alternative means of Scottish Government contact. A phone helpline was also set up by SE to aid the application process. This helped negate some accessibility issues and provided applicants a chance to speak to someone directly about any issues or problems they were having with applying for funding.

The Scottish Government recognised that there were a wide range of businesses impacted by restrictions in this category who did not meet the eligibility criteria for the Wedding Industry Fund, and as such who were not eligible for financial support through this fund.

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<sup>63</sup> [Coronavirus \(COVID-19\): business support funding statistics - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/consultation-papers/covid-19-business-support-funding-statistics/)

The Scottish Government set up a number of other grant support schemes for the purposes of ensuring that those experiencing financial hardship, as a result of Covid-19 received appropriate support. This included, but not limited to; the Strategic Framework Business Fund, specific schemes for taxi and private hire vehicle drivers, accommodation providers, as well as the Local Authority Discretionary Fund which identified businesses that operated from closed or restricted sectors, those that rely on entering domestic premises and those in the supply chain of closed or restricted sectors as types of business that local authorities should consider supporting.

**Next Steps (if any)**

Where any unintended negative impacts have been identified, we will seek to mitigate/eliminate these by setting out areas which should be subject to further consideration during the development of possible future business support funds. The findings of this EQIA will help to aid the design and introduction of possible future schemes, should resources become available.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

**Signed:**

**Date:** 08/11/2021

## Bed & Breakfast Hardship Fund

<b>Name of Grant:</b>	Bed & Breakfast Hardship Fund
<b>Policy Lead</b>	Patrick Berry
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	A fixed rate (£3k) grant award scheme for micro and small tourism and hospitality businesses, namely domestic Bed & Breakfast establishments, administered and disbursed by Local Authorities.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This emergency funding has supported otherwise viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>This fund was developed quickly with the purpose to provide hardship relief to B&amp;B/small serviced accommodation providers who had not been able to access support through other schemes, due to ineligibility.</p> <p>This addressed a small sector adversely impacted by the pandemic, to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>In developing these funds we engaged with The Scottish Bed &amp; Breakfast Association, Visit Scotland, COSLA and reps from Scotland's Local Authorities to understand the challenges facing the sector and develop a quickly deliverable support package.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this by the support and guidance available. For example we have partnered with Scotland's Local Authorities to ensure we have a local understanding of the businesses directly affected.</p>
<b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>	
<p>The measures outline support for a small group of people and businesses protecting their income and helping to advance equality of opportunity by ensuring their survival through the pandemic. We sought to mitigate any negatives identified by ensuring all relevant networks signpost the fund to make sure it has the maximum impact.</p>	

<p><b>Age: Older People and Children and Young People</b></p>	<p>It can be seen that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>64</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Bed and Breakfast Hardship Fund helped enable an equality of opportunity for young people by helping ensure the viability of Bed and Breakfasts across the country, therefore helping to preserve jobs that we can see are taken by young people.</p> <p>The Scottish Government has made a commitment establishing a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>Women are more likely than men to work in the accommodation industry. We know that women constitute 54.8% of the workforce in Accommodation and Food Services<sup>65</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>66</sup>.</p> <p>Consultation with stakeholders revealed the importance of tailored support for the Bed and Breakfast sector during the pandemic in order to mitigate the economic impact of this unparalleled crisis.</p>

<sup>64</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

<sup>65</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

<sup>66</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

	<p>Our main concern was to design a funding schemes that would be inclusive for each Bed and Breakfast business, provided they were able to evidence meeting the criteria.</p> <p>The Bed and Breakfast Hardship Fund contributed to advance equality of opportunity for women. Given a higher proportion of the workforce within this sector are likely to be women the Fund impacted directly by safeguarding jobs with hardship funding made accessible to aid future business viability.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>We do not have statistics breaking down Bed and Breakfast ownership but we know that the sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>67</sup>.</p> <p>Previous economic recessions have also disproportionately impacted minority ethnic employment, and this could be something that is repeated as a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>68</sup>.</p> <p>At the time of the last Census in in 2011 it could also be seen that Gypsy/Travellers are also most likely to be employed in the hospitality sector - 31% of all those who were employed, compared to 21% for the employed population as a whole<sup>69</sup> Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>70</sup>.</p> <p>Consultation with stakeholders revealed the importance of tailored support for the Bed and Breakfast sector during the pandemic in order to mitigate the economic impact of this unparalleled crisis. Our main concern was to design a funding schemes that would be inclusive for each Bed and Breakfast business, provided they were able to evidence meeting the criteria.</p>

<sup>67</sup> Scottish Government (2020), *Non-UK Nationals in Scotland's Workforce* [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>68</sup> ['Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#)

<sup>69</sup> *Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.*

<sup>70</sup> National Records of Scotland. *Census 2011: Release 3i*  
[www.nrscotland.gov.uk/news/2014/census-2011-release-3i](http://www.nrscotland.gov.uk/news/2014/census-2011-release-3i)

	<p>As this fund contributed to maintaining the financial viability of Bed and Breakfasts it is thought that this will also act to preserve jobs for a wide range groups. A large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy/Travellers as well as visible minority ethnic population, it is believed this fund will have acted to preserve jobs in these groups.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b>Disability</b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the Bed and Breakfast sector. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>71</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the Bed and Breakfast sector. The Scottish Government worked in collaboration with its delivery partners, Scotland's Local Authorities to put in place accessibility measures to ease applications for disabled people.</p>

<sup>71</sup> Annual population survey: results for year to 31 December 2019

	<p>For instance:</p> <ul style="list-style-type: none"> <li>- The guidance was announced earlier than the fund going live, allowing any issues to be reported early.</li> <li>- Dedicated case handlers within Local Authorities were appointed as points of contact to ensure continuity.</li> <li>- Documents were available in written format to try and ensure that it was accessible to those with difficulty in using digital technology.</li> </ul> <p>This contributed to reducing discrimination and advancing equality of opportunity for Bed and Breakfast owners with a disability.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report “If not now, when?” was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	We are not aware of any differential impact. However this was a hardship fund specifically tailored to support the Bed and Breakfast sector during the pandemic in order to mitigate the economic impact of this unparalleled crisis, thus enabling previously viable businesses to get through the uncertainty and remain viable.
<p><b>Stakeholder Engagement:</b> The Scottish Government worked closely with industry at every stage of the pandemic to deliver where possible on their asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, Scottish Bed and Breakfast Association, self-catering businesses, South Scotland hoteliers, the Scottish Independent Hostels, Hostelling Scotland, Independent Hostels UK, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).</p> <p>This engagement, in place since the start of the pandemic gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.</p>	

Positive outcomes of this engagement include:

- Extensive support in place for the sector (including development of specific targeted packages for hotels, hostels self-catering, this B&B Fund, support for small accommodation providers who pay council tax). The Scottish Government continues to engage regularly with this sector.

**Mitigations** – The Scottish Government set up the Bed & Breakfast Hardship Fund to mitigate the impact of Covid-19 on this sector. However, further extension of Covid-19 restrictions could prevent the desired outcomes being achieved.

The fund was launched in part to close a gap in funding, as many Bed & Breakfasts did not operate with a business bank account and were therefore unable to access other funding streams launched by the Scottish Government. The SG altered the guidance on the fund soon after launch, due to feedback from the sector and partners, to increase the number of businesses who could apply for the fund and ensure as many businesses.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Bettina Sizeland

**Date:** 17 January 2022

## Small Accommodation Providers Paying Council Tax Fund

<b>Name of Grant:</b>	COVID-19 Business Support Fund – Small Accommodation Providers Paying Council Tax Fund
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The visitor accommodation sector is a key part of Scotland’s visitor economy, comprising 2,880 registered enterprises and accounting for 72,450 jobs<sup>72</sup> broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1,690 Hotels in Scotland, supporting around 62,000 jobs – around a quarter of all jobs in Scottish tourism.</li> <li>• 145 Holiday centres and villages, around 1,500 jobs</li> <li>• 30 Youth hostels, supporting 450 jobs.</li> <li>• 680 Other holiday and other short-stay accommodation (not including holiday centres and villages or youth hostels) supporting 4,000 jobs</li> <li>• 250 Camping grounds, recreational vehicle parks and trailer parks supporting 3,500 jobs.</li> <li>• 85 Other accommodation supporting 1,000 jobs.</li> </ul> <p>The accommodation sector was estimated to contribute to around £1.58 billion of GVA to Scotland’s economy in 2018<sup>73</sup>.</p> <p>The sector comprises a wide range of accommodation types (hotels, B&amp;Bs, self-catering, hostels caravan and campsites), and contributes to enhanced physical and mental wellbeing and reduced social isolation.</p> <p>The accommodation sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019; VisitScotland reports similar for B&amp;Bs, Self-Catering and Hostels<sup>74</sup>. In early 2021, the situation was still challenging for the accommodation sector in Scotland: January’s (2021) Monthly GDP statistics show output in Scotland’s Accommodation and Food sector remained 66% lower than pre-pandemic levels, compared with 8.4% lower for Scotland overall<sup>75</sup>.</p>

<sup>72</sup> Data on Registered Enterprises sourced from IDBR for 2019, while employment data is sourced from BRES and covers 2018.

<sup>73</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/labour-market-people-places-and-regions-2019-2020/pages/12_to_14.aspx).

<sup>74</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>75</sup> Source: [Monthly GDP Estimate: January 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/monthly-gdp-estimate-january-2021/pages/1_to_3.aspx)

The challenging situation in the accommodation sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>76</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>77</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>78</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Visitor accommodation offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

A small number of visitor accommodation providers continued to carry on their business in accordance with the exceptions in the relevant regulations, for example, providing accommodation to key workers, or to allow for essential travel – for instance for travellers attending funerals. In the case of key worker accommodation some providers offered this free or at low cost. Even where visitor accommodation was leased for these purposes (for example use of hotels to house oil workers in quarantine before they travel offshore, or as part of the 'Everyone In' campaign to ensure that the provision of accommodation for the homeless) the income generated and the operating costs meant that these arrangements did not make up for losses.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force, throughout this period, meant that the tourism business model, which relies on socialisation, was especially hard hit, as this was fundamentally incompatible with these restrictions.

<sup>76</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://www.visitscotland.org)

<sup>77</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

<sup>78</sup> [2021 tourism forecast | VisitBritain](https://www.visitbritain.com)

	<p>Following consultation with the tourism and hospitality stakeholders, SG decided to set up the Small Accommodation Providers Paying Council Tax Fund to mitigate the impact of Covid-19 on B&amp;Bs, guest houses and self-catering accommodation, which were heavily impacted by the pandemic.</p> <p>The Small Accommodation Providers paying Council Tax Fund (SAP-CTF) Fund was designed to support eligible B&amp;Bs, guest houses and self-catering accommodation that experienced financial hardship as a result of coronavirus protection measures. It covered businesses which do not pay non-domestic rates but paid council tax, and was part of wider support for the tourism and hospitality sector. Local councils delivered this fund on behalf of the Scottish Government. The fund was delivered in three waves.</p> <p>The first and second waves supported businesses that were previously supported by either the Bed and Breakfast hardship fund or Creative, Tourism and Hospitality Hardship Fund in 2020. Local Authorities wrote to businesses considered automatically eligible and invited them to register for payment. The third wave was for other eligible businesses who had not previously been funded by either of these schemes.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p>

	<p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the accommodation sector, and broader accommodation and food services sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below: women<sup>79</sup>, young people (16-24 years old)<sup>80</sup>, non-UK nationals<sup>81</sup> and people experiencing socio-economic disadvantage<sup>82</sup>.</p> <p>Therefore in developing this EQIA 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. 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.</p> <p>For this reason, the Scottish Government worked in collaboration with its delivery partners, local councils, to establish a rigorous assessment process in order to assure the fairness of the process.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>  First, it is important to acknowledge the fact that the tourism and hospitality team did not possess any data about the socio-economic profiles of small accommodations providers.</p>	

<sup>79</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019-2020/pages/12.aspx).

<sup>80</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019-2020/pages/12.aspx).

<sup>81</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>82</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019-2020/pages/12.aspx).

Annual Survey of Hours and Earnings (2020) <https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/>.

Business Register and Employment Survey (2020).

<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>83</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Small Accommodation Providers Paying Council Tax Fund contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain B&amp;Bs, guest houses and self-catering accommodation's financial viability. Since a large proportion of the workforce in the visitor accommodation sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the accommodation and food sector industry. Women constitute 54.8% of the workforce in Accommodation and Food Services<sup>84</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019).</p>

<sup>83</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>84</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

	<p>The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>85</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Small Accommodation Providers Paying Council Tax Fund contributed to advance equality of opportunity for women. Indeed, this fund contributed to B&amp;Bs, guest houses and self-catering accommodation's financial viability. Since a large proportion of the workforce in the visitor accommodation sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<b>Race</b>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>86</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>87</sup>.</p> <p>Gypsy/Travellers were also most likely to be employed in hospitality at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>88</sup>. Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>89</sup>.</p>

<sup>85</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>86</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>87</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

<sup>88</sup> Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.

<sup>89</sup> National Records of Scotland. Census 2011: Release 3i [www.nrscotland.gov.uk/news/2014/census-2011-release-3i](http://www.nrscotland.gov.uk/news/2014/census-2011-release-3i)

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Small Accommodation Providers Paying Council Tax Fund contributed to advance equality of opportunity for non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain B&amp;Bs, guest houses and self-catering accommodation's financial viability. Since a large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> </ul>

	<p>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>90</sup>.</p> <p>We can suppose that we find the same proportion in the visitor accommodation sector. The Scottish Government worked in collaboration with its delivery partners, local councils, to put in place accessibility measures to ease applications for disabled people for wave 3. As stated before, the waves 1 and 2 targeted previous grant recipients to local authorities; the wave 3 was application based. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- Dedicated emails were set up and local councils' reception redirected any calls as appropriate.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for B&amp;Bs, guest houses and self-catering accommodation businesses' owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.

<sup>90</sup> Annual population survey: results for year to 31 December 2019

<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in accommodation and food services face a socio-economic disadvantage. Indeed, 45.4% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in Accommodation and Food Services (64.4%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>91</sup>. Finally, the large proportion of people working within accommodation work part time. In 2019, 36,000 employees (51%) worked full-time, while 34,000 (49%) worked part-time<sup>92</sup>.</p> <p>The Small Accommodation Providers Paying Council Tax Fund was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The Small Accommodation Providers Paying Council Tax Fund contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain B&amp;Bs, guest houses and self-catering accommodation’s financial viability. Since a large proportion of the workforce in the visitor accommodation sector are people who are employed in low-skilled jobs, work part-time or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government’s ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success.</p>

<sup>91</sup> Annual Survey of Hours and Earnings (2020) <https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/>

<sup>92</sup> Business Register and Employment Survey

	<p>Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including hospitality</p>
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**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, self-catering businesses, South Scotland hoteliers, the Scottish Independent Hostels, Hostelling Scotland, Independent Hostels UK, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for this sector (including development of specific targeted packages for hotels, hostels self-catering, and B&Bs, including support for small accommodation providers who pay council tax). More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for hospitality businesses, and in collaboration with key stakeholders, a fund for the self-catering businesses was put in place. The Scottish Government continues to engage regularly with this sector.
- The current fund was developed later following the input from the sector that said that additional support would be required to provide financial support for the visitor accommodation businesses that did not pay non-domestic rates but paid council tax.

**Mitigations**

1) The Scottish Government decided to set up the Small Accommodation Providers Paying Council Tax Fund to mitigate the impact of Covid-19 on B&Bs, guest houses and self-catering accommodation businesses. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the accommodation sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

2) Following feedback from industry and recognising a funding gap for some businesses that did not pay non-domestic rates but paid council tax, the current fund was developed. Groups with protected characteristics who work in B&Bs, guest houses and self-catering accommodation businesses could also have their jobs maintain due to this fund.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of B&Bs, guest houses and self-catering accommodations' owners for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** 8/11/21

## Large Self Catering Grant and the Exclusive Use Grant

<b>Name of Grant:</b>	Large Self-Catering Grant and the Exclusive Use Grant
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The visitor accommodation sector is a key part of Scotland’s visitor economy, comprising 2,880 registered enterprises and accounting for 72,450 jobs<sup>93</sup> broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1,690 Hotels in Scotland, supporting around 62,000 jobs – around a quarter of all jobs in Scottish tourism.</li> <li>• 145 Holiday centres and villages, around 1,500 jobs</li> <li>• 30 Youth hostels, supporting 450 jobs.</li> <li>• 680 Other holiday and other short-stay accommodation (not including holiday centres and villages or youth hostels) supporting 4,000 jobs</li> <li>• 250 Camping grounds, recreational vehicle parks and trailer parks supporting 3,500 jobs.</li> <li>• 85 Other accommodation supporting 1,000 jobs.</li> </ul> <p>The accommodation sector was estimated to contribute to around £1.58 billion of GVA to Scotland’s economy in 2018<sup>94</sup>.</p> <p>The sector comprises a wide range of accommodation types (hotels, B&amp;Bs, self-catering, exclusive use premises, hostels caravan and campsites), and contributes to enhanced physical and mental wellbeing and reduced social isolation.</p> <p>The accommodation sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019; VisitScotland reports similar for B&amp;Bs, Self-Catering and Hostels<sup>95</sup>. In early 2021, the situation was still challenging for the accommodation sector in Scotland: January’s (2021) Monthly GDP statistics show output in Scotland’s Accommodation and Food sector remained 66% lower than pre-pandemic levels, compared with 8.4% lower for Scotland overall<sup>96</sup>.</p>

<sup>93</sup> Data on Registered Enterprises sourced from IDBR for 2019, while employment data is sourced from BRES and covers 2018.

<sup>94</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/labour-market-people-places-and-regions-2019-2020/pages/12_to_14.aspx).

<sup>95</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>96</sup> Source: [Monthly GDP Estimate: January 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/monthly-gdp-estimate-january-2021/pages/1_to_3.aspx)

The challenging situation in the accommodation sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>97</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>98</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>99</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Visitor accommodation offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

A small number of visitor accommodation providers continued to carry on their business in accordance with the exceptions in the relevant regulations, for example, providing accommodation to key workers, or to allow for essential travel – for instance for travellers attending funerals. In the case of key worker accommodation some providers offered this free or at low cost. Even where visitor accommodation was leased for these purposes, the income generated and the operating costs meant that these arrangements did not make up for losses.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force, throughout this period, meant that the accommodation sector's business model, which relies on socialisation, was especially hard hit, as this was fundamentally incompatible with these socialising restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the Large Self-Catering Grant and the Exclusive Use Grant to mitigate the impact of Covid-19 on self-catering businesses and exclusive use premises, which were heavily impacted by the pandemic.

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<sup>97</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://www.visitscotland.org)

<sup>98</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

<sup>99</sup> [2021 tourism forecast | VisitBritain](https://www.visitbritain.com)

	<p>The fund (up to £7 million) was delivered by local authorities, developed with input from the sector. It was established in January 2021 to provide financial support for the businesses who haven't received any support via other funds as a result of the pandemic. Eligible self-catering businesses were able to apply for one off grant support of £2000. Eligible exclusive use premises were able to apply for £10,000 in grant support.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the accommodation sector, and broader accommodation and food services sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below: women<sup>100</sup>,</p>

<sup>100</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/100.aspx).

	<p>young people (16-24 years old)<sup>101</sup>, non-UK nationals<sup>102</sup> and people experiencing socio-economic disadvantage<sup>103</sup>.</p> <p>Therefore in developing this EQIA 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. 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.</p> <p>For the Large Self-Catering Grant and the Exclusive Use Grant, local authorities identified and invited eligible businesses to register for payment from February 2021. No application was required.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>  First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of self-catering businesses and exclusive use properties' owners.</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>104</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p>

<sup>101</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019-2020/pages/12-16-24-years-old.aspx).

<sup>102</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2019-2020/pages/1.aspx).

<sup>103</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019-2020/pages/12-16-24-years-old.aspx).

Annual Survey of Hours and Earnings (2020) <https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/>.

Business Register and Employment Survey (2020).

<sup>104</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019-2020/pages/12-16-24-years-old.aspx).

	<p>The Large Self-Catering Grant and the Exclusive Use Grant contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain self-catering businesses and exclusive use properties' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the accommodation and food sector industry. Women constitute 54.8% of the workforce in Accommodation and Food Services<sup>105</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>106</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Large Self-Catering Grant and the Exclusive Use Grant contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain self-catering businesses and exclusive use properties' financial viability.</p>

<sup>105</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/100_to_109.aspx).

<sup>106</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/100_to_109.aspx).

	<p>Since a large proportion of the workforce in the visitor accommodation sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>107</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>108</sup>.</p> <p>Gypsy/Travellers were also most likely to be employed in hospitality at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>109</sup>. Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>110</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The Large Self-Catering Grant and the Exclusive Use Grant contributed to advance equality of opportunity for non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain self-catering businesses and exclusive use properties’ financial viability. Since a large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p>

<sup>107</sup> Scottish Government (2020), Non-UK Nationals in Scotland’s Workforce [Non-UK nationals in Scotland’s workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>108</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households’](#).

<sup>109</sup> Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.

<sup>110</sup> National Records of Scotland. Census 2011: Release 3I [www.nrscotland.gov.uk/news/2014/census-2011-release-3i](http://www.nrscotland.gov.uk/news/2014/census-2011-release-3i)

	<p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>111</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the visitor accommodation sector. The Scottish Government worked in collaboration with its delivery partners, local authorities, to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- Local authorities provided documents in written format to ensure that it was accessible for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for self-catering businesses and exclusive use properties' owners/employees with a disability and foster good relations with this group of people.</p>

<sup>111</sup> Annual population survey: results for year to 31 December 2019

	<p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report “If not now, when?” was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in accommodation and food services face a socio-economic disadvantage. Indeed, 45.4% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in Accommodation and Food Services (64.4%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>112</sup>. Finally, the large proportion of people working within accommodation work part time. In 2019, 36,000 employees (51%) worked full-time, while 34,000 (49%) worked part-time<sup>113</sup>.</p> <p>The Large Self-Catering Grant and the Exclusive Use Grant was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p>

<sup>112</sup> [Annual survey of hours and earnings: 2020](#)

<sup>113</sup> [Business Register and Employment Survey](#)

The Large Self-Catering Grant and the Exclusive Use Grant contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain self-catering businesses and exclusive use properties' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are people who are employed in low-skilled jobs, work part-time or earn less than the Real Living Wage, this fund preserved jobs for this group of people.

Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading *Fair Work Nation* by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including hospitality.

**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, self-catering businesses, South Scotland hoteliers, the Scottish Independent Hostels, Hostelling Scotland, Independent Hostels UK, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for this sector (including development of specific targeted packages for hotels, hostels self-catering, and B&Bs, including support for small accommodation providers who pay council tax). More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for hospitality businesses, and in collaboration with key stakeholders, a fund for the self-catering businesses as well as grants for large self-catering and exclusive use properties were put in place. The Scottish Government continues to engage regularly with this sector.

## **Mitigations**

The Scottish Government decided to set up the Large Self-Catering Grant and the Exclusive Use Grant to mitigate the impact of Covid-19 on self-catering businesses and the exclusive use properties. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the accommodation sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

## **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of self-catering businesses and exclusive use properties' owners for instance in order to ease the decision making process for future funding schemes.

## **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** November 2021

## Hotel Support Programme

<b>Name of Grant:</b>	Hotel Support Programme
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID.
<b>Grant Overview:</b>	<p>The visitor accommodation sector is a key part of Scotland’s visitor economy, comprising 2,880 registered enterprises and accounting for 72,450 jobs<sup>114</sup> broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1,690 Hotels in Scotland, supporting around 62,000 jobs – around a quarter of all jobs in Scottish tourism.</li> <li>• 145 Holiday centres and villages, around 1,500 jobs</li> <li>• 30 Youth hostels, supporting 450 jobs.</li> <li>• 680 Other holiday and other short-stay accommodation (not including holiday centres and villages or youth hostels) supporting 4,000 jobs</li> <li>• 250 Camping grounds, recreational vehicle parks and trailer parks supporting 3,500 jobs.</li> <li>• 85 Other accommodation supporting 1,000 jobs.</li> </ul> <p>The accommodation sector was estimated to contribute to around £1.58 billion of GVA to Scotland’s economy in 2018<sup>115</sup>.</p> <p>The sector comprises a wide range of accommodation types (hotels, B&amp;Bs, self-catering, hostels caravan and campsites), and contributes to enhanced physical and mental wellbeing and reduced social isolation.</p> <p>The accommodation sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019; VisitScotland reports similar for B&amp;Bs, Self-Catering and Hostels<sup>116</sup>. In early 2021, the situation was still challenging for the accommodation sector in Scotland: January’s (2021) Monthly GDP statistics show output in Scotland’s Accommodation and Food sector remained 66% lower than pre-pandemic levels, compared with 8.4% lower for Scotland overall<sup>117</sup>.</p>

<sup>114</sup> Data on Registered Enterprises sourced from IDBR for 2019, while employment data is sourced from BRES and covers 2018.

<sup>115</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>116</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](http://visitscotland.org)).

<sup>117</sup> Source: [Monthly GDP Estimate: January 2021 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

The challenging situation in the accommodation sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>118</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>119</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>120</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Visitor accommodation offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

A small number of visitor accommodation providers continued to carry on their business in accordance with the exceptions in the relevant regulations, for example, providing accommodation to key workers, or to allow for essential travel – for instance for travellers attending funerals. In the case of key worker accommodation some providers offered this free or at low cost. Even where visitor accommodation was leased for these purposes, the income generated and the operating costs meant that these arrangements did not make up for losses.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force, throughout this period, meant that the hotel business model, which relies on socialisation, was especially hard hit, as this was fundamentally incompatible with these socialising restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the Hotel Support Programme to mitigate the impact of Covid-19 on hotels, which were heavily impacted by the pandemic.

<sup>118</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>119</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>120</sup> [2021 tourism forecast | VisitBritain](https://www.visitbritain.com)

	<p>The £14 million fund was delivered by Visit Scotland, developed with input from the industry. It was established to provide financial support for the Scottish hotel sector.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of business support funds were introduced to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the accommodation sector, and broader accommodation and food services sector is comprised of people who are predominately, but not exclusively, from groups of people who have one or more of the protected characteristics below: women<sup>121</sup>, young people (16-24 years old)<sup>122</sup>, non-UK nationals<sup>123</sup> and people experiencing socio-economic disadvantage<sup>124</sup>.</p>

<sup>121</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-12-people-places-and-regions-statistics-from-the-annual-population-survey-2019-2020.aspx).

<sup>122</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-12-people-places-and-regions-statistics-from-the-annual-population-survey-2019-2020.aspx).

<sup>123</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce/pages/10-12-non-uk-nationals-in-scotland-workforce-statistics-from-the-annual-population-survey-2019-2020.aspx).

<sup>124</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-12-people-places-and-regions-statistics-from-the-annual-population-survey-2019-2020.aspx).

	<p>Therefore in developing this EQIA 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. 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.</p> <p>For this reason, the Scottish Government worked in collaboration with its delivery partners Scotland's enterprise agencies and their partners to establish a rigorous assessment process in order to assure the fairness of the process.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>  First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of hotels' owners.</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>125</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the hotel sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Hotel Support Programme contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain hotels' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p>

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[Annual Survey of Hours and Earnings \(2020\)](#)

[Business Register and Employment Survey \(2020\)](#).

<sup>125</sup> Scottish Government (2020), [Scotland's Labour Market: People, Places and Regions](#) [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](#).



<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>128</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>129</sup>.</p> <p>Gypsy/Travellers were also most likely to be employed in hospitality at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>130</sup>. Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>131</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the hotel sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Hotel Support Programme contributed to advance equality of opportunity for non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain hotels' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented</p>
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<sup>128</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>129</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

<sup>130</sup> [Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.](#)

<sup>131</sup> [National Records of Scotland. Census 2011: Release 3I](#)

	<p>in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People’s Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>132</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the visitor accommodation sector. The Scottish Government worked in collaboration with its delivery partners to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- Scotland’s enterprise agencies and their partners provided documents in written format to ensure that it was accessible for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for hotels’ owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations.</p>

<sup>132</sup> Annual population survey: results for year to 31 December 2019

	The report “If not now, when?” was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in accommodation and food services face a socio-economic disadvantage. Indeed, 45.4% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in Accommodation and Food Services (64.4%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>133</sup>. Finally, the large proportion of people working within accommodation work part time. In 2019, 36,000 employees (51%) worked full-time, while 34,000 (49%) worked part-time<sup>134</sup>.</p> <p>The Hotel Support Programme was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic. Consultation with tourism and hospitality stakeholders have also proven the importance to support hotels during the pandemic in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The Hotel Support Programme contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain hotels’ financial viability.</p>

<sup>133</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

<sup>134</sup> [Business Register and Employment Survey](#)

	<p>Since a large proportion of the workforce in the visitor accommodation sector are people who are employed in low-skilled jobs, work part-time or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including hospitality.</p>
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**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, South Scotland hoteliers, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- the extensive support in place for this sector (including development of specific targeted packages for hotels, hostels self-catering, and B&Bs, including support for small accommodation providers who pay council tax). More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for hotels, and in collaboration with key stakeholders, a fund for the hotel sector was put in place. The Scottish Government continues to engage regularly with this sector.

**Mitigations**

The Scottish Government decided to set up the Hotel Support Programme to mitigate the impact of Covid-19 on hotels. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the accommodation sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021

with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

#### **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of hotels' owners for instance in order to ease the decision making process for future funding schemes.

#### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** Nov 21

## Legal Aid – Coronavirus Resilience and Recovery Fund

<b>Name of Grant:</b>	Legal Aid – Coronavirus Resilience and Recovery Fund (CRRF)
<b>Policy Lead</b>	Alison Dewar – Access to Justice Unit
<b>Legal power used:</b>	Section 126 of the Housing Grants, Construction and Regeneration Act 1996
<b>Grant Overview:</b>	<p>Legally aided services perform a valued public function in our society. Services paid for by legal aid enable people to enforce or protect their rights, resolve disputes, defend themselves when the state and others take action against them and use the remedies, processes and facilities the law provides to manage their personal affairs and relationships. At the collective level, the ability to use the law to challenge the wrongful use of power and defend criminal charges supports the rule of law and provides a firm foundation for a society based on civil, political, social and human rights.</p> <p>It has been important to keep the justice system functioning throughout the Covid-19 pandemic so that disputes, which may be felt more keenly and cause more distress at an already anxious time, continue to be resolved.</p> <p>The legal profession has played its part in keeping the system functioning and continuing to deliver services to people in need. As we emerge from the pandemic, maintaining a legal aid sector will be crucial to our recovery and the resolution of problems associated with the pandemic and resulting economic shock. We know that emerging evidence suggests that Covid-19 has exacerbated many of these pre-existing inequalities in society and exposed the vulnerability of some population groups. The Scottish Government is developing a range of policy response to ameliorate that impact. Guaranteeing access to legal advice and representation is one part of that response.</p> <p>This Coronavirus Resilience and Recovery Fund (CRRF) was jointly delivered by the Scottish Government and The Scottish Legal Aid Board, who in collaboration, designed the fund to support those who have seen a drop in new legal aid business - so that legal firms and law centres are able to continue to offer legal aid services to the public during and post pandemic.</p> <p>Similarly to other specific or sectorial grant schemes, the CRRF had an eligibility criteria for access to funding. In this case, it was defined, after consulting the institutions representatives of the legal profession, particularly the Law Society of Scotland and the Scottish Legal Aid Board, that a minimum amount of legal aid turnover should be required from the legal firms to qualify for the award. In addition and in line with other Scottish Government Grants, other sources of Government funding, such as business grants and furlough payments were taken into account as part of the eligibility criteria.</p>

**Executive Summary:**

The initial framing exercise did not highlight any likely negative impact on each of the protected characteristics, particularly because the design of the Fund is aimed at supporting any legal firm or law centre which provides a minimum level of legal aid services and presents evidence of loss of legal aid income, when compared to the period before the pandemic.

We have taken into account the low risk of the CRRF causing any negative impact on people with protected characteristics.

The CRRF will support legal firms and law centres who have seen a drop in new legal aid business, enabling them to continue offering legal aid services to the public during and post Covid-19. It is intended to complement the existing interim fees policy which addresses the related – although separate – issue of cash flow problems arising from delays in case progression, a range of other changes that the (SLAB) have put in place to support the remote provision of legal advice and representation over this period, and other Government financial support that has been available.

The CRRF's main purpose of helping the legal aid business to continue to offer legal aid services will also positively affect:

- (1) the people living in Scotland who depend on legal aid services, including individuals with protected characteristics, such as: age (children's legal aid<sup>135</sup> and older people seeking legal support), race and ethnic minorities (immigration etc) and gender (protection orders etc).
- (2) the Scottish communities, improving their cohesion<sup>136</sup> through a proportionate, fair and effective justice system<sup>137</sup> underpinned by the right to access to justice.

The CRRF outcomes promote human rights, the rule of law, and a proportionate, fair and effective justice systems (National Outcomes – Human Rights), the protection of rights of children who need legal representation (Children and Young People – National Outcomes) and cohesive communities (Communities – National Outcomes).

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<sup>135</sup> [Children and Young People | National Performance Framework](#): "We include and involve children in decisions about their lives and world, and protect their rights, dignity and wellbeing."

<sup>136</sup> [Communities | National Performance Framework](#): "We live in friendly, vibrant and cohesive communities which value diversity and support those in need."

<sup>137</sup> [Human Rights | National Performance Framework](#): "We uphold human rights, democracy and the rule of law, and our justice systems are proportionate, fair and effective."

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

The great majority of legal aid support is distributed on a 'judicare' basis: case by case funding for services provided by solicitors in private practice and others instructed by them, such as advocates and experts. In 2019-20, 733 solicitor firms received legal aid payments for providing services to the public. Each of those firms may specialise in legal aid cases or offer legal aid only in some specialist legal areas, or decide to offer legal aid on an ad hoc basis, as part of a mix of services including court, conveyancing and other advice services.

Figures from the Scottish Legal Aid Board to 25 January 2021 show variation in the recovery of volumes of work in different aid and case types. For example, applications have recovered to 19-20 levels in mental health work, and outstripped 19-20 levels in solemn criminal work. Other areas vary from a current reduction of cases of around 40% in Justice of the Peace criminal work, to close to 10% reductions in Sheriff Court summary criminal work and in family court cases. There has been a reduction of 19% in fees paid to solicitors in 2020 as compared to 2019 at the end of December.

Within those totals, some legal firms will have seen an increase in business levels while others have seen reductions. Additionally, some firm's business structures will have meant that other generic Covid-19 business support schemes have not suited their set-up. Because the sector is a diverse group of over 700+ private firms it was not possible to establish exactly the amount of support needed nor where it is most keenly felt.

The initial framing exercise did not highlight any likely negative impact on each of the protected characteristics, particularly because the design of the Fund is aimed at supporting any legal firm or law centre which provides a minimum level of legal aid services and presents evidence of loss of legal aid income, when compared to the period before the pandemic.

In addition, because this is a demand-led project, and the criteria for funding for this CRRF, focused on firm's business income and other UK and Scottish Government Covid fund packages and that this information was unknown to the Scottish Government and would not be known until applicants applied to the Fund. There was the risk of a lower than expected number of applications to the Fund or of a large number of applicants who would not to meet the required eligibility criteria to receive the support.

**Age: Older People and Children and Young People**

Older people are more likely to have long-term health condition (55 or over) and more likely to be disabled (75 or over), according to the Communities Analysis Division of the Scottish Government. The same analysis indicates that older people are experiencing substantial higher death rates, with 91% of deaths among those aged 65 or over (1). Additionally, more than 50% of people in Scotland advised to shield during the Covid-19 pandemic were aged 65 or more; this percentage increases to 73% when the age is 55+ (2).

For the legal profession in general (including paralegals), a survey carried out by the Scottish Law Society suggests 38% are aged 46 to 65, with around 2% aged 66+ (3).

	<p>In the civil legal aid sector, the respondents to a survey from the Scottish Legal Aid Board (SLAB) were 55% over 45 and 4% aged 65+ (4).</p> <p>(1) <a href="#">The Scottish Government. Impact of COVID-19 on Equality Groups – Age Analysis (October 2010).</a> (last accessed 03/03/21)</p> <p>(2) <a href="#">The Scottish Government. Shielding: a way forward for Scotland (June 2020)</a> (last accessed 03/03/21)</p> <p>(3) <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018).</a> (last accessed 03/03/21)</p> <p>(4) <a href="#">Scottish Legal Aid Board (SLAB). Civil Solicitors Survey 2019 Report (March 2020).</a> (last accessed 03/03/21)</p>
<p><b>Sex: Men and Women</b></p>	<p>There is evidence that males are more likely to become seriously ill with Covid-19. Analysis by the Scottish Legal Aid Board suggests this is most significant in younger age groups. In Scotland at 1 June 2020 62% of confirmed cases were female; 38% of confirmed cases were male. However 47% of hospital admissions were females and 53% were males (1).</p> <p>For the profession, registrar data shows 53% of solicitors are women, with survey respondents for the wider profession (including paralegals) indicated that 61% identified as female (2).</p> <p>However, data gathered by the Law Society of Scotland during the 2020 practising certificate renewal suggests that the proportion of male solicitors aged 60+ is superior than 75% (3).</p> <p>1) <a href="#">Public Health Scotland – statistical report C-19</a></p> <p>(2) <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018).</a> (last accessed 03/03/21)</p> <p>(3) Law Society of Scotland. Initial diversity data from 2020 practising certificate renewal (December 2020). Not yet published</p>
<p><b>Race</b></p>	<p>An early-stage research paper, not yet peer-reviewed, covering 30,693 COVID-19 patients in England, Scotland and Wales suggests that Ethnic Minorities were more likely to be admitted in critical care and receive invasive ventilation than Whites. South Asians were 28% more likely to be admitted in intensive care, and Black, 36% more likely (1).</p>

Scottish figures show similar findings, with South Asians having greater likelihood of dying of COVID-19 compared with Whites (odds ratio 1.9). There was insufficient data to form conclusions about other ethnicities (2).

Sickle cell disease is particularly common in people with an African or Caribbean family background (3). Homozygous (inherited) sickle cell disease is one of the 'shielding' conditions (4).

For the legal profession in general (including paralegals), a survey suggests 4% identify themselves as being from a non-white ethnic group (5). The data obtained by the Law Society of Scotland during the 2020 practising certificate renewal suggests 3% of the solicitors are from BAME backgrounds and this percentage increases to 6% in the case of solicitor population aged 30 and under (6).

Of the respondents to SLAB's civil solicitor survey, 5% were from a non-white ethnic background (7).

1) Harrison, Ewen M. *et al.*, Ethnicity and Outcomes from COVID-19: The ISARIC CCP-UK Prospective Observational Cohort Study of Hospitalised Patients (5/31/2020). Available at [Ethnicity and Outcomes from COVID-19: The ISARIC CCP-UK Prospective Observational Cohort Study of Hospitalised Patients](#)

(2) [National Records of Scotland. Analysis of deaths involving coronavirus \(COVID-19\) in Scotland, by ethnic group \(July 2020\)](#). (last accessed 03/03/21)

(3) [NHS. Overview – Sickle cell disease \(April 2019\)](#). (last accessed 03/03/21)

(4) [The Scottish Government. Shielding: a way forward for Scotland \(June 2020\)](#). (last accessed 03/03/21)

(5) [Law Society of Scotland. Profile of the Profession 2018 \(December 2018\)](#). (last accessed 03/03/21)

(6) Law Society of Scotland. Initial diversity data from 2020 practising certificate renewal (December 2020). Not yet published.

(7) [Scottish Legal Aid Board \(SLAB\). Civil Solicitors Survey 2019 Report \(March 2020\)](#). (last accessed 03/03/21)

<p><b>Disability</b></p>	<p>Disabled people are more likely to experience ill-health from contracting COVID-19 than the general population, due to likelihood of pre-existing health conditions and poorer overall health (1). Monthly figures on deaths involving Covid-19 show that in over 90% of cases the deceased had at least one pre-existing condition (2). A large percentage of those in the shielding group will also be classified as disabled under the Equality Act.</p> <p>The Scottish Government have also issued advice to those who are not shielding but live with specific medical conditions, and (depending on their level of risk) may have to be “particularly careful not to become infected with coronavirus”. Many of these may be classified as disabled, for example those with cancer (non-shielding) or neurological conditions (3).</p> <p>For legal the profession in general (including paralegals), a survey carried out by the Scottish Law Society suggests 5% have a disability (4). Of the respondents to Scottish Legal Aid Board’s civil solicitor survey, 4% declared they had a disability (5).</p> <p>(1) <a href="#">The Scottish Government. Impact of COVID-19 on Equality Groups – Disability Analysis (October 2010)</a> (accessed 03/03/21)</p> <p>(2) <a href="#">Deaths involving coronavirus (COVID-19) in Scotland, Week 19: Extra figures and tables</a></p> <p>(3) <a href="#">The Scottish Government. Coronavirus (COVID-19): advice for people with specific medical conditions (February 2020)</a>. (accessed 03/03/21)</p> <p>(4) <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018)</a>. (last accessed 03/03/21)</p> <p>(5) <a href="#">Scottish Legal Aid Board (SLAB). Civil Solicitors Survey 2019 Report (March 2020)</a>. (last accessed 03/03/21)</p>
<p><b>Religion and Belief</b></p>	<p>Less than 1% of respondents to the LSS Profile of the Profession carried out in 2018 described themselves as Jewish, Sikh, Hindu or Buddhist. 49% of respondents indicated that they did not belong to a religion, religious denomination or body. In addition, 25% described belonging to the Church or Scotland (1).</p> <p>(1) <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018)</a>. (last accessed 03/03/21)</p>

<b>Sexual Orientation</b>	<p>For the profession as a whole, 91% of respondents described their sexual orientation as heterosexual or straight, 3% as gay man, 2% as bisexual and 1% as lesbian. Less than 1% of respondents preferred to use a different term or identified as pansexual or asexual (1).</p> <p>(1) <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018)</a> (last accessed 03/03/21)</p>
<b>Pregnancy and maternity</b>	<p>In Scotland people who are pregnant don't appear to be more susceptible to coronavirus (COVID-19) than the general population, but are generally more susceptible to infection (1).</p> <p>1) NHS Scotland Inform. Coronavirus (COVID-19): Pregnancy and newborn babies. <a href="#">Coronavirus (COVID-19): Pregnancy and newborn babies   NHS inform</a> (last accessed 03/03/2021).</p>
<b>Gender reassignment</b>	<p>For the legal profession as a whole, 8 out of 2,376 respondents identified as transgender in the survey carried out by the Law Society of Scotland in 2018 (1).</p> <p>(1) URL: <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018).</a> (last accessed 03/03/21)</p>
<b>Marriage or Civil Partnership</b>	<p>LSS Profile of the Profession respondents most frequently indicated that they were married (59%), with 20% never married and never registered a same-sex civil partnership. Fewer than 1% of respondents were in a registered same-sex civil partnership (1).</p> <p>(1) <a href="#">Law Society of Scotland. Profile of the Profession 2018 (December 2018).</a> (last accessed 03/03/21)</p>
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>N/A - A proportionate, fair and effective justice system underpinned by the right to access to justice is an essential requirement to eliminate unlawful discrimination. The CRRF, as designed and intended to support firms and businesses, aims at preserving the level and quality of Legal Aid services during the Covid-19 pandemic and, consequently, the protection of the right to access to justice.</p>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with the Scottish Legal Aid Board and the profession, and their representative organisations during the pandemic. This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.</p>	

This Coronavirus Resilience and Recovery Fund (CRRF) was jointly delivered by the Scottish Government and The Scottish Legal Aid Board, who in collaboration, designed the fund to support those who have seen a drop in new legal aid business - so that legal firms and law centres are able to continue to offer legal aid services to the public during and post pandemic.

**Mitigations** - The Coronavirus Recovery and Resilience Fund, as designed, will not impact the advancing of equality of opportunities. The CRRF aims at preserving the level and quality of Legal Aid services during the Covid-19 pandemic and, consequently, the protection of the right to access to justice. The grant funding agreement between the Scottish Government and firms and law centres sets out the eligibility criteria and terms and conditions of assistance from the Fund to ensure that the overall purposes of the grant are achieved.

**Next Steps (if any)** The fund has now been delivered and is now closed.

#### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Denise Swanson

**Date:** 05/01/22

## Scottish Wholesale Food and Drink Resilience Fund

<b>Name of Grant:</b>	Scottish Wholesale Food and Drink Resilience Fund
<b>Policy Lead</b>	Ewan Scott
<b>Legal power used:</b>	Section 8 of the Industrial Development Act 1982
<b>Grant Overview:</b>	<p>The purpose of this intervention is to provide support to food and drink wholesalers that have/are encountering severe hardship as a consequence of the COVID-19 pandemic.</p> <p>The fund is targeted at food and drink wholesalers who sell food and drink into the hospitality sector, on trade or public sector contracts.</p> <p>For the purposes of this fund, food and drink wholesale must be the main part of the business and is defined for the purposes of this fund as being a route to market in the consolidation and distribution of multi-supplier stocks. For example a meat producer, food processor, or hatchery, who makes/grows/processes products as their main business but also carry out wholesale trade to local butchers or hotels etc. cannot apply as wholesaling isn't the main part of their business.</p> <p>Applicants who fit the following criteria will be eligible to apply for the fund. Food and/or drink wholesalers:</p> <ul style="list-style-type: none"> <li>• who have seen a fall in sales by 20% or more since March 2020;</li> <li>• are based in Scotland;</li> <li>• whose business is exclusively or mainly wholesale – wholesale must equate to 80% or more of business turnover;</li> <li>• who are a classed as small and medium-sized enterprises (SMEs) as defined in the EU recommendation 2003/361. Namely, employ fewer than 250 persons and have an annual turnover not exceeding EUR 50 million, and/or an annual balance sheet total not exceeding EUR 43 million;</li> <li>• who were not an undertaking in difficulty prior to 21 December 2019.</li> </ul> <p>The intervention is to support a shortfall in fixed costs of operating the business and specific additional costs including losses of stock.</p>
<b>Executive Summary:</b>	<p>The impact of Covid-19 restrictions on the food and drink wholesale sector has been severe, particularly for those businesses who sell into the hospitality sector, on trade &amp; public sector contracts. Many food and drink wholesalers are vital in getting food to rural and remote areas as well as ensuring continuity of public sector food provision, so it is paramount that these businesses are able to continue operating, and are ready to support the hospitality sector as it recovers.</p>

	<p>The Scottish Government has therefore committed to a Scottish Wholesale Food &amp; Drink Resilience Fund of up to £5.5 million following a number of representations from the Scottish Wholesale Association as well as companies in the food and drink wholesale sector. These representations outlined that there were a number of food and drink wholesale businesses who had been operating successfully prior to the Covid-19 situation, but were now facing severe hardship as a result of lost sales due to Covid-19 restrictions. The information provided made it clear that if emergency funding for the sector wasn't put in place within a matter of weeks, then some of these businesses may not survive.</p> <p>Within this context of needing to react quickly there is limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds it is considered that protected characteristics are unlikely to be affected. The immediate priority is to mitigate the economic impact of the pandemic and help all food and drink wholesale businesses that are encountering severe hardship as a consequence of the COVID-19 pandemic survive.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through support and guidance available. For example we have made available support and advice from the Scottish Wholesale Association for any business requiring assistance in completing the application.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<b>Age: Older People and Children and Young People</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Sex: Men and Women</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Race</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Disability</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Religion and Belief</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Sexual Orientation</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Pregnancy and maternity</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Gender reassignment</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected

<b>Marriage or Civil Partnership</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Socio-economic disadvantage: any people experiencing poverty</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<p><b>Stakeholder Engagement:</b></p> <p>The Scottish Government received a number of written representations from the Scottish Wholesale Association as well as companies in the food and drink wholesale sector. This also involved a number of one-to-one meetings with Ministers and officials. These representations outlined that there were a number of food and drink wholesale businesses who had been operating successfully prior to the Covid-19 situation, but were now facing severe hardship as a result of lost sales due to Covid-19 restrictions. The information provided made it clear that if emergency funding for the sector wasn't put in place within a matter of weeks, then some of these businesses may not survive.</p> <p>We have engaged extensively with the Scottish Wholesale Association during the pandemic on the fund guidance and application forms with a view to getting a suitable fund set up as quickly and effectively as possible under the circumstances.</p>	
<p><b>Mitigations -</b></p> <p>No adverse impacts identified on groups with protected characteristics.</p> <p>Support is available to anyone needing advice in completing the application form. This is in the form of 1:1 support from the Scottish Wholesale Association by email or telephone initially to discuss any assistance that can be provided.</p>	
<p><b>Next Steps (if any)</b></p>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> George Burgess.</p> <p><b>Date:</b> 11/10/2021</p>	

## Travelling Showpeople Fund

<b>Name of Grant:</b>	Travelling Showpeople Fund
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>138</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>139</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>140</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>141</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p> <p>The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years.</p>

<sup>138</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>139</sup> [VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021,.](#)

<sup>140</sup> [As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021,.](#)

<sup>141</sup> [VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021,.](#)

Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>142</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>143</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>144</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>145</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the Travelling Showpeople Fund to mitigate the impact of Covid-19 on travelling show people, which were heavily impacted by the pandemic.

The £1.5 million fund was delivered by Corra Foundation, developed with input from the sector. The Travelling Showpeople Fund has been established to offer one-off grants of £10,000 to support travelling show people in Scotland whose work and income has been negatively affected by COVID 19.

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<sup>142</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>143</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>144</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>145</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)



	<p>Therefore in developing this EQIA 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. 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.</p> <p>The Scottish Government worked in collaboration with its delivery partners, Corra Foundation, to establish a rigorous assessment process in order to assure the fairness of the process. More specifically:</p> <ul style="list-style-type: none"> <li>- Due diligence checks were completed and all applications assessed before being reviewed and checked by Corra Management;</li> <li>- If the applicant was not satisfied with the decision, they could seek feedback from Corra who would refer any appeal requests to Scottish Government.</li> </ul>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>The tourism and hospitality team does not possess any data about the socio-economic profiles of travelling showpeople.</p> <p>However, it is important to acknowledge the fact that travelling showpeople and Gypsies/Travellers are two different categories. The term “Gypsy/Travellers” refers to distinct groups – such as Roma, Romany Gypsies, Scottish and Irish Travellers – who consider the travelling lifestyle part of their ethnic identify<sup>150</sup>. The travelling showpeople are members of a group organised for the purposes of holding fairs, circuses or shows (whether or not travelling together as such)<sup>151</sup>.</p> <p>The travelling show people can include Gypsies/Travellers, but the two terms cannot be used interchangeably<sup>152</sup>.</p>	

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[Annual Survey of Hours and Earnings \(2020\)](#) .

[Business Register and Employment Survey \(2020\)](#).

<sup>150</sup> Scottish Government (no date), “Gypsy/Travellers”, [Gypsy/Travellers - gov.scot \(www.gov.scot\)](http://gov.scot).

<sup>151</sup> Dorset Council (2021), “Definitions of Gypsies, Travellers and Travelling Showpeople”, [dorsetcouncil.gov.uk/your-community/gypsies-and-travellers/definitions-of-gypsies-travellers-and-travelling-showpeople](http://dorsetcouncil.gov.uk/your-community/gypsies-and-travellers/definitions-of-gypsies-travellers-and-travelling-showpeople).

<sup>152</sup> Dorset Council (2021), “Definitions of Gypsies, Travellers and Travelling Showpeople”, [dorsetcouncil.gov.uk/your-community/gypsies-and-travellers/definitions-of-gypsies-travellers-and-travelling-showpeople](http://dorsetcouncil.gov.uk/your-community/gypsies-and-travellers/definitions-of-gypsies-travellers-and-travelling-showpeople).

<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the tourism sector are young people: 36.2% of tourism sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>153</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Travelling Showpeople Fund contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain travelling showpeople's financial viability. Since a large proportion of the workforce in the tourism sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>154</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>155</sup>.</p>

<sup>153</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>154</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>155</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Travelling Showpeople Fund contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain travelling showpeople's financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<b>Race</b>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>156</sup>.</p> <p>Gypsy/Travellers were also most likely to be employed in hospitality/tourism at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>157</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>158</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Travelling Showpeople Fund contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain travelling showpeople's financial viability.</p>

<sup>156</sup> Scottish Government (2020), [Non-UK Nationals in Scotland's Workforce Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>157</sup> [Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.](#)

<sup>158</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'.](#)

	<p>Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>159</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner, Corra Foundation, to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication. If applicants had accessibility issues they could contact Corra directly for support.</li> <li>- The guidance and criteria was discussed and agreed with Scottish Government and stakeholders prior to going live.</li> </ul>

<sup>159</sup> Annual population survey: results for year to 31 December 2019

	<p>- Corra had a dedicated person who would respond to email and telephone queries about any aspect of the application process and programme. Any queries that were not covered were discussed with Scottish Government.</p> <p>- Corra Foundation provided documents in written format to try and ensure that it was accessible.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report “If not now, when?” was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>160</sup>.</p> <p>The Travelling Showpeople Fund was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p>

<sup>160</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Travelling Showpeople Fund contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain travelling showpeople's financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.</p>
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**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, the Showmen's Guild of Great Britain, etc.)

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for travelling showpeople was put in place. The Scottish Government continues to engage regularly with this sector.

**Mitigations**

The Scottish Government decided to set up the Travelling Showpeople Fund to mitigate the impact of Covid-19 on travelling showpeople. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of travelling showpeople for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** 8/11/21

## Hardship Fund for Creative Freelancers

<b>Name of Grant:</b>	Hardship Fund for Creative Freelancers
<b>Policy Lead</b>	Hazel Parkinson
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under the Public Services Reform (Scotland) Act 2010, Section 39.
<b>Grant Overview:</b>	The Scottish Government committed £17m through Creative Scotland and Screen Scotland for creative freelancers who are experiencing hardship due to lost income from work and/or practice in the creative sector due to COVID-19. £8m was administered between October 2020 and February 2021. A further £9m was administered in March 2021.
<b>Executive Summary:</b>	<p>These funds were to support creative freelancers working in Scotland who were experiencing immediate financial hardship due to the loss of income as a result of the COVID-19 pandemic.</p> <p>The funds were open to freelance professionals whose work has direct creative outcomes. This could include (but was not limited to) a visual artist, a writer or maker of poetry, prose or fiction, a playwright, actor or theatre-maker, a comedian, dancer, musician, craft maker or designer. The freelancer would derive a significant proportion of their income from their role in creating or producing original artistic, creative or design material.</p> <p>Freelance professionals whose work directly supported the making and presentation of creative work including events. This could have included (but was not limited to) a theatre producer, a lighting designer, a gig promoter, an independent curator or creative producer. The freelancer would derive a significant proportion of their income from their role in supporting or producing original artistic, creative or design material and events</p> <p>The funds offered a monetary contribution to those who were most deeply impacted and disadvantaged by the cancellation of work as a result of the emergency situation.</p> <p>We trusted that those who request these funds were in need of emergency funding at this time.</p> <p>Applicants were able to request a contribution to their access costs if they had experienced additional costs over and above their daily living costs during COVID-19 as a result of a disability or need to remain shielding.</p> <p>As a contribution this was expected to be proportionate to the level of the award and not expected to exceed the level of the award itself.</p>

	<p>We were also mindful that the equality duty was not just about negating or mitigating negative impacts, we also had a positive duty to advance equality of opportunity and to foster good relations.</p> <p>Guidance was available in alternative formats including translations. Creative Scotland also offered access support to disabled applicants, tailored to individual requests.</p> <p>Support included British Sign Language (BSL) Interpreters for meetings and scribing support for dyslexic applicants. Officers can offer advice to new applicants and support them to make an application. The Equalities Team can offer additional one-to-one support to applicants with access requirements. Applications and supporting materials were accepted when written which are written in English, Gaelic or Scots. BSL users could access services with the Contact Scotland-BSL programme.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>Older people, and children were unlikely to have been impacted by this support. However, those of working age, will have been positively impacted by access to this support. This is because freelancers will have been positively impacted by the scheme as it was intended to provide support to creative freelancers experiencing hardship due to lost income from work and/or practice in the creative sector due to COVID-19.</p>
<p><b>Sex: Men and Women</b></p>	<p>The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base.</p> <p>The Evidence paper from the FM's National Advisory Council on Women And Girls' spotlight on gender inequality within the Creative industries can be found <a href="#">here</a>. This highlights that in the Creative Industries, women account for around one third of the workforce and 60% of part-time positions.<sup>161</sup> 42% of men working in the sector are in Professional Occupations, compared with 25% of women.<sup>162</sup> Around two-thirds of senior managerial positions are held by men and two-thirds of the Administrative / Secretarial positions are held by women.<sup>163</sup></p> <p>Using the Arts, recreation and entertainment sector as a proxy, the full-time median gender pay gap was 4.1% in 2019. This was below the average for Scotland overall and was one of the smallest full-time gender pay gaps of any sector.<sup>164</sup></p>

<sup>161</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>162</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>163</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>164</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

	<p>44% of women respondents to Creative Scotland’s “Understanding Diversity in the Arts” survey cited gender as a barrier to career progression compared to 12% of men.<sup>165</sup></p> <p>Therefore, while this scheme will have had a positive impact on jobs, including those held by both men and women in the creative sector, there are inequalities for women in the creative sector itself.</p>
<b>Race</b>	<p>Creative Scotland published two EDI reviews, ‘Understanding Diversity in the Arts’ (July 2017) and ‘Screen Equalities, Diversity and Inclusion Review’ (January 2017), which provided a snapshot of the creative sector in Scotland and explored the barriers experienced by those working in the arts. Around 5% of all respondents stated they are from a minority ethnic or mixed group, this compares to 3.7% of the Scottish population (Census 2011). Half of respondents identifying in the minority ethnic or mixed groups stated their ethnicity was a barrier, with Minority Ethnic respondents also indicating a lower median income than average at £15,000.<sup>166</sup></p> <p>This funding is expected to have a positive impact on eligible creative freelancers from ethnic minority backgrounds by addressing financial hardship as a result of Covid-19 restrictions.</p>
<b>Disability</b>	<p>30% of respondents to a 2016 Creative Scotland survey<sup>167</sup> stated they had a disability/long term health condition . This is well above the national average of around 20%. However, 22% of the respondents stated their disability reduced their ability to carry out day-to-day activities ‘a little’ or ‘a lot’, which is closer in line with national level statistics. The most common condition, selected by 14% of all respondents is a mental health condition. 43% of disabled respondents stated that their disability was a barrier. This increased in line with the severity of their disability. Respondents who reported having a disability/long term health conditions were more likely to earn less than the average for the sector. However, this does not take into account part time working.</p> <p>This funding is expected to have a positive impact on eligible disabled creative freelancers by addressing financial hardship as a result of Covid-19 restrictions.</p>
<b>Religion and Belief</b>	<p>We have no evidence to suggest that people with religion or belief are likely to have been impacted positively or negatively by this fund.</p>

<sup>165</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>166</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>167</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<b>Sexual Orientation</b>	We have no evidence to suggest that sexual orientation is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.
<b>Pregnancy and maternity</b>	<p>We have no evidence to suggest that pregnancy and maternity is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</p> <p>We are aware of the issues in inequality across the music sector faced by those who are pregnant or who are Mothers. This is why we are supportive of Creative Scotland’s ‘Radical care’ scheme which seeks to investigate the practicalities of providing childcare in creative workspaces. <sup>168</sup></p> <p>In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, a third of survey respondents had parental or carer responsibilities with no significant variance by gender. However, there was significant gender variation in how responsibilities are shared, 57% of females described themselves as the primary or sole carer compared with only 9% of males; 44% of respondents felt that carer responsibilities were shared equally (although males were more likely to state this than females).<sup>169</sup></p>
<b>Gender reassignment</b>	We have no evidence to suggest that gender reassignment is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.
<b>Marriage or Civil Partnership</b>	We have no evidence to suggest that marriage or civil partnership is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, economic limitations was the most commonly cited barrier to career progression, selected by 76% of all respondents. The qualitative data reveals the low earnings and precarity of the careers of many who work in the arts. Economic limitations was more commonly cited by women, part time workers and by those who were primarily artists.</p> <p>This scheme will likely have had a positive impact on people with a socio-economic disadvantage as it targeted freelance professionals who derived a significant proportion of their income from their artistic role. People with more than £6000 in savings could not apply.</p>

<sup>168</sup> [Radical Care | Creative Scotland](#)

<sup>169</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

**Stakeholder Engagement:**

We have engaged extensively with businesses and venues, and representative organisations across the creative industries during the pandemic.

Engagement with the music sector includes regular communication with: the Scottish Commercial Music Industry taskforce, Scottish Music Industry Association, Music Venues Trust, STUC Culture Affiliates, and more. These organisations offer perspectives from a broad range of music stakeholders who will have had access to the freelancer schemes.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses. This has enabled us to ensure the schemes are not unintentionally discriminative to any groups with protected characteristics and to identify any potential barriers to engagement .

**Mitigations** – Alternative Formats, Languages and Access Support for guidance was available. There was also an Enquiries Service at Creative Scotland for any issues. This has ensured we have been able to provide support for disabled people as well as people whose first language was not English.

We have engaged extensively with venues and representatives from across the creative industries, including unions, to ensure any negative impact on people with protected characteristics would be spotted.

**Next Steps (if any)**

We recently published a paper for the FM's National Advisory Council on Women and Girls' spotlight on gender inequality within the creative industries, where we suggest a need for further work to tackle the gender inequalities across the creative industries<sup>170</sup>. This paper recognises that the creative industries and arts have a role to play in tackling gender inequality, but also that there is an exciting opportunity for the sector to lead by example. The creative and varied nature of the creative industries and arts sector means that they have a unique voice and potential to reach and engage with new audiences, both in Scotland and globally, on issues of diversity, including on gender inequality.

We continue to work with Creative Scotland and partners to discuss gender inequality within the music sector.

We have a Programme for Government commitment to revise our Creative Industries Policy Statement, and improving equalities within the creative industries will form a part of this.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 28 February 2022

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<sup>170</sup> [National Advisory Council for Women and Girls Policy Paper - Women and Girls](#)

## Culture Collective Fund

<b>Name of Grant:</b>	Culture Collective Fund
<b>Policy Lead</b>	Anna Feintuck, Culture Strategy and Engagement
<b>Legal power used:</b>	Public Services Reform (Scotland) Act 2010
<b>Grant Overview:</b>	<p>Culture Collective is a network of 26 participatory arts projects, shaped by local communities alongside artists and creative organisations. Funded by Scottish Government emergency COVID-19 funds through Creative Scotland, these projects will take place across Scotland from March 2021-October 2022.</p> <p>From Shetland to Inverclyde, Aberdeen to Hawick, each unique project is designed and driven by the community in which it is rooted, playing an important part in shaping the future cultural life of Scotland. Some projects will work to creatively engage with older community members; some will provide opportunities for young women and non-binary people to find their voices; and some will address disconnection, loneliness and mental health in post-lockdown world.</p> <p>For the projects themselves, the Culture Collective provides a network: opportunities to share resources, learning and experiences. For the sector as a whole, the Culture Collective shines a light on the crucial importance of participatory arts projects for artists, for communities and for the future.</p>
<b>Executive Summary:</b>	<p>The Advisory Group for Economic Recovery's June 2021 report for the First Minister noted that despite the provision of additional support to help businesses and individuals in the culture sector to navigate their way through the Coronavirus crisis, many challenges remained, not least maintaining important cultural infrastructure and the freelance workforce.</p> <p>In its response to the report, the Scottish Government committed to the creation of a 'Culture Collective' to harness and maximise the contribution of Scotland's creative workforce (particularly freelancers) to the building of a wellbeing economy. This is based on scoping work with the National Partnership for Culture, who advised on mechanisms for delivering the Advisory Group on Economic Recovery's recommendation.</p> <p>Ensuring the continuation of the creative work and practice that Scotland's culture sector depends upon is a significant part of both the recovery of the culture sector itself, and part of the culture sector's contribution to wider recovery and renewal. Culture unions and voices from across the sector have called for additional support for the culture sector to include investment and support for freelancers.</p>

The Culture Collective programme launched in November 2020. The programme primarily aims to establish a national network, supporting creative practitioners, organisations and communities to work together across Scotland to help shape the future of local cultural life, and to share and learn from each other as they progress. With policy direction from the SG Culture Strategy and Engagement Unit, and administered by Creative Scotland, 26 successful lead organisations working across were awarded grants of between £100,000 and £300,000 in February 2021.

Engaging and supporting creative practitioners is a vital element of the Culture Collective, and a minimum of 50% of the total funding requested by each project must be used to pay the fees of these practitioners. All successful projects committed to providing a fixed-term contract with defined hours of work for no less than 6 months; creative freedom for practitioners to work collaboratively with communities, and rates of pay meeting industry standards.

The total funding provided to the Culture Collective's first year was £6m, of which £4.8m was allocated from the £97m Culture consequentials (FY 20-21) and £1.2m was allocated from Business Support Funding (FY 20-21). The £1.2m of Business Support Funding forms part of the overall £4.3 billion that has been committed to business support over the course of the pandemic. This emergency funding has provided emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.

Decisions related to the launch of the Culture Collective programme were made within the immediate context of the Covid pandemic, and subsequently there was a need to react quickly to the sector's requirements. This meant there was limited opportunity to gather evidence on the possible impacts of these measures. However, in developing the Culture Collective, we worked in close collaboration with the sector and Creative Scotland, who have extensive experience in creating policies that meet the terms 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).

This was incorporated into the eligibility criteria for the Culture Collective, which acknowledged the profound impact of Covid-19 on the people of Scotland: whether related to health, education, housing, environment, or the economy, no aspect of our lives has been untouched. Further, the criteria made reference to emerging evidence indicating a very real threat of existing inequalities widening, resulting in significant long-term consequences for people, communities, and places across Scotland.

	<p>This includes the risk of lower levels of life satisfaction; poorer physical and mental health; rising unemployment; and increased feelings of loneliness and social isolation.</p> <p>The Scottish Government and Creative Scotland have ensured that Equalities, Diversity and Inclusion (EDI) is an integral element of the Culture Collective funding approach and has been assessed across each area of the application. Successful applications were those which provided a considered and actionable commitment to EDI by demonstrating: how the approach will genuinely engage people in developing the cultural life of their community; how activity will be inclusive and accessible; and the positive outcomes that this will achieve.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic. However, we know from Scottish Household Survey figures that participation in cultural activities decreases with age (when reading is excluded from the measure).<sup>171</sup> When the fund was designed we therefore tried to ensure that the Culture Collective had an overall positive impact upon this protected characteristic.</p> <p>In terms of a positive impact, emerging evidence from Creative Scotland’s interim reports (received from projects in November 2021) indicates that Culture Collective projects have actively facilitated the participation of people from all age groups.</p> <p>For example, Ayr Gaiety are working with Dementia Friendly Prestwick and the Royal Airforce Club to create safe spaces for writing, telling stories, and co-creating theatre that is dementia-friendly in its design and delivery.</p> <p>Although these projects are being delivered in specific locations, the Culture Collective is a network operating across Scotland, which means all other projects will have the opportunity to learn from this work and apply or develop the findings as appropriate, creating the potential for wider long term positive impact.</p>
<p><b>Sex: Men and Women</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p> <p>In terms of a positive impact, emerging evidence from Creative Scotland’s interim reports (received from projects in November 2021) indicates that Culture Collective projects have actively facilitated the participation of both men and women.</p>

<sup>171</sup> [Equality Evidence Finder - Culture – Age – Participation in a cultural activity](#)

	<p>We have ensured that the scheme’s employment model retains sufficient flexibility to allow those with care-giving responsibilities to balance this – for example in terms of flexible working hours – whilst being secure employment paid at industry rates. Those with care-giving responsibilities are disproportionately women, so this creates a positive impact for women in particular – and our early anecdotal evidence from Culture Collective employees supports this. However, that does not equate to a negative impact on men, as these working practices have benefits for all employees.</p> <p>Additionally, there are Culture Collective projects specifically working to create a positive impact in relation to inequalities specific to this protected characteristic. For example, Feis Rois are working with women and children affected by domestic violence. The group have had positive verbal and written feedback from participants so far, including describing the project as a ‘lifeline’ and a safe space with no judgement. The Highland Culture Collective group have also worked with women, children and young people affected by domestic abuse, and have published work reflecting on their working methodology and the importance of considering the intersection of protected characteristics.<sup>172</sup></p> <p>Although these projects are being delivered in specific locations, the Culture Collective is a network operating across Scotland, which means all other projects will have the opportunity to learn from this work and apply or develop the findings as appropriate, creating the potential for wider long term positive impact.</p>
<p><b>Race</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p> <p>In terms of a positive impact, the fund encouraged applications from projects seeking to promote racial inclusion, and this was taken into account by the panel.</p> <p>A number of Culture Collective projects are specifically working to foster greater inclusion with regards to this protected characteristic. For example, Art27@Southside (Edinburgh) is a partnership between Art27, Southside Community Centre, and the City of Edinburgh Council, developing work led by a young team of creatives reflective of the diverse Edinburgh Southside community (including artists from Yemen, Polish, SE Asian and Sudanese communities).</p>

<sup>172</sup> [Culture Collective - A Women's Issue?](#)

	<p>Additionally, led by Intercultural Youth Scotland, Restless Creatives has brought together six BPOC artists to find new expressive pathways and support the community to co-create. This culminated in the 2021 Scotland in Colour Festival on 4 September which showcased a variety of young talent who have developed through IYS' youth groups.</p> <p>Although these projects are being delivered in specific locations, the Culture Collective is a network operating across Scotland, which means all other projects will have the opportunity to learn from this work and apply or develop the findings as appropriate, creating the potential for wider longterm positive impact.</p>
<b>Disability</b>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p> <p>In terms of a positive impact, the fund encouraged applications from projects seeking to promote inclusion for disabled people, and this was taken into account by the panel.</p> <p>A number of Culture Collective projects are specifically working to foster inclusion with regards to this protected characteristic. For example, the Sensory Collective, by Independent Arts Projects (across Scotland) is a team led by and collaborating with disabled people to co-design a programme of sensory arts projects for those who experience multiple barriers to access mainstream arts activities.</p> <p>Follow Our Rules (run by ArtLink Edinburgh) supports the exploration of long-term partnerships between artists and individuals with complex disabilities, and the people who support them. The project seeks to focus on, and amplify, the incredible contribution that individuals with complex disabilities make to the arts. It will create a platform where lived experience is valued and recognised and from which new ways of working are realised.</p> <p>Although these projects are being delivered in specific locations, the Culture Collective is a network operating across Scotland, which means all other projects will have the opportunity to learn from this work and apply or develop the findings as appropriate, creating the potential for wider longterm positive impact.</p>
<b>Religion and Belief</b>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p> <p>In terms of a positive impact, a number of the projects referenced elsewhere in this EQIA are focused on promoting inclusion across diverse communities, which is also relevant to the protected characteristic of religion and belief.</p>

<p><b>Sexual Orientation</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p> <p>In terms of a positive impact, the fund encouraged applications from projects seeking to promote inclusion for LGBT+ people, and this was taken into account by the panel.</p> <p>In terms of a positive impact, a number of Culture Collective projects are specifically working to foster inclusion with regards to this protected characteristic. For example, Alchemy Arts are working with a number of groups in the Scottish Borders, including Queer Borders, in the development of their work, ensuring diverse voices are heard and represented.</p> <p>Although this project is being delivered in specific locations, the Culture Collective is a network operating across Scotland, which means all other projects will have the opportunity to learn from this work and apply or develop the findings as appropriate, creating the potential for wider long term positive impact.</p>
<p><b>Pregnancy and maternity</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p>
<p><b>Gender reassignment</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p>
<p><b>Marriage or Civil Partnership</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p>
<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<p>We are not aware of any evidence to suggest that the Culture Collective programme will have a negative impact or create inequalities for this particular protected characteristic.</p> <p>In terms of a positive impact, the fund encouraged applications from projects seeking to promote inclusion for people from lower socio-economic groups, and this was taken into account by the panel.</p> <p>A number of Culture Collective projects are specifically working to foster inclusion with regards to this protected characteristic. For example, 'Here We Are!' (Toonspeak) is based in Ward 17 in the North of Glasgow. A quarter of the datazones in this area are among the 5% most deprived datazones in Scotland. The programme will engage a creative team of eleven artists who are passionate about using the arts to empower communities who face the challenges of multiple deprivation, and who want to improve the lives of individuals.</p>

Artists will be trained and supported to see themselves as part of the community and we will capitalise on the expertise and knowledge of our partners to develop a deep understanding of the social, cultural and historical landscape in which this project takes place. Here We Are! workshops will be free for all participants and will be a mixed artform programme involving children, young people, adults and older people. The artistic and creative work produced will form a celebratory, multi-faceted performance in Summer 2022 in a local park, for the entire community to enjoy.

Create Community Wealth (North Edinburgh Arts, Passion4Fusion, Score Scotland and WHALE Arts) is a project that aims to develop community enterprise projects across Wester Hailes and Muirhouse. It aims (1) to support local people to create and produce a range of products/services, and (2) to explore and set up platforms where people can sell their products/services. The project will employ a small team of artists and creative people to work within these communities, supporting local people to develop their ideas, sell and showcase their products and services locally. Create Community Wealth will also create a framework for selling and showcasing the work created, which could include regular street markets but may develop into something quite different as the project progresses.

Although these projects are being delivered in specific locations, the Culture Collective is a network operating across Scotland, which means all other projects will have the opportunity to learn from this work and apply or develop the findings as appropriate, creating the potential for wider long term positive impact.

**Stakeholder Engagement:**

We have engaged extensively with the Culture sector throughout the pandemic, and ensured a range of views were taken into account in the development of the Culture Collective scheme. As noted above, the proposal for this scheme originates directly from the Advisory Group for Economic Recovery, who consulted extensively with stakeholders in developing their recommendations. Mechanisms were established to ensure the Advisory Group on Economic Recovery gained valuable insights and considers Government policy priorities. Through these mechanisms the AGER received over 375 individual submissions from organisations and individuals across Scotland setting out their views on Scotland's economic recovery and which shaped the Advisory Group on Economic Recovery's recommendations.

The Chair of Scottish Enterprise, Lord Smith, was a key part of this process gathering the views on the business aspects of the economic response.

The Advisory Group's Report 'Towards a Robust Wellbeing Economy for Scotland' was published on 22 June 2020 and the Scottish Government response to the Report entitled 'Economic Recovery Implementation Plan' was published on 5 August 2020.

Following this, members of the National Partnership for Culture – representing a broad range of views across the Culture sector – were asked to develop the Advisory Group on Economic Recovery’s recommendation in collaboration with Creative Scotland as delivery body. This was done via roundtable discussions, which provided an opportunity to share stakeholder views, test ideas, share information about progress, and discuss and address specific issues identified by stakeholders.

### **Mitigations**

We actively built equalities, diversity and inclusion considerations into the guidelines and criteria of the Culture Collective fund as set out above.

In terms of the process of applying for funding, applications were managed by Creative Scotland, who are committed to offering clear and accessible application processes and programmes that are open to everyone. Creative Scotland made the application information available in alternative formats including translations. Creative Scotland also offer access support to disabled applicants, tailored to individual requests. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants. CS Officers can offer advice to new applicants and support them to make an application. The CS Equalities Team can offer additional one-to-one support to applicants with access requirements. CS accepted applications and supporting materials which are written in English, Gaelic or Scots. BSL users can access CS services with the Contact Scotland-BSL programme.

### **Next Steps**

We have a Programme for Government commitment to evaluate and continue to invest in our Culture Collective programme, and ongoing impact assessments in relation to equality, diversity and inclusion will play a central role in that work.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 25 February 2022

## Grassroots Music Venues Stabilisation Funds

<b>Name of Grant:</b>	Grassroots Music Venues Stabilisation Fund
<b>Policy Lead</b>	Hazel Parkinson
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under the Public Services Reform (Scotland) Act 2010, Section 39.
<b>Grant Overview:</b>	The purpose of the fund was to provide grassroots live music venues in Scotland (i.e. those developing new talent), that were financially sustainable before COVID-19, with the funds to prevent closure and stabilise them as agreed between The Music Venues Trust and The Scottish Government.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on grassroots music venues, which had to close completely for the majority of the pandemic. That is why emergency funding was provided to a Grassroots Music Venues Stabilisation Fund, operated by Creative Scotland, to provide emergency support for this sector. This emergency funding has supported otherwise strong and viable venues, protecting the music sector, jobs and livelihoods helping prepare for a stronger economic recovery and ensure the survival of grassroots music venues, a pillar of the Scottish creative industries.</p> <p>The Scottish Government fully recognises the important contribution that grassroots music venues play in the sector in Scotland and the vital roles that they play in growing the talent pipeline for the sector and in skills development. It also recognises the important roles that they play in our communities and in supporting community activities.</p> <p>On Tuesday 22 September 2020 the awards for the first round of the Grassroots Music Venues Stabilisation Fund were announced which provided £2.2m to 68 venues. In December 2020 Fiona Hyslop, the Cabinet Secretary for Economy, Fair Work and Culture in the Scottish Government, announced a £4m second round of the Grassroots Music Venues Stabilisation Fund.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations representing people with one or more of the protected characteristics which included speaking regularly to the Scottish Trade Unions Congress culture affiliates and in particular the Musician’s Union. Specifically in relation to the Grassroots Music Venues Fund, we spoke to the Music Venues Trust and Creative Scotland to develop this fund.</p>

	<p>Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example, the guidance for the fund, produced by Creative Scotland, ensured people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland's equalities team.</p> <p>The guidance produced by Creative Scotland for the fund also encouraged all applicants to commit to, upon their opening, to sign up to Attitude is Everything's Grassroots Venue Charter of Best Practice and to publish their Safe Spaces Policy or Statement. Grassroots Venues Charter of Best Practice helps venues to make live music more accessible for Deaf and disabled people and is recognised as the industry standard for live music accessibility. More information is available here:  <a href="http://www.attitudeiseverything.org.uk/the-charter-of-best-practice/grassroots-venue-charter">www.attitudeiseverything.org.uk/the-charter-of-best-practice/grassroots-venue-charter</a></p> <p>Safe Spaces Policy or Statement helps venues show what they do to ensure they are inclusive and safe spaces for anyone to participate and enjoy live music without fear of feeling marginalised, unwelcome, being threatened or harassed. More information is available via the Musicians Union Safe Space Scheme:  <a href="http://www.musiciansunion.org.uk/safespace">www.musiciansunion.org.uk/safespace</a></p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>Older people, and children are unlikely to have been impacted by this support as its focus was on supporting jobs and businesses. However, those of working age, will have been positively impacted by access to this support for venues.</p>

<p><b>Sex: Men and Women</b></p>	<p>The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base. The Evidence paper from the FM's National Advisory Council on Women And Girls' spotlight on gender inequality within the Creative industries can be found <a href="#">here</a>. This highlights that in the Creative Industries, women account for around one third of the workforce and 60% of part-time positions.<sup>173</sup> 42% of men working in the sector are in Professional Occupations, compared with 25% of women.<sup>174</sup> Around two-thirds of senior managerial positions are held by men and two-thirds of the Administrative / Secretarial positions are held by women.<sup>175</sup></p> <p>Using the Arts, recreation and entertainment sector as a proxy, the full-time median gender pay gap was 4.1% in 2019. This was below the average for Scotland overall and was one of the smallest full-time gender pay gaps of any sector.<sup>176</sup></p> <p>44% of women respondents to Creative Scotland's "Understanding Diversity in the Arts" survey cited gender as a barrier to career progression compared to 12% of men.<sup>177</sup></p> <p>Therefore, while this scheme will have had a positive impact on jobs, including those held by both men and women in the creative sector, there are inequalities for women in the creative sector itself.</p>
<p><b>Race</b></p>	<p>The Scottish Government is aware through its engagement with the Policy and Evidence Centre that racial inequality can vary by genre in the music sector. The fund welcomed applications from venues which worked with all musical genres and types to avoid creating any additional inequality in access to funding.</p> <p>In its 2016 report Understanding Diversity in the Arts<sup>178</sup>, Creative Scotland found that around 5% of all respondents to its survey stated they are from a minority ethnic or mixed group, this compares to 3.7% of the Scottish population (Census 2011). Approximately 8% of respondents are from the rest of the European Union. We do not have any data on the ethnic make-up of the grassroots music industry workforce. The immediate priority of business support was to mitigate the economic impact of the pandemic on existing businesses to help venues survive. This funding will therefore inherit existing inequalities within the sector.</p>

<sup>173</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>174</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>175</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>176</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>177</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>178</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

	<p>People from ethnic minority backgrounds working in the grassroots music sector could be positively impacted by sustaining businesses and protecting jobs.</p>
<b>Disability</b>	<p>30% of respondents to a 2016 Creative Scotland survey on diversity in the arts, stated they had a disability/long term health condition <sup>179</sup>. This is well above the national average of around 20%. However, 22% of the respondents stated their disability reduced their ability to carry out day-to-day activities ‘a little’ or ‘a lot’, which is closer in line with national level statistics. The most common condition, selected by 14% of all respondents is a mental health condition. We do not have access to data around disability in the grassroots music sector as whole.</p> <p>In 2017/18, 10% of permanent staff and 0% of contractual/freelance staff in Creative Scotland’s Regularly Funded Organisations identified as disabled.<sup>180</sup></p> <p>We would expect that disabled people working in the grassroots music sector would be positively impacted if businesses and jobs are sustained. However, as this funding was supporting existing businesses the existing inequalities within the sector would be inherited by this funding.</p> <p>Creative Scotland encouraged all applicants to commit to, upon their opening, to sign up to Attitude is Everything’s Grassroots Venue Charter of Best Practice and to publish their Safe Spaces Policy or Statement. Grassroots Venues Charter of Best Practice helps venues to make live music more accessible for Deaf and disabled people and is recognised as the industry standard for live music accessibility. More information is available here: <a href="http://www.attitudeiseverything.org.uk/the-charter-of-best-practice/grassroots-venue-charter">www.attitudeiseverything.org.uk/the-charter-of-best-practice/grassroots-venue-charter</a></p> <p>However, we are aware that due to the necessary urgency of this fund, there was only a week for applications to be submitted. This might have proved challenging for people with disabilities in some cases if more time needed to complete the form, although enquiries could be submitted to Creative Scotland.</p>
<b>Religion and Belief</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that people with religion or belief are likely to have been impacted positively or negatively by this fund.</li> </ul>
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that sexual orientation is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>

<sup>179</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>180</sup> [Mainstreaming-Report-2017-19.pdf \(creativescotland.com\)](#)

<p><b>Pregnancy and maternity</b></p>	<ul style="list-style-type: none"> <li>• In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, a third of survey respondents had parental or carer responsibilities with no significant variance by gender. However, there was significant gender variation in how responsibilities are shared, 57% of females described themselves as the primary or sole carer compared with only 9% of males; 44% of respondents felt that carer responsibilities were shared equally (although males were more likely to state this than females).<sup>181</sup></li> <li>• We have no evidence to suggest that pregnancy and maternity is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> <li>• We are aware of the issues in inequality across the music sector faced by those who are pregnant or who are Mothers. This is why we are supportive of Creative Scotland’s ‘Radical care’ scheme which seeks to investigate the practicalities of providing childcare in creative workspaces.</li> </ul>
<p><b>Gender reassignment</b></p>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that gender reassignment is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>
<p><b>Marriage or Civil Partnership</b></p>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that marriage or civil partnership is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>
<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<ul style="list-style-type: none"> <li>• In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, economic limitations was the most commonly cited barrier to career progression, selected by 76% of all respondents. The qualitative data reveals the low earnings and precarity of the careers of many who work in the arts. Economic limitations was more commonly cited by women, part time workers and by those who were primarily artists.</li> <li>• Applications were only available to be made from owners or tenants of venues that were indoor, permanent venues in Scotland whose main function is to present all-year-round live grassroots music events for the public audience, and have a capacity of less than 600.</li> </ul>
<p><b>Stakeholder Engagement:</b>  We have engaged extensively with businesses and venues, and representative organisations across the music sector during the pandemic.</p> <p>Engagement with the music sector includes regular communication with: the Scottish Commercial Music Industry taskforce, Scottish Music Industry Association, Music Venues Trust, STUC Culture Affiliates, and more.</p>	

<sup>181</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses. This has enabled us to ensure the schemes are not unintentionally discriminatory to any groups with protected characteristics and to identify any potential barriers to engagement .

**Mitigations** – The guidance for the fund, produced by Creative Scotland, ensured people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland’s equalities team.

The guidance produced by Creative Scotland for the fund also encouraged all applicants to commit to, upon their opening, to sign up to Attitude is Everything’s Grassroots Venue Charter of Best Practice and to publish their Safe Spaces Policy or Statement. Safe Spaces Policy or Statement helps venues show what they do to ensure they are inclusive and safe spaces for anyone to participate and enjoy live music without fear of feeling marginalised, unwelcome, being threatened or harassed. More information is available via the Musicians Union Safe Space Scheme:

<https://musiciansunion.org.uk/safespace>

We have engaged extensively with venues and representatives from across the creative industries, including unions, to ensure any negative impact on people with protected characteristics would be spotted.

**Next Steps (if any)**

We recently published a paper for the First Minister’s National Advisory Council on Women and Girls’ spotlight on gender inequality within the creative industries, where we suggest a need for further work to tackle the gender inequalities across the creative industries . This paper recognises that the creative industries and arts have a role to play in tackling gender inequality, but also that there is an exciting opportunity for the sector to lead by example. The creative and varied nature of the creative industries and arts sector means that they have a unique voice and potential to reach and engage with new audiences, both in Scotland and globally, on issues of diversity, including on gender inequality.

We continue to work with Creative Scotland and partners to discuss gender inequality within the music sector.

We have a Programme for Government commitment to revise our Creative Industries Policy Statement, and improving equalities within the creative industries will form a part of this.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 28 February 2022

## Three Arts Venues

<b>Name of Grant:</b>	Three Arts Venues
<b>Policy Lead</b>	David Seers
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under Part 4 of, and schedule 9 to the Public Services Reform (Scotland) Act 2010.
<b>Grant Overview:</b>	Three charitable arts organisations will receive a share of £3 million of additional funding as part of the ongoing emergency coronavirus (COVID-19) support for three performing arts venues. Aberdeen Performing Arts, Eden Court Highlands and Capital Theatres Edinburgh. The funding is distributed through Creative Scotland
<b>Executive Summary:</b>	<p>The Scottish Government recognises the significant impact that COVID 19 restrictions are having on the performing arts sector in Scotland</p> <p>Performing arts venues are valued by communities right across Scotland, and deliver social impacts in education, health and wellbeing, and social inclusion, as well as substantial economic impacts.</p> <p>Emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery. Preserving jobs through financial support, while much of the sector has been closed, has helped prevent many businesses laying off staff.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. The Three Arts Venues Funding is part of this wider support.</p> <p>While venue closure during lockdown was essential, it created an extremely challenging environment for performing arts venues.</p> <p>Community engagement and learning programmes at all three venues are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19.</p> <p>The intention of the funding was to help the resilience of three performing arts companies who are facing particular hardship from loss of trading income from COVID-19 restrictions, because their usual operating models built up significant commercial income pre-pandemic.</p>

	<p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing this funding we took advice from Creative Scotland. This helped us shape the funding in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available.. Two of these venues (Aberdeen Performing Arts and Eden Court Highlands) are in communities where their closure would have a heightened impact because of lack of alternative cultural offerings nearby.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<p><b>Age: Older People and Children and Young People</b></p>	<p>The only available data on this protected characteristic is sector specific, not venue specific.</p> <p>Comfort with returning to indoor venues is highest among younger people (16-34) according to Creative Scotland/ 56 Degree Insight research<sup>182</sup>. However, performing arts venues are subject to closure in levels 3-4 and significant restrictions on numbers in levels 0-2 and mean without this additional funding these three venues will continue to struggle to operate.</p> <p>The Scottish Household Survey<sup>183</sup> figures shows levels of cultural attendance, in 2018, were generally higher among the younger age groups, although there were differences in the cultural activities attended by younger and older age groups.</p> <p>Ninety one per cent of 16 to 24 year olds attended a cultural event compared to 56 per cent of those aged 75 and over. Sixteen to 24 year olds also had higher cultural attendance than those aged 75 and over after excluding trips to the cinema (78 per cent and 54 per cent).</p>
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<sup>182</sup> [PowerPoint Presentation \(creativescotland.com\)](#)

<sup>183</sup> [Scottish household survey 2018: annual report](#)

	<p>As noted above, young people’s interest in returning to culture events and venues has declined less than for the general population.</p> <p>Almost half of 16 to 24 year olds (44 per cent) attended a live music event, compared with 10 per cent of those aged 75 or over.</p> <p>IPSOS – Tracking the Coronavirus Report<sup>184</sup>, Scotland has found that older people (over 55) are more anxious about returning to events than younger people (under 35). Those who are most worried about the health impact of the virus are most cautious about returning to venues and events. This includes older age groups who are generally most concerned<sup>185</sup>.</p> <p>According to the Creative Scotland/ 56 Degree Insight research, the frequency with which the Scottish population expects to attend arts events and venues has decreased. Although around half of respondents expected the extent of their activity to be the same as before the COVID-19 outbreak, many others expect to attend less often, particularly for live music events, dance, theatre and cinema. People who are most confident in attending in the near future tend to be younger and are more likely to have children at home. Respondents were asked how comfortable they would feel attending performances at a range of venue types. While over half (56%) felt very or fairly comfortable attending outdoor events, fewer were comfortable attending community venues (39%), medium to large indoor venues (37%), arena sized venues (34%) or smaller indoor venues (30%). Notably, nearly 40% of the population would not feel comfortable in smaller indoor venues even if they had assurances on safety measures. Across all venue types, people aged 16-34 were more likely to state that they felt comfortable while people aged over 55, those with a disability or long-term health condition, residents of rural areas and infrequent arts attenders were least comfortable. However, anxiety about returning and any negative impact on older people is considered to have reduced due to the rollout of the vaccination programme which began with older people, with almost all people over 50 having received their first vaccine dose<sup>186</sup>. We are not aware of any evidence that suggests the other measures (apart from closure of these venues) will create any particular inequalities for this protected characteristic.</p>
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<sup>184</sup> [IPSOS Mori Report - Public opinion on the COVID-19 coronavirus pandemic](#)

<sup>185</sup> [PowerPoint Presentation \(creativescotland.com\)](#)

<sup>186</sup> [COVID-19 Daily Dashboard - PHS COVID-19 | Tableau Public](#)

	<p>There is no recent information on workforce demographics for the sector available so we are unable to give a view on that at this point in time.</p>
<b>Sex: Men and Women</b>	<p>The data on this protected characteristic is all sector specific, not venue specific.</p> <p>Attendance at a cultural event or place is higher among women (Scottish Health Survey 2018) and, therefore, more likely to benefit if open. 82% of women attended or visited a cultural event or place compared to 79 per cent of men. Women also had higher cultural attendance than men after excluding trips to the cinema, with the gap between women and men increasing to five percentage points (76 per cent and 71 per cent). We are not aware of any evidence that suggests the other measures (apart from closure of these venues) will create any particular inequalities for this protected characteristic.</p> <p>There is no recent information on workforce demographics for the sector available so we are unable to give a view on that at this point in time.</p>
<b>Race</b>	<p>The data on this protected characteristic is all sector specific, not venue specific.</p> <p>We are not aware of any evidence that suggests that providing support to these three performing arts venues will create any particular inequalities for this protected characteristic.</p> <p>There is no recent information on workforce demographics for the sector available so we are unable to give a view on that at this point in time.</p>
<b>Disability</b>	<p>The data on this protected characteristic is all sector specific, not venue specific.</p> <p>People with a disability or long-term health condition were amongst those least comfortable about returning to indoor venues according to Creative Scotland/ 56 Degree Insight research. It is possible that certain measures implemented to mitigate spread of virus may create barriers to disabled people working at or attending events.</p> <p>For example:</p> <ul style="list-style-type: none"> <li>• General guidance not to use lifts (impact on people who use wheelchairs or others who find it difficult to use the stairs).</li> <li>• Use of face coverings by event staff and / or those attending events (impact on people who lip read or those who cannot wear face coverings due to health conditions).</li> <li>• Provision of additional handwashing or hand sanitiser in particular locations that are not accessible / not at correct height (impact on those using a wheelchair).</li> </ul>



## Performing Arts Venues Relief Fund

<b>Name of Grant:</b>	Performing Arts Venues Relief Fund
<b>Policy Lead</b>	Hazel Parkinson
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under the Public Services Reform (Scotland) Act 2010, Section 39.
<b>Grant Overview:</b>	This fund is part of the package of COVID-19 support established by the Scottish Government. This fund helped support organisations that provide performing arts venues in Scotland with emergency funding that allowed them to remain solvent, supported the return of staff from furlough, and provided support for new artistic commissions from freelance artists.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on performing arts venues, which had to close completely for the majority of the pandemic. That is why emergency funding was provided to a Performing Arts Venues Relief Fund (PAVR), operated by Creative Scotland, to provide emergency support for this sector.</p> <p>Organisations that contribute to the rich and diverse cultural life of Scotland have been significantly impacted by COVID-19. Many operate successful, commercial models without the need for public funding. Others operate within a mixed economy model, often supporting their activities through a combination of public sector funding and trading activities. The ongoing impact of the pandemic has meant that a large number remain financially vulnerable, unable to maintain the levels of income generation required to ensure their future viability. Some organisations have benefitted from targeted financial support through loans or grants, intended to address those sectors where industry bodies have identified specific hardship. Others have benefitted from various schemes and initiatives from the Scottish and UK Governments but many still are threatened by insolvency.</p> <p>This fund has been established by the Scottish Government to contribute to addressing their needs. In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless, in developing these funds we spoke to a range of organisations representing people with one or more of the protected characteristics; for example, speaking regularly to the Scottish Trade Unions Congress culture affiliates and in particular the Federation of Scottish Theatre.</p>

This helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We were also mindful that the equality duty was not just about negating or mitigating negative impacts, we also had a positive duty to promote equality.

We have sought to do this through provisions contained in the measures or by support and guidance available. For example, the guidance produced by Creative Scotland for the scheme said that all applicants were expected to demonstrate a commitment to Equalities, Diversity and Inclusion through the planning and delivery of their funded activity.

Creative Scotland also ensured that the guidance and administration of the fund addressed Equalities, Diversity and Inclusion considerations. Anyone needing alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland's equalities team. BSL users were also able to access Creative Scotland's services with the Contact Scotland-BSL programme. Additional support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants.

The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base. The Evidence paper from the FM's National Advisory Council on Women And Girls' spotlight on gender inequality within the Creative industries can be found [here](#).

Closing that gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.

We recently published a paper for the FM's National Advisory Council on Women and Girls' spotlight on gender inequality within the Creative industries, where we suggest a need for further work to tackle the gender inequalities across the Creative industries<sup>188</sup>.

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<sup>188</sup> [National Advisory Council for Women and Girls Policy Paper - Women and Girls](#)

	We continue to work with Creative Scotland and partners to discuss gender inequality within the sector.
<b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>	
<b>Age: Older People and Children and Young People</b>	Our evidence tells us that older people, and children were unlikely to have been directly impacted by this support. However, those of working age, will have been positively impacted by access to this support for performing arts venues as the purpose of the fund was not only to help prevent insolvency but also to prevent significant job losses due to the impact of Covid-19.
<b>Sex: Men and Women</b>	<p>The immediate priority of business support was to mitigate the economic impact of the pandemic and help businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind, including women-led businesses.</p> <p>The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base. The Evidence paper from the FM's National Advisory Council on Women And Girls' spotlight on gender inequality within the Creative industries can be found <a href="#">here</a>. This highlights that in the Creative Industries, women account for around one third of the workforce and 60% of part-time positions.<sup>189</sup> 42% of men working in the sector are in Professional Occupations, compared with 25% of women.<sup>190</sup> Around two-thirds of senior managerial positions are held by men and two-thirds of the Administrative / Secretarial positions are held by women.<sup>191</sup></p> <p>Using the Arts, recreation and entertainment sector as a proxy, the full-time median gender pay gap was 4.1% in 2019. This was below the average for Scotland overall and was one of the smallest full-time gender pay gaps of any sector.<sup>192</sup></p> <p>44% of women respondents to Creative Scotland's "Understanding Diversity in the Arts" survey cited gender as a barrier to career progression compared to 12% of men.<sup>193</sup></p> <p>Therefore, while this scheme will have had a positive impact on jobs, including those held by both men and women in the creative sector, there are inequalities for women in the creative sector itself.</p>

<sup>189</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>190</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>191</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>192</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>193</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<p><b>Race</b></p>	<p>We do not have access to data around race in the creative workforce as whole.</p> <p>Creative Scotland published two EDI reviews, ‘Understanding Diversity in the Arts’ (July 2017) and ‘Screen Equalities, Diversity and Inclusion Review’ (January 2017), which provided a snapshot of the creative sector in Scotland and explored the barriers experienced by those working in the arts. Around 5% of all respondents stated they are from a minority ethnic or mixed group, this compares to 3.7% of the Scottish population (Census 2011). Half of respondents identifying in the minority ethnic or mixed groups stated their ethnicity was a barrier, with Minority Ethnic respondents also indicating a lower median income than average at £15,000.<sup>194</sup></p> <p>The scheme is in place to protect jobs which will have a positive impact on Minority Ethnic people employed in the creative sector.</p>
<p><b>Disability</b></p>	<p>30% of respondents to a 2016 Creative Scotland survey on diversity in the arts, stated they had a disability/long term health condition <sup>195</sup>. This is well above the national average of around 20%. However, 22% of the respondents stated their disability reduced their ability to carry out day-to-day activities ‘a little’ or ‘a lot’, which is closer in line with national level statistics. The most common condition, selected by 14% of all respondents is a mental health condition.</p> <p>In 2017/18, 10% of permanent staff and 0% of contractual/freelance staff in Creative Scotland’s Regularly Funded Organisations identified as disabled.<sup>196</sup></p> <p>The scheme is in place to protect jobs which will have a positive impact on disabled people employed in the creative sector.</p>
<p><b>Religion and Belief</b></p>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that people with Religion or belief are likely to have been impacted positively or negatively by this fund.</li> </ul>
<p><b>Sexual Orientation</b></p>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that sexual orientation is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>
<p><b>Pregnancy and maternity</b></p>	<ul style="list-style-type: none"> <li>• For the PAVR fund, we have no evidence to suggest that there has been a significant impact on pregnant people or mothers. However, we are aware that due to the necessary urgency of this fund, there was only a week for applications to be submitted.</li> </ul>

<sup>194</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>195</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>196</sup> [Mainstreaming-Report-2017-19.pdf \(creativescotland.com\)](#)

	<p>This might have proved challenging for parents with limited time to complete the form, although enquiries could be submitted to Creative Scotland.</p> <ul style="list-style-type: none"> <li>• We are aware of the issues in inequality across the music sector faced by those who are pregnant or who are Mothers. This is why we are supportive of Creative Scotland’s ‘Radical care’ scheme which seeks to investigate the practicalities of providing childcare in creative workspaces<sup>197</sup>.</li> <li>• In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, a third of survey respondents had parental or carer responsibilities with no significant variance by gender. However, there was significant gender variation in how responsibilities are shared, 57% of females described themselves as the primary or sole carer compared with only 9% of males; 44% of respondents felt that carer responsibilities were shared equally (although males were more likely to state this than females).<sup>198</sup></li> <li>•</li> </ul>
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest Gender Reassignment is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>
<b>Marriage or Civil Partnership</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest Marriage or Civil Partnership is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<ul style="list-style-type: none"> <li>• In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, economic limitations was the most commonly cited barrier to career progression, selected by 76% of all respondents. The qualitative data reveals the low earnings and precarity of the careers of many who work in the arts. Economic limitations was more commonly cited by women, part time workers and by those who were primarily artists.</li> <li>• Applications were for venues and organisations facing insolvency, and to save jobs. So this scheme is likely to have positively impacted people economically.</li> </ul>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and venues, and representative organisations across the performing arts sector during the pandemic.</p>	

<sup>197</sup> [Creative Scotland Targeted Funding - Radical Care](#)

<sup>198</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

Engagement with the performing arts sector includes regular communication with: the Federation of Scottish Theatre, STUC Culture Affiliates, and more. These organisations offer perspectives from a broad range of music stakeholders who will have had access to the Cultural Organisation and Venues Recovery Fund (COVR ) and PAVR schemes.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses. This has enabled us to ensure the schemes are not unintentionally discriminative to any groups with protected characteristics and to identify any potential barriers to engagement .

**Mitigations** –For example, the guidance produced by Creative Scotland for the scheme said that all applicants were expected to demonstrate a commitment to Equalities, Diversity and Inclusion through the planning and delivery of their funded activity.

Creative Scotland also ensured that the guidance and administration of the fund addressed Equalities, Diversity and Inclusion considerations. Anyone needing alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland’s equalities team. BSL users were also able to access Creative Scotland’s services with the Contact Scotland-BSL programme. Additional support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants.

#### **Next Steps (if any)**

We recently published a paper for the FM’s National Advisory Council on Women and Girls’ spotlight on gender inequality within the creative industries, where we suggest a need for further work to tackle the gender inequalities across the creative industries<sup>199</sup>. This paper recognises that the creative industries and arts have a role to play in tackling gender inequality, but also that there is an exciting opportunity for the sector to lead by example. The creative and varied nature of the creative industries and arts sector means that they have a unique voice and potential to reach and engage with new audiences, both in Scotland and globally, on issues of diversity, including on gender inequality.

We continue to work with Creative Scotland and partners to discuss gender inequality within the music sector.

We have a Programme for Government commitment to revise our Creative Industries Policy Statement, and improving equalities within the creative industries will form a part of this.

#### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 28 February 2022

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<sup>199</sup> [National Advisory Council for Women and Girls Policy Paper - Women and Girls](#)

## Youth Arts Emergency Fund

<b>Name of Grant:</b>	Contribution to Youth Arts Emergency Fund
<b>Policy Lead</b>	Eleanor Stanley
<b>Legal power used:</b>	Public Services Reform (Scotland) Act 2010
<b>Grant Overview:</b>	£1 million additional funding to the Youth Arts Emergency Fund to allow more organisations in the Youth Arts sector to be supported. This will provide more opportunities to engage young people, as well as providing additional employment opportunities in the culture sector, including for freelancers.
<b>Executive Summary:</b>	<p>The Youth Arts Emergency Fund was part of our COVID-19 relief funding for the culture sector. This was a £4.5m fund for the Youth Arts sector made up from £3m from culture consequentials, £1m contribution from these Business Support Funds and £500k from other culture budgets. The £1m of Business Support Funding forms part of the overall £4.3 billion that has been committed to business support over the course of the pandemic.</p> <p>The dual purpose of the Youth Arts Emergency Fund was to:</p> <ul style="list-style-type: none"> <li>• support the youth arts sector, which includes many micro-businesses, small charities and freelancers; and</li> <li>• provide opportunities for young people to participate in arts and culture projects, to support them through the pandemic.</li> </ul> <p>The priority was to provide support quickly to Youth Arts Sector organisations affected by the Covid-19 pandemic. These funding streams were therefore developed quickly by Creative Scotland, following dialogue with the sector. Creative Scotland however has extensive experience in creating policies that meet the terms 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). It used this experience in the designs and delivery of this funding stream.</p> <p>Instead of being a new programme, the fund mostly replaced and replicated our annual out-of-school project funding from the longstanding Youth Music Initiative (YMI). However, more money was available and the fund was opened up to artforms other than music. This approach allowed a scheme to be developed quickly and take advantage of an existing funding route. Expanding the scheme to help a broader range of organisations in the sector mean the fund could provide more opportunities to young people who might have been badly affected by the pandemic.</p>

It was reasonably expected however that the background of participants would be similar for Youth Arts Emergency Fund projects to participants in recent years' Youth Music Initiative out-of-school projects

Both the Youth Music Initiative and the Youth Arts Emergency Fund are delivered by Creative Scotland, who are also subject to public sector equalities duties and who regularly assess the equalities impact of the Youth Music Initiative and who also gather information on participants as part of their annual impact report.

This funding was for projects working with target groups of young people. The target groups are young people who:

- Are living in poverty or residing in areas of social and economic deprivation.
- Are experiencing or at risk of experiencing harm and neglect.
- Are looked after children and care leavers
- Are in the early years (0-5) of their life.
- Are from Black and/or Minority Ethnic backgrounds.
- Have a disability and/or additional support needs.
- Are at risk of offending or have previously offended.
- Are young carers and/or young parents
- Are experiencing or at risk of homelessness, or who have been homeless
- Are experiencing mental ill health.

One of the purposes of having a list of target groups is many of these have been identified as having less access to cultural opportunities. The funding also works with groups who would particularly benefit from the wider range of opportunities and benefits of youth arts programmes, such as increased confidence and social skills and the opportunity to express oneself. The last two bullet points represent new target groups for this programme, based on discussions with Creative Scotland and Scottish Government policy teams about who might not be being reached.

The programme is therefore inherently aimed at reducing inequalities and tackling barriers to participation and supporting young people from disadvantaged backgrounds. One of the requirements for applying to the fund was to “demonstrate how the funding will develop additional project-based activity that will tackle inequality and create opportunities for children and young people to engage with the arts.” Projects also have to demonstrate how they would ensure “removal of all barriers to participation whether physical, socio-economic, personal or peer related.”

	<p>The additional £1m funding allowed the Youth Arts Emergency Fund to provide support to more projects, provide more employment opportunities and provide more opportunities for young people to access culture. Creative Scotland were able to support 43 additional projects. However, it is not possible to disaggregate which projects were supported from business support funds rather than from culture consequentials and other funding.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>This funding topped up a wider fund which has been shown in previous years (using the Youth Music Initiative out-of-school funds as an equivalent) to benefit several protected characteristics by supporting projects which are targeted towards certain groups of young people. This includes young people living in poverty or residing in areas of social and economic deprivation; disabled young people and young people with additional support needs; and young people from a black or minority ethnic background. All the projects are aimed at widening access to cultural activity and opportunities for children and young people. By increasing the amount of money available through the Youth Arts Emergency Fund, more projects could be supported, thereby benefitting more young people with these protected characteristics.</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>This funding is for projects that work with children and young people. Children and young people benefit by participating in the projects. The benefits for the young people involved are recorded in end of project evaluations, as detailed in the annual Youth Music Initiative Impact Report – the 2018/19 impact report can be found here: <a href="https://creativescotland.com/YMI-Impact-Report-2018_19-FINAL.pdf">YMI-Impact-Report-2018_19-FINAL.pdf (creativescotland.com)</a></p> <p>The additional funding will have allowed more young people to participate in projects.</p>
<p><b>Sex: Men and Women</b></p>	<p>Participants in the equivalent existing Youth Music Initiative projects are gender balanced. In the 2018/19 impact report, participants were reported as 47% male, 50% female and 3% other gender identity. Creative Scotland do not have currently data on the make up of the youth arts workforce.</p> <p>We are not aware of any negative impact that increasing this funding would have for this protected characteristic.</p>
<p><b>Race</b></p>	<p>Young people from a black or minority ethnic background are one of the target groups for these projects. In 2018/2019, 24 out of 193 projects were specifically targeted to or aimed at young people from a black or minority ethnic background and in 2017/2018 this figure was 29 out of 199 projects. The additional funding is likely to have supported more projects targeted towards young people from a black or minority ethnic background</p>

	<p>Creative Scotland do not currently have data on the make up of the youth arts workforce.</p>
<b>Disability</b>	<p>Disabled young people and young people with additional support needs are one of the target groups for these projects. In 2018/2019, 38 out of 193 projects were specifically targeted to or aimed at disabled young people or young people with additional support needs and in 2017/2018 this figure was 39 out of 199 projects.</p> <p>The Youth Arts Emergency Fund also introduced young people experiencing mental ill health as a target group. As long term mental ill health is included within the definition of disability, this expansion of target groups may have allowed more disabled young people to access projects.</p> <p>Overall, the additional funding is likely to have supported more projects which are targeted at disabled young people, and young people with additional support needs.</p> <p>Creative Scotland do not have data on the make up of the youth arts workforce.</p>
<b>Religion and Belief</b>	<p>We are not aware of any positive or negative impact that the expansion of this funding would have on this protected characteristic.</p>
<b>Sexual Orientation</b>	<p>We are not aware of any positive or negative impact that the expansion of this funding would have on this protected characteristic.</p>
<b>Pregnancy and maternity</b>	<p>We are not aware of any positive or negative impact that the expansion of this funding would have on this protected characteristic.</p>
<b>Gender reassignment</b>	<p>We are not aware of any positive or negative impact that the expansion of this funding would have on this protected characteristic.</p> <p>As noted above 3% of out-of-school participants in the 2018/19 YMI identified as a gender other than male or female</p>
<b>Marriage or Civil Partnership</b>	<p>We are not aware of any positive or negative impact that the expansion of this funding would have on this protected characteristic.</p>
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Young people living in poverty or residing in areas of social and economic deprivation are one of the target groups for these projects. In 2018/2019, 61 out of 193 projects were specifically targeted to or aimed at young people living in poverty or residing in areas of social and economic deprivation and in 2017/2018 this figure was 63 out of 199 projects.</p> <p>Expansion of this funding is likely to support more projects for young people living in poverty or residing in areas of social and economic deprivation.</p>
<b>Stakeholder Engagement:</b>	

Our direct stakeholders were Creative Scotland who delivered the funding on our behalf. They in turn engaged directly with the youth arts sector on the expansion of this programme.

### **Mitigations –**

Equalities, diversity and inclusion considerations were built into the Youth Arts Emergency Fund as set out above.

In terms of the process of applying for funding, applications were managed by Creative Scotland, who are committed to offering clear and accessible application processes and programmes that are open to everyone. Creative Scotland made the application information available in alternative formats including translations. Creative Scotland also offer access support to disabled applicants, tailored to individual requests. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants. Creative Scotland Officers can offer advice to new applicants and support them to make an application. The Creative Scotland Equalities Team can offer additional one-to-one support to applicants with access requirements. Creative Scotland accepted applications and supporting materials which are written in English, Gaelic or Scots. BSL users can access Creative Scotland services with the Contact Scotland-BSL programme.

Additionally, all first time applicants to Creative Scotland were required to provide a copy of their organisation's Equal Opportunity Policy.

### **Next Steps (if any)**

The Youth Arts Emergency Fund will be evaluated by an external organisation, as commissioned by Creative Scotland; the interim evaluation is under way. Creative Scotland have also recently undertaken a further Equalities Impact Assessment of the Youth Music Initiative overall, with recommendations as to how to continue to improve the inclusivity of the programme.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 25 February 2022

## Independent Cinema Recovery and Resilience Fund

<b>Name of Grant:</b>	Independent Cinema Recovery and Resilience Fund
<b>Policy Lead</b>	Emily Green
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under the Public Services Reform (Scotland) Act 2010, Section 39.
<b>Grant Overview:</b>	This fund was established by the Scottish Government to help bridge the significant immediate financial gap faced by independently owned cinemas during reopening and operation. The financial support will cover a proportion of venue fixed costs, and covers the period 14 September 2020 – March 2021.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on independent cinemas, which had to close completely for the majority of the pandemic.</p> <p>Before 19 July 2021, Scottish Government regulations required greater restrictions, particularly the need for 2m physical distancing, which greatly reduced cinema capacity. Most cinemas were operating at no more than 25% capacity. This has typically led to a lower number of showings and reduced attendance.</p> <p>This fund has been established by the Scottish Government to contribute to addressing the financial needs of independent cinemas. In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures.</p> <p>We are mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality.</p> <p>We have sought to do this through the design of the funding itself and by the support and guidance available to applicants. For example, the guidance produced by Creative Scotland for the scheme said that all applicants were expected to create accessible and inclusive venues and signposted applicants to Inclusive Cinema for information on how to achieve that. Inclusive Cinema is a UK-wide project developed by the BFI Film Audience Network (FAN) and is designed to support screen exhibitors. It provides a rich resource with how-to guides, useful data and case studies and links to training and where to find funding.</p>

In another example, the guidance for the fund, produced by Creative Scotland, ensured people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland's equalities team. BSL users were also able to access our services with the Contact Scotland-BSL programme. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants.

The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base.

Closing that gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.

The Scottish Government recently published a paper for the FM's National Advisory Council on Women and Girls' spotlight on gender inequality within the Creative industries, where we suggest a need for further work to tackle the gender inequalities across the Creative industries.

#### **KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Cinema audiences include people of all characteristics across Scotland. Access for people with disabilities is provided and there are sessions that are audio-described or subtitled available. Many cinemas run special sessions for older people, parents with babies and for people with autism or dementia.

Cinemas are spread across Scotland and between independent cinemas and touring cinemas such as the Screen Machine (an itinerant adapted screen that travels widely including to Highlands and Islands) reach a wider range of people in Scotland than other art forms such as theatre. Cinema is generally a cheaper cultural option than theatre (average UK ticket price of £7.11) and therefore more accessible to most people. Many cinemas offer concessions to older people, students or those out-of-work.

Cinema-going is the second most popular cultural activity in Scotland with 17% of adults in 2020 saying that they had been to the cinema in the last 12 months (Scottish Household Survey 2020). People from Black, Asian and other ethnic backgrounds over-index in the cinema-going public (Source- UKCA). Overall across cinema in Scotland, data from 2020 shows 19% from Minority Ethnic Groups attended cinemas compared to the adult average of 17% and among White Scottish this was 16%. (Scottish Household Survey 2020). The largest audience share is in the 16-24 age group. According to the 2020 Scottish Household Survey the breakdown was 25% in 16-24 age group, 23% in 25-34, 22% in 35-44, 15% in 45-59, 13% in 60-74 and 6% in over-75s. On gender, attendance is largely balanced at 17% for both males and females. (SHS 2020)

In terms of disability 13% of those reporting disabilities said they attended cinemas in last 12 months (2020) compared to 19% non-disabilities. (SHS 2020)

<b>Age: Older People and Children and Young People</b>	<ul style="list-style-type: none"> <li>• The purpose of the fund was to prevent insolvency and significant job losses due to the impact of Covid-19. People of working age will therefore be the biggest beneficiaries of funding.</li> <li>• As the statistics above show however, older people and children and young people make up a significant proportion of cinema audiences so they would benefit from more independent cinemas being able to re-open once Covid-19 restrictions are lifted.</li> <li>• These venues provide a range of programming and events that are specific to each community, but include events such as relaxed screenings for neuro-divergent people, regular events for Deaf and Hard of Hearing audiences, LGBTQIA+ programming and screenings for older people that reduce social isolation.</li> </ul>
<b>Sex: Men and Women</b>	<ul style="list-style-type: none"> <li>• The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base. Women occupy just 4% of senior film exhibition roles in the UK (Creative Skillset 2014).</li> <li>• On gender, overall across all age groups, attendance is evenly balanced between male and female. There would therefore be no significant impact within cinema audiences for this protected characteristic.</li> </ul>
<b>Race</b>	<ul style="list-style-type: none"> <li>• We have evidence that cinema over-indexes with minority ethnic groups so there would be a positive effect for those with those characteristics from cinemas being open.</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>• While fewer people with disabilities (13%) attend cinema than average (17%) the availability of cinema-going and the efforts of the sector to make the experience accessible and promote attendance with specific sessions for instance for people with autism indicates there would be a positive benefit for those with disabilities.</li> </ul>
<b>Religion and Belief</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that people with Religion or belief are likely to have been impacted positively or negatively by this fund.</li> </ul>
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that sexual orientation is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest that there has been a significant impact on pregnant people or mothers. However, we are aware that due to the necessary urgency of this fund, there were only three weeks for applications to be submitted. This might have proved challenging for parents with limited time to complete the form, although enquiries could be submitted to Creative Scotland.</li> </ul>
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest Gender Reassignment is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> </ul>

<p><b>Marriage or Civil Partnership</b></p>	<ul style="list-style-type: none"> <li>• We have no evidence to suggest Marriage or Civil Partnership is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</li> <li>•</li> </ul>
<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<ul style="list-style-type: none"> <li>• Applications were for independent cinemas facing financial hardship, and to save jobs. So this scheme is likely to have positively impacted people economically. The cinemas helped by this fund are distributed across Scotland and therefore have wide geographical reach, including a touring cinema in the Highlands and Islands. Cinema attendance spreads quite evenly across income groups with 15% of those in the lowest 20% income group (by SIMD) attending cinema compared to 17% on average suggesting that helping cinemas to open offers cultural alternatives across all income groups that are taken up.</li> <li>•</li> </ul>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and their representative organisations during the pandemic. Due to the accelerated timescales of this fund, no official consultation with the sector was taken prior to launch, although financial information from stakeholders was gathered to understand the sector’s financial needs to help define the economic scope of this fund. We engaged regularly with the UK Cinema Association which represents almost all cinemas (commercial and independent) in Scotland and through Screen Scotland with the independent and touring cinemas who were supported by the funding. At the height of the pandemic, this engagement was on at least a weekly basis as we were also working with them and the cinemas on guidance around restrictions. We also engaged with some key stakeholders at large independent cinema groups such as the Centre for the Moving Image (CMI; Edinburgh and Aberdeen) and with Glasgow Film Theatre.</p>	
<p><b>Mitigations:</b> Alternative Formats, Languages and Access Support for guidance was available. There was also an Enquiries Service at Creative Scotland for any issues. This has ensured we have been able to provide support for disabled people as well as people whose first language was not English.</p> <p>The guidance produced by Creative Scotland for the scheme said that all applicants were expected to create accessible and inclusive venues and signposted applicants to Inclusive Cinema for information on how to achieve that. Inclusive Cinema is a UK-wide project developed by the BFI Film Audience Network (FAN) and is designed to support screen exhibitors. It provides a rich resource with how-to guides, useful data and case studies and links to training and where to find funding.</p> <p>When it administered the funding Creative Scotland, ensured people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland’s equalities team. BSL users were also able to access our services with the Contact Scotland-BSL programme. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants.</p>	

**Next Steps (if any)**

In 2022, Screen Scotland will publish an addition to its funding requirements, which will encourage a more representative and inclusive Scottish film industry.

The Diversity Standards will be designed in consultation with industry and will encourage filmmakers, producers and distributors to make meaningful changes to their projects to become more inclusive. As a result, they will open up more opportunities for people from all walks of life to make and watch films.

The BFI Diversity Standards Scotland (the Diversity Standards) will initially be tested during a year-long pilot and will develop into a permanent requirement. for applications to all Screen Scotland funds.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael Mckechnie

**Date:** 1 March 2022

## Creative Scotland and Screen Scotland Bridging Bursary Funds

<b>Name of Grant:</b>	Creative Scotland and Screen Scotland Bridging Bursary Funds
<b>Policy Lead</b>	Hazel Parkinson
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under the Public Services Reform (Scotland) Act 2010, Section 39
<b>Grant Overview:</b>	<p>As part of our COVID-19 response, on Friday 27 March Creative Scotland launched a Bridging Bursary Programme to provide financial support to individuals who are unable to sustain their creative work and practice in the extremely challenging times.</p> <p>The Bridging Bursary Programme was in two strands:</p> <p>A £2m Creative Scotland Bridging Bursary Fund to help sustain freelance creative professionals who had lost earnings due to the cancelation of work as a result of COVID-19.</p> <p>A parallel £1.5m Screen Scotland Bridging Bursary Fund for freelance or self-employed screen practitioners who had lost income from their work due to COVID-19.</p>
<b>Executive Summary:</b>	<p>These funds were to support individual artists and freelancers who had lost income from their creative work and/or practice due to Covid-19. The Bridging Bursary was supported with funding from Scottish Government, the National Lottery and the Freelands Foundation, via Creative Scotland.</p> <p>This fund was to support freelance artists and freelance creative practitioners working in the not-for-profit sector in Scotland who were experiencing immediate financial difficulty due to the loss of income as a result of the COVID-19 pandemic. This fund offered a one-off bursary to provide a financial bridge for those people in Scotland who were most deeply impacted and disadvantaged by the cancellation of work as a result of the emergency situation. The Creative Scotland and Screen Scotland Bridging Bursaries aimed to support and prioritise those most in need at this time, particularly those who were least likely to benefit from the recently announced Job Retention Scheme and Self Employment Income Support Scheme.</p> <p>We were also mindful that the equality duty is not just about negating or mitigating negative impacts, we also had a positive duty to advance equality of opportunity and to foster good relations.</p> <p>The Guidance highlighted that people could submit a request if they had any access needs or if English was not their first language.</p>

<b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>	
<b>Age: Older People and Children and Young People</b>	Older people, and children were unlikely to be directly impacted by this support as its focus was on working age people facing financial hardship. However, those of working age, will have been positively impacted by access to this support. This is because freelancers will have been positively impacted by the scheme as it was intended to provide support to creative freelancers experiencing hardship due to lost income from work and/or practice in the creative sector due to Covid-19.
<b>Sex: Men and Women</b>	<p>In 2019, women made up 35.8 % of the creative industries workforce.</p> <p>The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base<sup>200</sup>. In the Creative Industries, women account for around one third of the workforce and 60% of part-time positions.<sup>201</sup></p> <p>In 2019, 29.4% of women working in the sector were self-employed. This was lower than the share of self-employment within the male workforce where 32.4% were self-employed.<sup>202</sup></p> <p>This funding is therefore likely to disproportionately positively impact men overall. However, it will have a higher positive impact for women when considering part-time workers.</p>
<b>Race</b>	<p>Creative Scotland published two EDI reviews, 'Understanding Diversity in the Arts' (July 2017) and 'Screen Equalities, Diversity and Inclusion Review' (January 2017), which provided a snapshot of the creative sector in Scotland and explored the barriers experienced by those working in the arts. Around 5% of all respondents stated they are from a minority ethnic or mixed group, this compares to 3.7% of the Scottish population (Census 2011). Half of respondents identifying in the minority ethnic or mixed groups stated their ethnicity was a barrier, with Minority Ethnic respondents also indicating a lower median income than average at £15,000.<sup>203</sup></p> <p>This funding is expected to have a positive impact on eligible freelancers from ethnic minority backgrounds who have been adversely financially impacted by Covid-19 restrictions on the culture sector.</p>

<sup>200</sup> [One Scotland - Arts and Creative Industries – What we already know](#)

<sup>201</sup> [One Scotland - Arts and Creative Industries – What we already know](#)

<sup>202</sup> [Arts and Creative Industries - What we already know - One Scotland](#)

<sup>203</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<b>Disability</b>	<p>30% of respondents to a 2016 Creative Scotland survey on diversity in the arts, stated they had a disability/long term health condition <sup>204</sup>. This is well above the national average of around 20%. However, 22% of the respondents stated their disability reduced their ability to carry out day-to-day activities ‘a little’ or ‘a lot’, which is closer in line with national level statistics. The most common condition, selected by 14% of all respondents is a mental health condition.</p> <p>In 2017/18, 10% of permanent staff and 0% of contractual/freelance staff in Creative Scotland’s Regularly Funded Organisations identified as disabled.</p> <p>This funding is expected to have a positive impact on eligible disabled freelancers who have been adversely financially impacted by Covid-19 restrictions on the culture sector.</p>
<b>Religion and Belief</b>	<p>We have no evidence to suggest that people with religion or belief are likely to have been impacted positively or negatively by this fund.</p>
<b>Sexual Orientation</b>	<p>We have no evidence to suggest that sexual orientation is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</p>
<b>Pregnancy and maternity</b>	<p>We have no evidence to suggest that pregnancy and maternity is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</p> <p>We are aware of the issues in inequality across the music sector faced by those who are pregnant or who are Mothers. This is why we are supportive of Creative Scotland’s ‘Radical care’ scheme which seeks to investigate the practicalities of providing childcare in creative workspaces. <sup>205</sup></p> <p>In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, a third of survey respondents had parental or carer responsibilities with no significant variance by gender. However, there was significant gender variation in how responsibilities are shared, 57% of females described themselves as the primary or sole carer compared with only 9% of males; 44% of respondents felt that carer responsibilities were shared equally (although males were more likely to state this than females).<sup>206</sup></p>
<b>Gender reassignment</b>	<p>We have no evidence to suggest that gender reassignment is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</p>

<sup>204</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>205</sup> [Radical Care | Creative Scotland](#)

<sup>206</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<b>Marriage or Civil Partnership</b>	<p>We have no evidence to suggest that marriage or civil partnership is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.</p>
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>In Creative Scotland’s “Understanding Diversity in the Arts Survey Summary Report”, economic limitations was the most commonly cited barrier to career progression, selected by 76% of all respondents. The qualitative data reveals the low earnings and precarity of the careers of many who work in the arts. Economic limitations was more commonly cited by women, part time workers and by those who were primarily artists.<sup>207</sup></p> <p>This scheme will likely have had a positive impact on people with a socio-economic disadvantage as it targeted freelance professionals and creative practitioners who were least likely to benefit from the Job Retention Scheme and Self Employment Income Support scheme.</p>
<p><b>Stakeholder Engagement:</b></p> <p>We have engaged extensively with businesses and venues, and representative organisations across the creative industries during the pandemic.</p> <p>Engagement with the music sector includes regular communication with: the Scottish Commercial Music Industry taskforce, Scottish Music Industry Association, Music Venues Trust, STUC Culture Affiliates, and more. These organisations offer perspectives from a broad range of music stakeholders who will have had access to the Freelancer schemes.</p> <p>This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses. This has enabled us to ensure the schemes are not unintentionally discriminative to any groups with protected characteristics and to identify any potential barriers to engagement.</p>	
<p><b>Mitigations</b> – The guidance for the fund, produced by Creative Scotland, ensured people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland’s equalities team.</p> <p>Bursaries could be requested for any sum in the range of £500- £2,500. Applicants could request more than £2,500 if their request included access costs. Access costs could include but were not limited to the following:</p> <ul style="list-style-type: none"> <li>• personal care support at home</li> <li>• help with transport</li> <li>• travel to medical appointments</li> </ul>	

<sup>207</sup> [Understanding Diversity in the Arts - Creative Scotland](#)

- purchasing medication
- personal assistant support
- additional therapist support over and above of what you currently receive
- an advocate
- communication support such as BSL interpreter, note taker, speech to text reporter, lip speaker, audio description, facilitation or translation of documents into Easy Read or other formats such as large print or audio, translation support if English is not your first language
- communication support provided remotely or purchasing software and equipment to deliver communication support.

### **Next Steps (if any)**

We recently published a paper for the FM's National Advisory Council on Women and Girls' spotlight on gender inequality within the creative industries, where we suggest a need for further work to tackle the gender inequalities across the creative industries<sup>208</sup>. This paper recognises that the creative industries and arts have a role to play in tackling gender inequality, but also that there is an exciting opportunity for the sector to lead by example. The creative and varied nature of the creative industries and arts sector means that they have a unique voice and potential to reach and engage with new audiences, both in Scotland and globally, on issues of diversity, including on gender inequality.

We continue to work with Creative Scotland and partners to discuss gender inequality within the music sector.

We have a Programme for Government commitment to revise our Creative Industries Policy Statement, and improving equalities within the creative industries will form a part of this.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 28 February 2022

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<sup>208</sup> [National Advisory Council for Women and Girls Policy Paper - Women and Girls](#)

## Creative Communities Programme

<b>Name of Grant:</b>	Creative Communities Programme
<b>Policy Lead</b>	Lucy Simpson
<b>Legal power used:</b>	National Heritage (Scotland) Act 1985
<b>Grant Overview:</b>	Creative Communities is an initiative which was announced as part of the culture strategy in 2020. The programme is led by Inspiring Scotland and distributes funds to support communities to develop new initiatives involving culture and the creative arts. In addition to community-led arts projects, Creative Communities provides a number of organisations with development support to progress early stage ideas. The programme is jointly funded by the Culture and Justice portfolios
<b>Executive Summary:</b>	<p>To support delivery of its Culture Strategy: <i>A Culture Strategy for Scotland</i>, the Scottish Government have launched the Creative Communities programme. This is a new initiative to support and empower individuals and communities to further develop their own cultural activity. The programme is administered by Inspiring Scotland, with policy direction from the Scottish Government. The programme seeks to empower communities to take the lead in providing sustainable opportunities for more people from areas with limited opportunities and lower levels of cultural engagement.</p> <p>The Scottish Government understands the impact Covid-19 has had on culture organisations, communities and individuals. This is why emergency funding was provided to Creative Communities, delivered by Inspiring Scotland, as a top up to their grant funding. Scottish Government grant funding, including the emergency Covid-19 funding, has supported community-led, participatory arts activity which positively contributes to the lives of people and communities across Scotland.</p> <p>The total funding for Creative Communities from Scottish Government has been £2 million:</p> <ul style="list-style-type: none"> <li>• Phase 1: £900k (£600k from culture and £300k from justice portfolios)</li> <li>• Phase 2: £500k (£300k from culture consequentials and £200k from business support funding)</li> <li>• Phase 3: £600k (£300k each from culture and justice portfolios)</li> </ul> <p>The emergency business support provided £200k funding, which has helped ensure communities are able to benefit from the projects, as well as secure jobs, safeguard organisations and to alleviate hardship.</p>

The Creative Communities programme, has supported 36 projects each of which had to meet the following criteria:

- Community led
- In Scottish communities where social or geographical circumstance have made engaging with cultural activities challenging
- Involve culture or the creative arts
- Comply with Scottish Government social distancing guidelines
- Not part of ongoing programming or activity

The programme seeks to support activity where communities are empowered to take the lead to provide sustainable opportunities for more people from areas with limited opportunities and lower levels of cultural engagement. Creative Communities provides the opportunity for people to engage in the creative arts that they would not have otherwise. The programme brings people together, builds connections and aims to reduce loneliness as well as helping participants develop a wide range of improved skills around creativity, digital engagement and skills for life, learning and work. Match-funded by the justice portfolio, through the proceeds of crime, the programme also aims to provide a diversion away from criminal activity for adults and young people.

Each project is of high artistic quality, covering both the artistic output and the process of community engagement, and allow for new and different creative activities to take place, supporting new models of collaboration across the subsidised, amateur, voluntary and commercial.

Community engagement and learning programmes are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by Covid-19.

The Creative Communities programme created employment opportunities for artists, community support workers and trainee interns. Artists reflected that the programme not only provided employment but strengthened their experience in working with service users and communities.

Evaluation in 2021 highlighted how valuable the Creative Communities programme had been for the organisations in receipt of funding in enhancing their skills and knowledge, helping them to be responsive to community needs, develop ideas into deliverable projects and access training and networking opportunities.

Within the context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of the grant top up in isolation from the overall grant funding.

	<p>However, Creative Communities is an existing programme, with known outcomes supported by evaluation. This has enabled us to distribute the funding top up in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>There is no evidence to suggest the Older People, Children or Young People would be disadvantaged by the projects within the Creative Communities programme. The independent evaluation report, published in December 2021, demonstrates that Creative Communities projects are open to people of all age groups.</p> <p>Many of the projects within Creative Communities provide opportunities for children. Examples are the Good Shepherd Centre's creativity hub which provided music tuition for young people and the Tulloch Furniture Fix project which provides an opportunity for young people to engage and improve their wellbeing and motivation where a classroom environment has been challenging. The programme has increased opportunities for young people throughout Scotland and may therefore have a positive impact for children and young people.</p> <p>Creative Communities also fund projects which aim to support older people by reducing isolation and promoting connections. For example, the An Lanntair Creative Connections project in the Western Isles which delivered workshops to strengthen the connections between older residence and connect activities to the place they live.</p>
<p><b>Sex: Men and Women</b></p>	<p>We are not aware of evidence to suggest that Creative Communities will have a negative impact or create inequalities for this protected characteristic.</p> <p>Creative Communities projects are open to both men and women. From the 2021 evaluation, 63% of participants were female, 36% were male and 1% identified as neither male nor female. While female participants are greater, there is no evidence to suggest that men are negatively impacted by the programme or that men face increased barriers to participation.</p>

	<p>National evidence shows women are more likely than men participate in cultural activities<sup>209210</sup></p> <p>Programme evaluation showed the almost all participants had worked with both males and females, with one notable exception which was a project based in a young offenders' institution which involved young men.</p>
<b>Race</b>	<p>We are not aware of any evidence to suggest that the Creative Communities programme will have a negative impact or create inequalities for this protected characteristic.</p> <p>8% of Creative Communities participants were minority ethnic and there are projects, like the Now You See Me project which offer artist led workshops for ethnic minority children and young people.</p>
<b>Disability</b>	<p>We are not aware of any evidence to suggest that the Creative Communities programme will have a negative impact or create inequalities for this protected characteristic.</p> <p>In terms of positive impacts, there are a number of projects which support participants with disabilities. These include:</p> <ul style="list-style-type: none"> <li>• the Common Wheel MultiStory project which delivers writing packs to patients in mental health wards to support creative writing throughout the pandemic;</li> <li>• the Bridge2Creative who created a Saturday Art Club for autistic young people; and</li> <li>• Me, My Community, My Story which allowed children and young people with complex physical and sensory needs to take part in theatre activity and attend community events, both in person or online.</li> </ul>
<b>Religion and Belief</b>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>
<b>Sexual Orientation</b>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>
<b>Pregnancy and maternity</b>	<p>Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.</p>
<b>Gender reassignment</b>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>

<sup>209</sup> [Equality Evidence Finder](#)

<sup>210</sup> [Scottish household survey 2019: annual report - gov.scot \(www.gov.scot\)](#)

<b>Marriage or Civil Partnership</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>There is no evidence to suggest those who are experiencing poverty would be disadvantaged by the Creative Communities programme.</p> <p>In terms of positive impacts, while reducing poverty is not one of the key objectives of the Creative Communities programme, projects such as the Tulloch Trust work with individuals furthest away from the labour market offering participants a chance to develop their skills. Participants reflected that the project had helped them “realise their potential” and gave them a sense of belonging. One participant who gained experience through the Clydeside Initiative for Arts Yardworks project utilised the skills and confidence developed as part of the programme to gain full time employment at a local hotel.</p>
<p><b>Stakeholder Engagement:</b> We liaised extensively with Inspiring Scotland, who deliver the Creative Communities programme. Engagement with individual projects is managed by Inspiring Scotland.</p>	
<p><b>Mitigations</b> – No direct actions were taken specifically to mitigate any adverse impacts identified.</p>	
<p><b>Next Steps (if any)</b></p>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Rachael McKechnie</p> <p><b>Date:</b> 25 February 2022</p>	

## Culture Organisation and Venues Recovery Fund

<b>Name of Grant:</b>	Culture Organisations and Venues Recovery Fund
<b>Policy Lead</b>	Hazel Parkinson
<b>Legal power used:</b>	Funding was provided to Creative Scotland to distribute this fund under the Public Services Reform (Scotland) Act 2010, Section 39 .
<b>Grant Overview:</b>	This fund is part of the package of COVID-19 support established by the Scottish Government to help support organisations that are vital to the cultural life of Scotland and require funding to help prevent insolvency and/or significant job losses due to the impact of COVID-19. It covers the period 1 April – 30 September 2021.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on culture organisations and venues, which had to close completely for the majority of the pandemic. That is why emergency funding was provided for a Culture Organisations and Venues Recovery Fund (COVR), operated by Creative Scotland, to provide emergency support for this sector.</p> <p>Many cultural organisations operate successful, commercial models without the need for public funding. Others operate within a mixed economy model, often supporting their activities through a combination of public sector funding and trading activities. The ongoing impact of the pandemic has meant that a large number remain financially vulnerable, unable to maintain the levels of income generation required to ensure their future viability. Some organisations have benefitted from targeted financial support through loans or grants, intended to address those sectors where industry bodies have identified specific hardship and others have benefitted from various schemes and initiatives from the Scottish and UK Governments but many still are threatened by insolvency.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. The Culture Organisations and Venues Recovery Fund (COVR) forms part of this wider funding package.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations representing people with one or more of the protected characteristics which included speaking regularly to the Scottish Trade Unions Congress culture affiliates and in particular the Scottish Commercial Music Industry Taskforce.</p>

Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality.

We have sought to do this through the funding conditions and the support and guidance available to applicants. For example, the guidance produced by Creative Scotland for the scheme said that all applicants were expected to create accessible and inclusive spaces for making and experiencing culture and encouraged the use of Equalities, Diversity and Inclusion (EDI) Action plans. A toolkit was also provided.

Creative Scotland's guidance for the fund and administration approach ensured those people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland's equalities team. BSL users were also able to access our services with the Contact Scotland-BSL programme. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants.

The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base. The Evidence paper from the First Minister's National Advisory Council on Women And Girls' spotlight on gender inequality within the Creative industries can be found [here](#).

Closing that gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.

We recently published a paper for the FM's National Advisory Council on Women and Girls' spotlight on gender inequality within the Creative industries, where we suggest a need for further work to tackle the gender inequalities across the Creative industries<sup>211</sup>.

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<sup>211</sup> [National Advisory Council for Women and Girls Policy Paper - Women and Girls](#)

	We continue to work with Creative Scotland and partners to discuss gender inequality within the music sector.
<b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>	
<b>Age: Older People and Children and Young People</b>	Our evidence tells us that older people, and children are unlikely to have been directly impacted by this support as its principle purpose is to prevent insolvency and protect jobs. However, those of working age, will have been positively impacted.
<b>Sex: Men and Women</b>	Both men and women working in the culture sector will benefit from this funding.  The Covid business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base. The Evidence paper from the FM's National Advisory Council on Women And Girls' spotlight on gender inequality within the Creative industries can be found <a href="#">here</a> .
<b>Race</b>	Creative Scotland published two EDI reviews, 'Understanding Diversity in the Arts' (July 2017) and 'Screen Equalities, Diversity and Inclusion Review' (January 2017), which provided a snapshot of the creative sector in Scotland and explored the barriers experienced by those working in the arts. Around 5% of all respondents stated they are from a minority ethnic or mixed group, this compares to 3.7% of the Scottish population (Census 2011). Half of respondents identifying in the minority ethnic or mixed groups stated their ethnicity was a barrier, with Minority Ethnic respondents also indicating a lower median income than average at £15,000. <sup>212</sup>  The scheme is in place to protect jobs which will have a positive impact on Minority Ethnic people employed in the creative sector.
<b>Disability</b>	30% of respondents to a 2016 Creative Scotland survey <sup>213</sup> stated they had a disability/long term health condition . This is well above the national average of around 20%. However, 22% of the respondents stated their disability reduced their ability to carry out day-to-day activities 'a little' or 'a lot', which is closer in line with national level statistics. The most common condition, selected by 14% of all respondents is a mental health condition.

<sup>212</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

<sup>213</sup> [Arts-and-Diversity-Survey-Summary.pdf \(creativescotland.com\)](#)

	<p>In 2017/18, 10% of permanent staff and 0% of contractual/freelance staff in Creative Scotland's Regularly Funded Organisations identified as disabled.<sup>214</sup></p> <p>The scheme is in place to protect jobs which will have a positive impact on disabled people employed in the creative sector.</p>
<b>Religion and Belief</b>	We have no evidence to suggest that people with religion or belief are likely to have been impacted positively or negatively by this fund.
<b>Sexual Orientation</b>	We have no evidence to suggest that sexual orientation is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.
<b>Pregnancy and maternity</b>	<p>For the COVR fund, we have no evidence to suggest that there has been a significant impact on pregnant people or mothers. However, we are aware that due to the necessary urgency of this fund, there was only a week for applications to be submitted. This might have proved challenging for parents with limited time to complete the form, although enquiries could be submitted to Creative Scotland.</p> <p>We are aware of wider equality issues across the music sector faced by those who are pregnant or who are Mothers. This is why we are supportive of Creative Scotland's 'Radical care' scheme which seeks to investigate the practicalities of providing childcare in creative workspaces<sup>215</sup>.</p>
<b>Gender reassignment</b>	We have no evidence to suggest gender reassignment is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.
<b>Marriage or Civil Partnership</b>	We have no evidence to suggest marriage or civil partnership is likely to have been a factor influencing whether this fund has had positive or negative impacts on a person.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	Applications were for venues and cultural organisations facing insolvency, and to save jobs. So this scheme is likely to have positively impacted people economically.

<sup>214</sup> [Mainstreaming-Report-2017-19.pdf \(creativescotland.com\)](#)

<sup>215</sup> [Creative Scotland - Targeted-funding/radical-care](#)

**Stakeholder Engagement:**

We have engaged extensively with businesses and venues, and representative organisations across the music sector during the pandemic.

Engagement with the music sector includes regular communication with: the Scottish Commercial Music Industry taskforce, Scottish Music Industry Association, Music Venues Trust, STUC Culture Affiliates, and more. These organisations offer perspectives from a broad range of music stakeholders who will have had access to the COVR and Performing Arts Venue Relief Fund (PAVR) schemes.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses. This has enabled us to ensure the schemes are not unintentionally discriminative to any groups with protected characteristics and to identify any potential barriers to engagement .

**Mitigations –**

We have sought to meet equalities duties through the conditions attached to this funding and the support and guidance available to applicants. For example, the guidance produced by Creative Scotland for the scheme said that all applicants were expected to create accessible and inclusive spaces for making and experiencing culture and encouraged the use of Equalities, Diversity and Inclusion (EDI) Action plans. A toolkit was also provided.

Creative Scotland's guidance for the fund and administration approach ensured those people, such as disabled applicants, who needed alternative formats, languages or access support for their application could request this. This included offering additional one-to-one support between applicants and Creative Scotland's equalities team. BSL users were also able to access our services with the Contact Scotland-BSL programme. Support includes Sign Language Interpreters for meetings and scribing support for dyslexic applicants.

We have engaged extensively with venues and representatives from across the music sector, including unions, to ensure any negative impact on people with protected characteristics would be spotted.

**Next Steps (if any)**

We recently published a paper for the First Minister's National Advisory Council on Women and Girls' spotlight on gender inequality within the creative industries, where we suggest a need for further work to tackle the gender inequalities across the creative industries<sup>216</sup>. This paper recognises that the creative industries and arts have a role to play in tackling gender inequality, but also that there is an exciting opportunity for the sector to lead by example. The creative and varied nature of the creative industries and arts sector means that they have a unique voice and potential to reach and engage with new audiences, both in Scotland and globally, on issues of diversity, including on gender inequality.

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<sup>216</sup> [National Advisory Council for Women and Girls Policy Paper - Women and Girls](#)

We continue to work with Creative Scotland and partners to discuss gender inequality within the music sector.

We have a Programme for Government commitment to revise our Creative Industries Policy Statement, and improving equalities within the creative industries will form a part of this.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 28 February 2022

## Museums and Galleries Scotland Recovery and Resilience Fund

<b>Name of Grant:</b>	Museums and Galleries Scotland Recovery and Resilience Fund
<b>Policy Lead</b>	Jenny Watson
<b>Legal power used:</b>	Section 23 of the National Heritage (Scotland) Act 1985
<b>Grant Overview:</b>	To support the independent Scottish museums put at risk as a result of the pandemic to meet their operating and critical costs. It was run and operated by Museums Galleries Scotland.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on culture organisations. Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, and social inclusion, as well as substantial economic impacts. There are over 420 museums in Scotland, 257 of which hold accredited status. The sector ranges from large national institutions employing hundreds of staff to small volunteer-run museums. In 2014 there were 3,522 paid employees in museums and galleries, and 4,667 unpaid volunteers. Scottish museums and galleries were estimated to have an induced impact of £890.88 million<sup>217</sup></p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. The Museums and Galleries Scotland Recovery and Resilience Fund is one such fund.</p> <p>While museum closure during lockdown was essential and absolutely the right approach for health reasons, it comes just at the time of year when many museums would expect to make the majority of their income. This creates an extremely challenging environment for many museums and galleries and their staff are working hard to ensure that museums will survive. Museums and galleries are now at a crucial point in making decisions about whether they can afford to re-open, the scale of redundancies, cancelling of education and learning programmes, community engagement programmes, exhibitions, training programmes and critical repairs. The community engagement and learning programmes are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19.</p>

<sup>217</sup> [Museums Galleries Scotland | Visitor Attraction Monitor Report](#)

For example there are programmes run for people with dementia, courses run in British Sign Language, education programmes which have been shown to raise attainment in schools in lower SIMD areas.

The Museum Resilience and Recovery Fund, administered by Museums Galleries Scotland (MGS) is a new stream of funding that provides much needed support for the sector to help them get through the rest of the financial year and return staff from furlough.

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations, including Museums Galleries Scotland who are the sector development body, and who in turn reached out to every accredited museum in Scotland. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we have agreed with Museums Galleries Scotland that for the first time non-accredited museums should also be able to access funding support. Particular attention is given to supporting museums in communities where the closure of a museum would have a heightened impact because of lack of alternative cultural offerings nearby. The funding will enable museums to engage with communities in line with their core purpose, engaging communities with collections and stories, delivering benefits for community wellbeing, learning and opportunities for volunteering.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<p><b>Age: Older People and Children and Young People</b></p>	<p>Museums and galleries (including onsite cafes) can provide a social setting for older people and help tackle social isolation, including many volunteer opportunities. Older people are more likely to live alone, which has potentially significant implications for their wellbeing. Providing this funding means opportunities for volunteering and to meet other people are maintained with may have a positive impact for older people as they may experience increased isolation.</p> <p>Museums deliver a range of education and learning programmes, which this funding seeks to protect. Many of these programmes show evidence of increased attainment. These learning programmes result in increased learning opportunities for children and may therefore have a positive impact for children and young people.</p>
<p><b>Sex: Men and Women</b></p>	<p>The majority of the museums workforce is female<sup>218</sup>. This funding would result in a greater impact to women in terms of employment.</p> <p>Before the pandemic, women met socially with friends, relatives, neighbours and colleagues more regularly than men, and this funding will maintain available spaces in a community to socialise<sup>219</sup></p> <p>For men there is little evidence of a differential impact identified at this time. Men may be slightly less affected than women (see above).</p>
<p><b>Race</b></p>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<p><b>Disability</b></p>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<p><b>Religion and Belief</b></p>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>

<sup>218</sup> [Museums Galleries Scotland - Character Matters: Attitudes, Behaviours and Skills in the UK Museum Workforce](#)

<sup>219</sup> [.Scottish household survey 2018: annual report](#)

<b>Sexual Orientation</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Pregnancy and maternity</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Gender reassignment</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Marriage or Civil Partnership</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	In some communities of greater socio-economic disadvantage, museums, particularly ones without entry fees, can provide opportunities for social gathering and enjoyment. This funding may therefore positively affect those living in areas of greater socio-economic disadvantage, by ensuring these opportunities are maintained.
<p><b>Stakeholder Engagement:</b>  We liaised extensively with MGS and the museums we core fund during the pandemic. MGS themselves reached out to every accredited museum in Scotland to assess the impact the pandemic was having on each organisation. MGS fed back the summary information from this so specific issues were identified and could be addressed.</p>	
<p><b>Mitigations</b> – No direct actions were taken specifically to mitigate any adverse impacts identified, but the focus of the fund was to ensure organisations remained going concerns. As museums and galleries are at the heart of communities right across Scotland, Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, as well as substantial economic impacts, ensuring they are going concerns and can maintain community engagement programmes will support the work they do around education and social inclusion, which has positive impacts on groups with protected characteristics.</p>	
<b>Next Steps (if any)</b>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Bettina Sizeland</p> <p><b>Date:</b> 21 January 2022</p>	

## Museums and Galleries Scotland Recovery and Resilience Top-Up Fund

<b>Name of Grant:</b>	Museums and Galleries Scotland Recovery and Resilience Fund Top Up
<b>Policy Lead</b>	Jenny Watson
<b>Legal power used:</b>	Section 23 of the National Heritage (Scotland) Act 1985
<b>Grant Overview:</b>	To support the independent Scottish museums put at risk as a result of the pandemic to meet their operating and critical costs. It was run and operated by Museums Galleries Scotland.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on culture organisations. Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, and social inclusion, as well as substantial economic impacts. There are over 420 museums in Scotland, 257 of which hold accredited status. The sector ranges from large national institutions employing hundreds of staff to small volunteer-run museums. In 2014 there were 3,522 paid employees in museums and galleries, and 4,667 unpaid volunteers. Scottish museums and galleries were estimated to have an induced impact of £890.88 million<sup>220</sup></p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. The Museums and Galleries Scotland Recovery and Resilience Fund Top Up is one such fund.</p> <p>While museum closure during lockdown was essential and absolutely the right approach for health reasons, it comes just at the time of year when many museums would expect to make the majority of their income. This creates an extremely challenging environment for many museums and galleries and their staff are working hard to ensure that museums will survive. Museums and galleries are now at a crucial point in making decisions about whether they can afford to re-open, the scale of redundancies, cancelling of education and learning programmes, community engagement programmes, exhibitions, training programmes and critical repairs.</p>

<sup>220</sup> [Museums Galleries Scotland | Visitor Attraction Monitor Report](#)

The community engagement and learning programmes are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19. For example there are programmes run for people with dementia, courses run in British Sign Language, education programmes which have been shown to raise attainment in schools in lower SIMD areas.

The Museum Resilience and Recovery Fund Top Up, administered by Museums Galleries Scotland (MGS) is a top up to the existing stream of funding that provides much needed support for the sector to help them get through the rest of the financial year and return staff from furlough.

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations, including Museums Galleries Scotland who are the sector development body, and who in turn reached out to every accredited museum in Scotland. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we have agreed with Museums Galleries Scotland that for the first time non-accredited museums should also be able to access funding support. Particular attention is given to supporting museums in communities where the closure of a museum would have a heightened impact because of lack of alternative cultural offerings nearby. The funding will enable museums to engage with communities in line with their core purpose, engaging communities with collections and stories, delivering benefits for community wellbeing, learning and opportunities for volunteering.

<b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>	
<b>Age: Older People and Children and Young People</b>	<p>Museums and galleries (including onsite cafes) can provide a social setting for older people and help tackle social isolation, including many volunteer opportunities. Older people are more likely to live alone, which has potentially significant implications for their wellbeing. Providing this funding means opportunities for volunteering and to meet other people are maintained with may have a positive impact for older people as they may experience increased isolation.</p> <p>Museums deliver a range of education and learning programmes, which this funding seeks to protect. Many of these programmes show evidence of increased attainment. These learning programmes result in increased learning opportunities for children and may therefore have a positive impact for children and young people.</p>
<b>Sex: Men and Women</b>	<p>The majority of the museums workforce is female<sup>221</sup>. This funding would result in a greater impact to women in terms of employment.</p> <p>Before the pandemic, women met socially with friends, relatives, neighbours and colleagues more regularly than men, and this funding will maintain available spaces in a community to socialise<sup>222</sup></p> <p>For men there is little evidence of a differential impact identified at this time. Men may be slightly less affected than women (see above).</p>
<b>Race</b>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<b>Disability</b>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<b>Religion and Belief</b>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>

<sup>221</sup> [Museums Galleries Scotland - Character Matters: Attitudes, Behaviours and Skills in the UK Museum Workforce](#)

<sup>222</sup> [Scottish household survey 2018: annual report](#)

<b>Sexual Orientation</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Pregnancy and maternity</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Gender reassignment</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Marriage or Civil Partnership</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	In some communities of greater socio-economic disadvantage, museums, particularly ones without entry fees, can provide opportunities for social gathering and enjoyment. This funding may therefore positively affect those living in areas of greater socio-economic disadvantage, by ensuring these opportunities are maintained.
<p><b>Stakeholder Engagement:</b>  We liaised extensively with MGS and the museums we core fund during the pandemic. MGS themselves reached out to every accredited museum in Scotland to assess the impact the pandemic was having on each organisation. MGS fed back the summary information from this so specific issues were identified and could be addressed.</p>	
<p><b>Mitigations</b> – No direct actions were taken specifically to mitigate any adverse impacts identified, but the focus of the fund was to ensure organisations remained going concerns. As museums and galleries are at the heart of communities right across Scotland, Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, as well as substantial economic impacts, ensuring they are going concerns and can maintain community engagement programmes will support the work they do around education and social inclusion, which has positive impacts on groups with protected characteristics.</p>	
<b>Next Steps (if any)</b>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Bettina Sizeland</p> <p><b>Date:</b> 21 January 2022</p>	

## Museums and Galleries Scotland Digital Resilience Fund

<b>Name of Grant:</b>	Museums and Galleries Scotland Digital Resilience Fund
<b>Policy Lead</b>	Jenny Watson
<b>Legal power used:</b>	Section 23 of the National Heritage (Scotland) Act 1985
<b>Grant Overview:</b>	To support the independent Scottish museums put at risk as a result of the pandemic to meet their operating and critical costs. It was run and operated by Museums Galleries Scotland.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on culture organisations. Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, and social inclusion, as well as substantial economic impacts. There are over 420 museums in Scotland, 257 of which hold accredited status. The sector ranges from large national institutions employing hundreds of staff to small volunteer-run museums. In 2014 there were 3,522 paid employees in museums and galleries, and 4,667 unpaid volunteers. Scottish museums and galleries were estimated to have an induced impact of £890.88 million<sup>223</sup></p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. Museums and Galleries Scotland Digital Resilience Fund is one such fund.</p> <p>While museum closure during lockdown was essential and absolutely the right approach for health reasons, it comes just at the time of year when many museums would expect to make the majority of their income. This creates an extremely challenging environment for many museums and galleries and their staff are working hard to ensure that museums will survive.</p> <p>Museums and galleries are now at a crucial point in making decisions about whether they can afford to re-open, the scale of redundancies, cancelling of education and learning programmes, community engagement programmes, exhibitions, training programmes and critical repairs. The community engagement and learning programmes are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19.</p>

<sup>223</sup> [Museums Galleries Scotland | Visitor Attraction Monitor Report](#)

For example there are programmes run for people with dementia, courses run in British Sign Language, education programmes which have been shown to raise attainment in schools in lower SIMD areas.

Museums and Galleries Scotland Digital Resilience Fund, administered by Museums Galleries Scotland (MGS) is a new stream of funding that provides much needed support for the sector to support the purchase of equipment necessary to enable work from home and provision of digital access to museum collections and activity.

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations, including Museums Galleries Scotland who are the sector development body, and who in turn reached out to every accredited museum in Scotland. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we have agreed with Museums Galleries Scotland that for the first time non-accredited museums should also be able to access funding support. Particular attention is given to supporting museums in communities where the closure of a museum would have a heightened impact because of lack of alternative cultural offerings nearby. The funding will enable museums to engage with communities in line with their core purpose, engaging communities with collections and stories, delivering benefits for community wellbeing, learning and opportunities for volunteering.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<b>Age: Older People and Children and Young People</b>	<p>Museums and galleries (including onsite cafes) can provide a social setting for older people and help tackle social isolation, including many volunteer opportunities. Older people are more likely to live alone, which has potentially significant implications for their wellbeing. Providing this funding means opportunities for volunteering and to meet other people are maintained with may have a positive impact for older people as they may experience increased isolation.</p> <p>Museums deliver a range of education and learning programmes, which this funding seeks to protect. Many of these programmes show evidence of increased attainment. These learning programmes result in increased learning opportunities for children and may therefore have a positive impact for children and young people.</p>
<b>Sex: Men and Women</b>	<p>The majority of the museums workforce is female<sup>224</sup>. This funding would result in a greater impact to women in terms of employment.</p> <p>Before the pandemic, women met socially with friends, relatives, neighbours and colleagues more regularly than men, and this funding will maintain available spaces in a community to socialise<sup>225</sup></p> <p>For men there is little evidence of a differential impact identified at this time. Men may be slightly less affected than women (see above).</p>
<b>Race</b>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<b>Disability</b>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>

<sup>224</sup> [Museums Galleries Scotland - Character Matters: Attitudes, Behaviours and Skills in the UK Museum Workforce](#)

<sup>225</sup> [Scottish household survey 2018: annual report](#)

<b>Religion and Belief</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Sexual Orientation</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Pregnancy and maternity</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Gender reassignment</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Marriage or Civil Partnership</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	In some communities of greater socio-economic disadvantage, museums, particularly ones without entry fees, can provide opportunities for social gathering and enjoyment. This funding may therefore positively affect those living in areas of greater socio-economic disadvantage, by ensuring these opportunities are maintained.
<b>Stakeholder Engagement:</b> We liaised extensively with MGS and the museums we core fund during the pandemic. MGS themselves reached out to every accredited museum in Scotland to assess the impact the pandemic was having on each organisation. MGS fed back the summary information from this so specific issues were identified and could be addressed.	
<b>Mitigations</b> – No direct actions were taken specifically to mitigate any adverse impacts identified, but the focus of the fund was to ensure organisations could continue to reach out to communities. As museums and galleries are at the heart of communities right across Scotland, Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, as well as substantial economic impacts, ensuring they are able to maintain community engagement programmes will support the work they do around education and social inclusion, which has positive impacts on groups with protected characteristics.	
<b>Next Steps (if any)</b>	
<b>Declaration and Publication</b>  I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.  <b>Signed:</b> Bettina Sizeland  <b>Date:</b> 21 January 2022	

## Museums and Galleries Scotland Urgent Response Fund

<b>Name of Grant:</b>	Museums and Galleries Scotland Urgent Response COVID-19 Fund
<b>Policy Lead</b>	Jenny Watson
<b>Legal power used:</b>	Section 23 of the National Heritage (Scotland) Act 1985
<b>Grant Overview:</b>	To support the independent Scottish museums put at risk as a result of the pandemic to meet their operating and critical costs. It was run and operated by Museums Galleries Scotland.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on culture organisations. Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, and social inclusion, as well as substantial economic impacts. There are over 420 museums in Scotland, 257 of which hold accredited status. The sector ranges from large national institutions employing hundreds of staff to small volunteer-run museums. In 2014 there were 3,522 paid employees in museums and galleries, and 4,667 unpaid volunteers. Scottish museums and galleries were estimated to have an induced impact of £890.88 million<sup>226</sup></p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. Museums and Galleries Scotland Urgent Response COVID-19 Fund is one such fund.</p> <p>While museum closure during lockdown was essential and absolutely the right approach for health reasons, it comes just at the time of year when many museums would expect to make the majority of their income. This creates an extremely challenging environment for many museums and galleries and their staff are working hard to ensure that museums will survive. Museums and galleries are now at a crucial point in making decisions about whether they can afford to re-open, the scale of redundancies, cancelling of education and learning programmes, community engagement programmes, exhibitions, training programmes and critical repairs.</p>

<sup>226</sup> [Museums Galleries Scotland | Visitor Attraction Monitor Report](#)

The community engagement and learning programmes are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19. For example there are programmes run for people with dementia, courses run in British Sign Language, education programmes which have been shown to raise attainment in schools in lower SIMD areas.

Museums and Galleries Scotland Urgent Response COVID-19 Fund, administered by Museums Galleries Scotland (MGS) is a new stream of funding that provides much needed support for the sector to help them get through the rest of the financial year.

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations, including Museums Galleries Scotland who are the sector development body, and who in turn reached out to every accredited museum in Scotland. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we have agreed with Museums Galleries Scotland that for the first time non-accredited museums should also be able to access funding support. Particular attention is given to supporting museums in communities where the closure of a museum would have a heightened impact because of lack of alternative cultural offerings nearby. The funding will enable museums to engage with communities in line with their core purpose, engaging communities with collections and stories, delivering benefits for community wellbeing, learning and opportunities for volunteering.

<b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>	
<b>Age: Older People and Children and Young People</b>	<p>Museums and galleries (including onsite cafes) can provide a social setting for older people and help tackle social isolation, including many volunteer opportunities. Older people are more likely to live alone, which has potentially significant implications for their wellbeing. Providing this funding means opportunities for volunteering and to meet other people are maintained with may have a positive impact for older people as they may experience increased isolation.</p> <p>Museums deliver a range of education and learning programmes, which this funding seeks to protect. Many of these programmes show evidence of increased attainment. These learning programmes result in increased learning opportunities for children and may therefore have a positive impact for children and young people.</p>
<b>Sex: Men and Women</b>	<p>The majority of the museums workforce is female<sup>227</sup>. This funding would result in a greater impact to women in terms of employment.</p> <p>Before the pandemic, women met socially with friends, relatives, neighbours and colleagues more regularly than men, and this funding will maintain available spaces in a community to socialise<sup>228</sup></p> <p>For men there is little evidence of a differential impact identified at this time. Men may be slightly less affected than women (see above).</p>
<b>Race</b>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<b>Disability</b>	<p>This funding can maintain community engagement programmes, including those that reach out to this group, which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<b>Religion and Belief</b>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>
<b>Sexual Orientation</b>	<p>Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.</p>

<sup>227</sup> [Museums Galleries Scotland - Character Matters: Attitudes, Behaviours and Skills in the UK Museum Workforce](#)

<sup>228</sup> [Scottish household survey 2018: annual report](#)

<b>Pregnancy and maternity</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Gender reassignment</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Marriage or Civil Partnership</b>	Potentially offering this group the opportunity to pursue employment or social contact, but little evidence of a differential positive impact from other groups.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	In some communities of greater socio-economic disadvantage, museums, particularly ones without entry fees, can provide opportunities for social gathering and enjoyment. This funding may therefore positively affect those living in areas of greater socio-economic disadvantage, by ensuring these opportunities are maintained.
<p><b>Stakeholder Engagement:</b>  We liaised extensively with MGS and the museums we core fund during the pandemic. MGS themselves reached out to every accredited museum in Scotland to assess the impact the pandemic was having on each organisation. MGS fed back the summary information from this so specific issues were identified and could be addressed.</p>	
<p><b>Mitigations</b> – No direct actions were taken specifically to mitigate any adverse impacts identified, but the focus of the fund was to ensure organisations remained going concerns. As museums and galleries are at the heart of communities right across Scotland, Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, as well as substantial economic impacts, ensuring they are going concerns and can maintain community engagement programmes will support the work they do around education and social inclusion, which has positive impacts on groups with protected characteristics.</p>	
<b>Next Steps (if any)</b>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Bettina Sizeland</p> <p><b>Date:</b> 21 January 2022</p>	

## Museums and Galleries Scotland Covid-19 Adaption Fund

<b>Name of Grant:</b>	Museums and Galleries Scotland Covid-19 Adaption Fund
<b>Policy Lead</b>	Jenny Watson
<b>Legal power used:</b>	Section 23 of the National Heritage (Scotland) Act 1985
<b>Grant Overview:</b>	To support Scottish museums with necessary adaptations to enable reopening. It was run and operated by. It was run and operated by Museums Galleries Scotland in partnership with The Art Fund.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on culture organisations. Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, and social inclusion, as well as substantial economic impacts. There are over 420 museums in Scotland, 257 of which hold accredited status. The sector ranges from large national institutions employing hundreds of staff to small volunteer-run museums. In 2014 there were 3,522 paid employees in museums and galleries, and 4,667 unpaid volunteers. Scottish museums and galleries were estimated to have an induced impact of £890.88 million<sup>229</sup></p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship. The Museums and Galleries Scotland Covid-19 Adaption Fund is one such fund.</p> <p>While museum closure during lockdown was essential and absolutely the right approach for health reasons, it comes just at the time of year when many museums would expect to make the majority of their income. This creates an extremely challenging environment for many museums and galleries and their staff are working hard to ensure that museums will survive. Museums and galleries are now at a crucial point in making decisions about whether they can afford to re-open, the scale of redundancies, cancelling of education and learning programmes, community engagement programmes, exhibitions, training programmes and critical repairs.</p>

<sup>229</sup> [Museums Galleries Scotland | Visitor Attraction Monitor Report](#)

The community engagement and learning programmes are crucial in reaching out to people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19. For example there are programmes run for people with dementia, courses run in British Sign Language, education programmes which have been shown to raise attainment in schools in lower SIMD areas.

The Museum Galleries Scotland Covid-19 Adaption Fund, administered by Museums Galleries Scotland (MGS) in partnership with The Art Fund is a new stream of funding that provides much needed support for the sector to enable them to put in place the necessary adaptations as a result of Covid-19 to allow them to reopen. Examples of adaptations include putting in place online ticketing systems and Perspex barriers.

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds we spoke to a range of organisations, including Museums Galleries Scotland who are the sector development body, and who in turn reached out to every accredited museum in Scotland. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we have agreed with Museums Galleries Scotland that for the first time non-accredited museums should also be able to access funding support. Particular attention is given to supporting museums in communities where the closure of a museum would have a heightened impact because of lack of alternative cultural offerings nearby. The funding will enable museums to engage with communities in line with their core purpose, engaging communities with collections and stories, delivering benefits for community wellbeing, learning and opportunities for volunteering.

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<b>Age: Older People and Children and Young People</b>	<p>Museums and galleries (including onsite cafes) can provide a social setting for older people and help tackle social isolation, including many volunteer opportunities. Older people are more likely to live alone, which has potentially significant implications for their wellbeing. Providing this funding means opportunities for volunteering and to meet other people are maintained with may have a positive impact for older people as they may experience increased isolation.</p> <p>Museums deliver a range of education and learning programmes, which by enabling reopening this seeks to protect. Many of these programmes show evidence of increased attainment. These learning programmes result in increased learning opportunities for children and may therefore have a positive impact for children and young people.</p>
<b>Sex: Men and Women</b>	<p>The majority of the museums workforce is female<sup>230</sup>. This funding would result in a greater impact to women in terms of employment, by enabling their place of business to reopen.</p> <p>Before the pandemic, women met socially with friends, relatives, neighbours and colleagues more regularly than men, and this funding will reopen available spaces in a community to socialise<sup>231</sup></p> <p>For men there is little evidence of a differential impact identified at this time. Men may be slightly less affected than women (see above).</p>
<b>Race</b>	<p>This funding can enable community engagement programmes, including those that reach out to this group, to restart which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>
<b>Disability</b>	<p>This funding can enable community engagement programmes, including those that reach out to this group, to restart which could have a positive impact on this group, ensuring there is opportunity to attend museums and meet socially with others and engage in learning opportunities.</p>

<sup>230</sup> [Museums Galleries Scotland - Character Matters: Attitudes, Behaviours and Skills in the UK Museum Workforce](#)

<sup>231</sup> [Scottish household survey 2018: annual report](#)

<b>Religion and Belief</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Sexual Orientation</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Pregnancy and maternity</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Gender reassignment</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Marriage or Civil Partnership</b>	Potentially offering this group the opportunity to pursue social contact, but little evidence of a differential positive impact from other groups.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	In some communities of greater socio-economic disadvantage, museums, particularly ones without entry fees, can provide opportunities for social gathering and enjoyment. This funding may therefore positively affect those living in areas of greater socio-economic disadvantage, by ensuring these opportunities are reopened.
<b>Stakeholder Engagement:</b> We liaised extensively with MGS and the museums we core fund during the pandemic. MGS themselves reached out to every accredited museum in Scotland to assess the impact the pandemic was having on each organisation. MGS fed back the summary information from this so specific issues were identified and could be addressed.	
<b>Mitigations</b> – No direct actions were taken specifically to mitigate any adverse impacts identified, but the focus of the fund was to ensure organisations could reopen. As museums and galleries are at the heart of communities right across Scotland, Museums and galleries are at the heart of communities right across Scotland, key to national and local identities and deliver social impacts in education, health and wellbeing, as well as substantial economic impacts, ensuring they can reopen and therefore can restart community engagement programmes will support the work they do around education and social inclusion, which has positive impacts on groups with protected characteristics.	
<b>Next Steps (if any)</b>	
<b>Declaration and Publication</b>  I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.  <b>Signed:</b> Betina Sizeland  <b>Date:</b> 21 January 2022	

## The Ski Centre Fund & Ski Centre and Ski School Fund

<b>Name of Grant:</b>	The Ski Centre Fund & Ski Centre and Ski School Fund
<b>Policy Lead</b>	Philip Raines , Amanda Fox, Paul Rhodes, Roderick Low
<b>Legal power used:</b>	<p>The authorisation for the budget is found in paragraph 8 of Schedule 1 of the Budget (Scotland) Act 2020, which gives the Scottish Ministers the power to fund tourism.</p> <p>As the funding is being delivered by the Enterprise Agencies, the relevant grant making powers are explained below:</p> <p><u>Highlands and Islands Enterprise</u> Section 26 of the Enterprise and New Towns (Scotland) Act 1990 provides that Scottish Ministers can give grants to Highlands and Islands Enterprise. Section 8(1)(a)(i) of that Act then allows Highlands and Islands Enterprise to provide grants.</p> <p><u>Scottish Enterprise</u> Section 25 and Schedule 2, para 1 of the Enterprise and New Towns (Scotland) Act 1990 provides that Scottish Ministers can give grants to Scottish Enterprise. Section 8(1)(a)(i) of that Act then allows Scottish Enterprise to provide grants.</p>
<b>Grant Overview:</b>	<p><b>The Fund:</b></p> <ol style="list-style-type: none"> <li>1. The Ski Centre &amp; Ski School Fund is resource funding.</li> <li>2. Number of centres and ski schools to be included in the fund has been confirmed (please Table 1).</li> <li>3. Businesses must operate from premises in Scotland.</li> <li>4. Snowsports centres are to be subdivided to aid delivery of the fund.             <ol style="list-style-type: none"> <li>a. 3 main categories based on Snowsport Scotland data (size, criticality and financial need):                 <ol style="list-style-type: none"> <li>i. Mountain resorts;</li> <li>ii. Tier 1 Centres;</li> <li>iii. Tier 2 Centres.</li> </ol> </li> </ol> </li> <li>5. Proposed maximum levels of award - within each sub category - have been determined by Snowsport Scotland as a guide based on the evidence they've gained.</li> <li>6. All grant award levels are subject to the necessary due diligence.</li> <li>7. Eligibility criteria for the fund are level of financial need (losses up to end of March 2021, loans/debts, any previous grant from SG Ski Centre Fund, etc), financial position as of Dec 2019 (to determine financial sustainability at that point in time) and sustainability of the business for the next 6 months;</li> <li>8. Those snowsports centres and ski schools that have received public sector funding through eg project specific grants or Pivotal Enterprise Resilience Funding (PERF) are included subject to meeting all other eligibility criteria.</li> </ol>



A number of successive regulations were put in place to control and suppress the spread of the COVID-19 virus.

The Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Regulations 2020 implemented a new Strategic Framework and came into effect on 2 November 2020. This approach resulted in a variable approach to restrictions across Local Authority areas including on travel.

The Health Protection (Coronavirus) (Restrictions and Requirements) (Local Levels) (Scotland) Amendment (No. 11) Regulations 2021 set out additional Level 4, or 'lockdown', restrictions for mainland Scotland. Regulation 4 required the closure of snowsports centres in Level 4 areas from the 8<sup>th</sup> January 2021.

The regulations impacted on the financial viability of snowsports centres and ski schools (where there was evidence of a clear commercial relationship between the ski school and the snowsports centre at which it provides services who were reliant on the operation of the snowsports centres) in two specific ways:

1. Reducing income from customers (skiers) where those skiers resided in areas under travel restrictions through the Strategic Framework and so were unable to travel to snowsports centres even when centres were open.
2. Reducing income due to the closure of snowsports centres when required to do so by regulations.

The University of Glasgow undertook an independent assessment of data that was provided to evidence financial need and all awards that were provided were subject to due diligence by the economic agencies (Highland and Islands Enterprise and Scottish Enterprise) that delivered the fund.

The £3 million Ski Centre Fund was announced on 30 January 2021 after being approved on 21 December 2020 and started being distributed in February 2021 by Highlands and Islands Enterprise and Scottish Enterprise.

A £4 million Ski Centre and Ski School Fund was announced on 4<sup>th</sup> February and delivery commenced on 4 March following the requirement for snowsports centres to close in early January. Delivery of the fund by Highlands and Islands Enterprise and Scottish Enterprise started in March 2021

## **KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

**17<sup>th</sup> February 2021**

The loss of income at such a peak period would be highly damaging for all ski centres. For several Scotland's Snowsports centres, the loss would exacerbate vulnerability to the point that there would be a significant risk of individual bankruptcy.

The financial position of those ski schools that had evidence of a clear commercial relationship between the ski school and the snowsports centre at which they provided services deteriorated as the duration of restrictions continued.

Evidence provided by the University of Glasgow identified the net loss for ski schools in Scotland as £750 k from April 2020 to end of March 2021.

The following figures have been derived for the period from April 2020 until March 2021 by University of Glasgow, as part of the work for Snowsports Scotland on the impacts to the whole sector:

- £12.9 m reduction in net income
- 82% of this loss is attributed to ticketing and membership
- £4.3 m in Covid mitigating actions have been applied
- This includes the following measures:
  - £2 m in furlough savings and staff redundancies
  - £960 k in new loans
  - £775 k in unrestricted reserves being applied
  - £570 k in deferred capital payments/ capital costs and grant support was recorded
  
- This leaves a balance of **£8.6 m** in net revenue loss.

### Timeline for research:

#### **Snowsport Scotland loss data due to COVID-19 7 October 2020**

- Self-assessment form shared with SG for Snowsports centres to complete. Form looking at impact of Covid-19

#### **Snowsport Scotland Impact assessment (with analysis by Glasgow) 3 November 2020**

- Findings from the Self-Assessment form shared with the SG  
Detail show net impacts and mitigations taken by the sector as of 30 September 2020

#### **Updated Glasgow University Report produced 18 February 2021**

- Figures referenced above are taken from Glasgow university research findings and illustrate a clear picture of the impact on the sector during the pandemic.

<p><b>Age: Older People and Children and Young People</b></p>	<p>Statistically valid data relating to age is unavailable.</p> <p>Anecdotal evidence has indicated that a mix of ages are engaged in employment across the snowsports sector with young people being more likely to be employed in the food service and teaching roles with older staff being employed in technical roles.</p>
<p><b>Sex: Men and Women</b></p>	<p>Statistically valid data relating to gender is unavailable.</p> <p>The snowsports centres are owned predominantly by men.</p> <p>Anecdotal evidence indicates that the majority of technical posts at the snowsports centres are filled by men and that food service roles are occupied by women.</p> <p>All snowsports centres availed of the Job Retention Scheme for their employees.</p>
<p><b>Race</b></p>	<p>Statistically valid data relating to race is unavailable.</p> <p>Anecdotal evidence indicates that the owners and operators of snowsports centres and ski schools are predominantly Caucasian.</p> <p>Little data is available on the race of visitors to snowsports centres however there is evidence available that has indicated that most of the outdoor visits taken by members of the Black Minority Ethnic community are taken in urban areas with local parks the most popular type of destination<sup>233</sup></p>
<p><b>Disability</b></p>	<p>Statistically valid data relating to disability is unavailable.</p> <p>Disability Scotland UK provides adaptive ski lessons at two sites in Scotland (Hill End, Edinburgh an artificial slope and Snowfactor, Glasgow an indoor snowsports centre).</p> <p>The Ski Centre Fund and Ski Centre and Ski Schools Fund supported Snowfactor and consequently contributes to continued access to skiing opportunities for people with disabilities.</p>
<p><b>Religion and Belief</b></p>	<p>Statistically valid data relating to religion and belief is unavailable.</p> <p>By providing support equally across snowsports centres and to those ski schools with a contractual arrangement with snowports centres all religious and belief groups would have equal access to centres.</p>

<b>Sexual Orientation</b>	<p>Statistically valid data relating to sexual orientation is unavailable.</p> <p>However, there is no reason to assume there is a particular issue in this area.</p>
<b>Pregnancy and maternity</b>	<p>Statistically valid data relating to pregnancy and maternity is unavailable.</p> <p>However, there is no reason to assume there is a particular issue in this area.</p>
<b>Gender reassignment</b>	<p>Statistically valid data relating to gender reassignment is unavailable.</p> <p>However, there is no reason to assume there is a particular issue in this area.</p>
<b>Marriage or Civil Partnership</b>	<p>Statistically valid data relating to marriage or civil partnership is unavailable.</p> <p>However, there is no reason to assume there is a particular issue in this area.</p>
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>The owners/operators of the snowsports centres were direct beneficiaries of the funds and as such unlikely to experience poverty.</p> <p>Employees of the snowsports centres were placed on the Job Retention Scheme and so unlikely to experience poverty as a result of this fund.</p> <p>A number of snowsports centres run school engagement programmes some of which will draw on catchment areas that may be identified as low in the Scottish Index of Multiple Deprivation. Maintaining the snowsports centres will enable these groups to continue to access skiing opportunities.</p>
<p><b>Stakeholder Engagement:</b></p> <p>Significant engagement between Scottish Government, Snowsport Scotland and the delivery bodies for the fund (HIE and SE) took place throughout the duration of the fund and beyond.</p> <p>Scottish Government regularly engaged directly with Tier 1 snowsports centres to keep them fully informed of any changes arising to the regulations and developments in policy and support funds. Engagement with Tier 2 snowsports centres and ski schools was indirect through Snowsport Scotland.</p>	

**Mitigations -**

Worked with the sector to develop guidance to aid operational adjustments to help mitigate disease spread.

Regular discussion and review of feedback from industry and delivery bodies regarding financial need and based on this updated criteria for second fund to include ski schools

Independent verification of financial impacts of COVID-19 on the sector by University Glasgow .

**Next Steps (if any)**

4 Harms workshop held in August 2021 to support the sector ahead of winter 2021 and ensure any further operational adjustments are put in place in a timely way to mitigate disease spread.

Strategic evidence gathering ongoing to determine the value of the snowsports sector and its supply chain to Scotland (£70,000 Contract Research Fund project).

Development of a Snowsport Strategy - collaboratively with the industry and Scottish Government - to enable a sustainable and resilient snowsports sector. An EQIA will be completed as part of this.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Philip Raines, Head of Rural Economy and Communities Division

**Date:** 16 November 2021

## Marine and Outdoor Tourism Fund

<b>Name of Grant:</b>	COVID-19 Business Support Fund - Marine and Outdoor Tourism
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>234</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>235</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>236</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>237</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p>

<sup>234</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/growth-sector-statistics/)

<sup>235</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

<sup>236</sup> As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

<sup>237</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>238</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>239</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>240</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>241</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism activities offer people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund - Marine and Outdoor Tourism to mitigate the impact of Covid-19 on marine and outdoor tourism businesses, which were heavily impacted by the pandemic.

The £4 million fund was delivered by Visit Scotland, developed with input from Sail Scotland and Wild Scotland, on behalf of the Scottish Government.

<sup>238</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>239</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>240</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>241</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	<p>The Fund was intended to provide support to marine and outdoor tourism businesses who have been significantly affected by Coronavirus (COVID-19).</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below: women<sup>242</sup>, young people (16-24 years old)<sup>243</sup>, non-UK nationals<sup>244</sup> and people experiencing socio-economic disadvantage<sup>245</sup>.</p>

<sup>242</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-12-statistics-from-the-annual-population-survey-2019.aspx).

<sup>243</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-12-statistics-from-the-annual-population-survey-2019.aspx).

<sup>244</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce/pages/10-12-statistics-from-the-annual-population-survey-2019.aspx).

<sup>245</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-12-statistics-from-the-annual-population-survey-2019.aspx).

	<p>Therefore in developing this EQIA 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. 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.</p> <p>For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:</p> <ul style="list-style-type: none"> <li>- All applications were assessed by the two same people and all assessments were reviewed by a third person.</li> <li>- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.</li> <li>- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.</li> </ul> <p>Businesses were able to apply for more than one tourism funding schemes. However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b> First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of marine and outdoor businesses' owners.</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the tourism sector are young people: 36.2% of tourism sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>246</sup>.</p>

Annual Survey of Hours and Earnings (2020) <https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/>.

Business Register and Employment Survey (2020).

<sup>246</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/labour-market-people-places-and-regions-2019-2020/pages/1-1-introduction.aspx).

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Marine and Outdoor Tourism contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain marine and outdoor tourism businesses' financial viability. Since a large proportion of the workforce in the tourism sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>247</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>248</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis.</p>

<sup>247</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

<sup>248</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

	<p>Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Marine and Outdoor Tourism contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain marine and outdoor businesses’ financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p>
<b>Race</b>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>249</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>250</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Marine and Outdoor Tourism contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain marine and outdoor tourism businesses’ financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers.</p>

<sup>249</sup> Scottish Government (2020), Non-UK Nationals in Scotland’s Workforce [Non-UK nationals in Scotland’s workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>250</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households’.](#)

	<p>That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>251</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul>

<sup>251</sup> Annual population survey: results for year to 31 December 2019.

	<p>This contributed to eliminate discrimination, advance equality of opportunity for marine and outdoor businesses' owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in 'low skilled' occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>252</sup>.</p> <p>The COVID-19 Business Support Fund – Marine and Outdoor Tourism was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p>

<sup>252</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Marine and Outdoor Tourism contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain marine and outdoor tourism businesses' financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.</p>
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**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, Sail Scotland and Wild Scotland).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for marine and outdoor tourism businesses was put in place. The Scottish Government continues to engage regularly with this sector.

- Following feedback from industry and recognising a funding gap for marine and outdoor operators, Round Two has been created to support marine and outdoor tourism operators in Scotland who meet the eligibility criteria set out in the guidance document.

### **Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund – Marine and Outdoor Tourism to mitigate the impact of Covid-19 on marine and outdoor tourism businesses. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations.

A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

### **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of marine and outdoor businesses' owners for instance in order to ease the decision making process for future funding schemes.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** Nov 21

## Scottish Country Sports and Tourism

<b>Name of Grant:</b>	COVID-19 Business Support Fund – Scottish Country Sports and Tourism
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>253</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>254</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>255</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>256</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p> <p>The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years.</p>

<sup>253</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>254</sup> [VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021,.](#)

<sup>255</sup> [As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021,.](#)

<sup>256</sup> [VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021,.](#)

Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>257</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>258</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>259</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>260</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism activities offer people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund – Scottish Country Sports and Tourism to mitigate the impact of Covid-19 on sporting agencies, guided sporting services, land-based sporting businesses and fishing charter operators, which were heavily impacted by the pandemic.

The £1 million fund was delivered by VisitScotland on behalf of the Scottish Government and was developed with the Scottish Country Sports Tourism Group and the British Association for Shooting and Conservation.

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<sup>257</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>258</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>259</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>260</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	<ol style="list-style-type: none"> <li>1. Sporting agencies – Sporting agencies bring tourists to Scotland to participate in country sports. Agencies will facilitate and arrange the various key elements of the sporting holiday, which includes but is not limited to sporting activity, accommodation, equipment provision, and food and drink.</li> <li>2. Guided sporting services – Sporting guides bring tourists to Scotland to participate in country sports. Guides tend to take a more practical approach by being in the field or on the water with customers while they conduct sporting activity. Guided sporting activities include but are not limited to game shooting, deer stalking, falconry, wildfowling, ferreting, gun dog training, target shooting, fly fishing, coarse angling and sea angling.</li> <li>3. Land-based sporting businesses – Land-based sporting businesses that manage land for country sports tourism. Activities include but are not limited to shooting, deer stalking and fishing.</li> <li>4. Fishing charter operators – Boats run for the primary purpose of guided recreational fishing charters, i.e. where additional activities such as diving or nature watching trips are less than 25% of total turnover.</li> </ol> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p>

	<p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below: women<sup>261</sup>, young people (16-24 years old)<sup>262</sup>, non-UK nationals<sup>263</sup> and people experiencing socio-economic disadvantage<sup>264</sup>.</p> <p>Therefore in developing this EQIA 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. 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.</p> <p>For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:</p> <ul style="list-style-type: none"> <li>- All applications were assessed by the two same people and all assessments were reviewed by a third person.</li> <li>- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.</li> <li>- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.</li> </ul>
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<sup>261</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>262</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>263</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>264</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).



<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>266</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>267</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Scottish Country Sports and Tourism contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain sporting agencies, guided sporting services, land-based sporting businesses and fishing charter operators' financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>268</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>269</sup>.</p>

<sup>266</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>267</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>268</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>269</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Scottish Country Sports and Tourism contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain sporting agencies, guided sporting services, land-based sporting businesses and fishing charter operators' financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands.</li> </ul>

	<p>The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>270</sup>.</p> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for sporting agencies, guided sporting services, land-based sporting businesses' owners/employees and fishing charter operators with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.

<sup>270</sup> Annual population survey: results for year to 31 December 2019.

<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in 'low skilled' occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>271</sup>.</p> <p>The COVID-19 Business Support Fund – Scottish Country Sports and Tourism was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Scottish Country Sports and Tourism provided an opportunity to advance equality of opportunity for people who deal with a socio-economic disadvantage in that it was intended to enable sporting agencies, guided sporting services, land-based sporting businesses and fishing charter operators' to maintain services and financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.</p>

<sup>271</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

### **Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, the Scottish Country Sports Tourism Group and the British Association for Shooting and Conservation, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for Scottish country sports and tourism was put in place. The Scottish Government continues to engage regularly with this sector.

### **Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund – Scottish Country Sports and Tourism to mitigate the impact of Covid-19 on sporting agencies, guided sporting services, land-based sporting businesses and fishing charter operators' financial viability. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of sporting agencies, guided sporting services, land-based sporting businesses' owners and fishing charter operators for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** November 21

## Campervan and Motorhome Rental Operators

<b>Name of Grant:</b>	COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID.
<b>Grant Overview:</b>	<p>The visitor accommodation sector is a key part of Scotland's visitor economy, comprising 2,880 registered enterprises and accounting for 72,450 jobs<sup>272</sup> broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1,690 Hotels in Scotland, supporting around 62,000 jobs – around a quarter of all jobs in Scottish tourism.</li> <li>• 145 Holiday centres and villages, around 1,500 jobs</li> <li>• 30 Youth hostels, supporting 450 jobs.</li> <li>• 680 Other holiday and other short-stay accommodation (not including holiday centres and villages or youth hostels) supporting 4,000 jobs</li> <li>• 250 Camping grounds, recreational vehicle parks and trailer parks supporting 3,500 jobs.</li> <li>• 85 Other accommodation supporting 1,000 jobs.</li> </ul> <p>The accommodation sector was estimated to contribute to around £1.58 billion of GVA to Scotland's economy in 2018<sup>273</sup>.</p> <p>The sector comprises a wide range of accommodation types (hotels, B&amp;Bs, self-catering, hostels caravan and campsites), and contributes to enhanced physical and mental wellbeing and reduced social isolation.</p> <p>The accommodation sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019; VisitScotland reports similar for B&amp;Bs, Self-Catering and Hostels<sup>274</sup>. In early 2021, the situation was still challenging for the accommodation sector in Scotland: January's (2021) Monthly GDP statistics show output in Scotland's Accommodation and Food sector remained 66% lower than pre-pandemic levels, compared with 8.4% lower for Scotland overall<sup>275</sup>.</p>

<sup>272</sup> Data on Registered Enterprises sourced from IDBR for 2019, while employment data is sourced from BRES and covers 2018.

<sup>273</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>274</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](http://visitscotland.org)).

<sup>275</sup> Source: [Monthly GDP Estimate: January 2021 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

The challenging situation in the accommodation sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>276</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>277</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>278</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Visitor accommodation offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

A small number of visitor accommodation providers continued to carry on their business in accordance with the exceptions in the relevant regulations, for example, providing accommodation to key workers, or to allow for essential travel – for instance for travellers attending funerals. In the case of key worker accommodation some providers offered this free or at low cost. Even where visitor accommodation was leased for these purposes (for example use of hotels to house oil workers in quarantine before they travel offshore, or as part of the 'Everyone In' campaign to ensure that the provision of accommodation for the homeless) the income generated and the operating costs meant that these arrangements did not make up for losses.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force, throughout this period, meant that the visitor accommodation business model, which relies on socialisation was especially hard hit, as this was fundamentally incompatible with these restrictions.

<sup>276</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>277</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>278</sup> [2021 tourism forecast | VisitBritain](https://www.visitbritain.com)

	<p>Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators to mitigate the impact of Covid-19 on campervan and motorhome rental operators, which were heavily impacted by the pandemic. The £1 million fund was delivered by Visit Scotland, developed with input from the Campervan and Motorhome Professional Association (CaMPA). The campervan and motorhome rental sector has been severely affected by the COVID-19 pandemic, yet their contribution to visitor economy is substantial. The Fund aims to help keep campervan and motorhome rental operators in business while restrictions on opening and travel are still in place, and to support them to prepare to operate in 2021 when restrictions are lifted.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of business support funds were introduced in January and February 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the accommodation sector, and broader accommodation and food services sector is comprised of people who are predominately, but not exclusively, from groups of people</p>

who have one or more of the protected characteristics below: women<sup>279</sup>, young people (16-24 years old)<sup>280</sup>, non-UK nationals<sup>281</sup> and people experiencing socio-economic disadvantage<sup>282</sup>.

Therefore in developing this EQIA 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. 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.

For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:

- All applications were assessed by the two same people and all assessments were reviewed by a third person.
- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.
- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.

Businesses were able to apply for more than one tourism funding schemes. However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.

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<sup>279</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>280</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>281</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>282</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of campervan and motorhome rental operators.

**Age: Older People and Children and Young People**

We know that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>283</sup>.

Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.

The COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain campervan and motorhome rental operators' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people. Some campervan and motorhome rental users may also be from these, so providing lifeline support to the sector to ensure businesses did not fold, and were in a position to reopen also means that these groups continue to have a good choice of this type of accommodation in future.

Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.

<sup>283</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the accommodation and food sector industry. Women constitute 54.8% of the workforce in Accommodation and Food Services<sup>284</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>285</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain campervan and motorhome rental operators' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>286</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>287</sup>.</p>

<sup>284</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>285</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>286</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>287</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

	<p>Gypsy/Travellers were also most likely to be employed in hospitality at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>288</sup>. Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>289</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the visitor accommodation sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators contributed to advance equality of opportunity for non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain campervan and motorhome rental operators’ financial viability. Since a large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<b><u>Disability</u></b>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People’s Organisations (DPOs) to understand and tackle the complex reasons for this.</p>

<sup>288</sup> [Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.](#)

<sup>289</sup> [National Records of Scotland. Census 2011: Release 3I](#)

We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,

- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.
- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>290</sup>.

We can suppose that we find the same proportion in the visitor accommodation sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:

- There were multiple channels of communication and submission for the applicant if they had accessibility issues.
- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.
- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.
- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.

This contributed to eliminate discrimination, advance equality of opportunity for campervan and motorhome rental operators/employees with a disability and foster good relations with this group of people.

Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report “If not now, when?” was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.

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<sup>290</sup> Annual population survey: results for year to 31 December 2019.

<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in accommodation and food services face a socio-economic disadvantage. Indeed, 45.4% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in Accommodation and Food Services (64.4%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>291</sup>. Finally, the large proportion of people working within accommodation work part time. In 2019, 36,000 employees (51%) worked full-time, while 34,000 (49%) worked part-time<sup>292</sup>.</p> <p>The COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic. Consultation with tourism and hospitality stakeholders have also proven the importance to support campervan and motorhome rental operators during the pandemic in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain campervan and motorhome rental operators’ financial viability.</p> <p>Since a large proportion of the workforce in the visitor accommodation sector are people who are employed in low-skilled jobs, work part-time or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p>

<sup>291</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

<sup>292</sup> [Business Register and Employment Survey](#)

	<p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including hospitality.</p>
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**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, the Campervan and Motorhome Professional Association (CaMPA), South Scotland hoteliers, the Scottish Independent Hostels, Hostelling Scotland, Independent Hostels UK, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- the extensive support in place for this sector (including development of specific targeted packages for hotels, hostels self-catering, and B&Bs, including support for small accommodation providers who pay council tax). More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for campervan and motorhome rental operators, and in collaboration with key stakeholders, a fund for campervan and motorhome rental operators was put in place. The Scottish Government continues to engage regularly with this sector.

**Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund - Campervan and Motorhome Rental Operators to mitigate the impact of Covid-19 on campervan and motorhome rental operators. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the accommodation sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations.

A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of campervan and motorhome rental operators for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** 8<sup>th</sup> November 21

## Covid-19 Business Support Fund - Tour Guides

<b>Name of Grant:</b>	COVID-19 Business Support Fund - Tour Guides
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>293</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>294</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>295</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>296</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p> <p>The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years.</p>

<sup>293</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/growth-sector-statistics/)

<sup>294</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

<sup>295</sup> As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

<sup>296</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>297</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>298</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>299</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>300</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism activities offer people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund - Tour Guides to mitigate the impact of Covid-19 on tour guides, which were heavily impacted by the pandemic.

The £3 million fund was delivered by Visit Scotland, developed with input from the sector. The tour guiding sector has been severely affected by the COVID-19 pandemic, yet their contribution to visitors' memorable experiences is substantial. The Fund aimed to help keep tour guides operating while restrictions on opening and travel are still in place, and to support them to prepare to operate in 2021 when restrictions are lifted.

<sup>297</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>298</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>299</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>300</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	<p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below: women<sup>301</sup>, young people (16-24 years old)<sup>302</sup>, non-UK nationals<sup>303</sup> and people experiencing socio-economic disadvantage<sup>304</sup>.</p>

<sup>301</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-to-14.aspx).

<sup>302</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-to-14.aspx).

<sup>303</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/10-to-14.aspx).

<sup>304</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10-to-14.aspx).



	<p>The COVID-19 Business Support Fund - Tour Guides contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain tour guides' financial viability. Since a large proportion of the workforce in the tourism sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>306</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>307</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Tour Guides contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain tour guides' financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p>

<sup>306</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

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	<p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>308</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>309</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Tour Guides contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain tour guides’ financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>

<sup>308</sup> Scottish Government (2020), Non-UK Nationals in Scotland’s Workforce [Non-UK nationals in Scotland’s workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>309</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households’](#).

<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People’s Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>310</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for tour guides with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report “If not now, when?” was published in January 2021.</p>
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<sup>310</sup> Annual population survey: results for year to 31 December 2019

	The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>311</sup>.</p> <p>The COVID-19 Business Support Fund – Tour Guides was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Tour Guides contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain tour guides’ financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p>

<sup>311</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading *Fair Work Nation* by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.

**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, the Scottish Tourist Guides Association, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for tour guides was put in place. The Scottish Government continues to engage regularly with this sector.

**Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund – Tour Guides to mitigate the impact of Covid-19 on tour guides. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries).

As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of tour guides for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** November 21

## Sector and Destination Management Organisation Operational Readiness

<b>Name of Grant:</b>	COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>312</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>313</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>314</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>315</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p>

<sup>312</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](http://www.gov.scot/publications/growth-sector-statistics/)

<sup>313</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

<sup>314</sup> As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

<sup>315</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>316</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>317</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>318</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>319</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism activities offer people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness to mitigate the impact of Covid-19 on sector groups and DMO, which were heavily impacted by the pandemic.

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<sup>316</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>317</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>318</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>319</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	<p>The £1.5 million fund was delivered by Visit Scotland, developed with input from the sector. The Sector &amp; Destination Management Organisation (DMO) Operational Readiness Fund provides support for established multi-regional or pan-Scotland tourism sector groups and destination organisations who represent the interests of a substantive number of tourism businesses and stakeholders within their destination and sector and whose role is critical to the ongoing success of the tourism industry in Scotland to prepare for a post-COVID-19 environment.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics.</p>

	<p>Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from people who have one or more of the protected characteristics below: women<sup>320</sup>, young people (16-24 years old)<sup>321</sup>, non-UK nationals<sup>322</sup> and people experiencing socio-economic disadvantage<sup>323</sup>.</p> <p>Therefore in developing this EQIA 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. 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.</p> <p>For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:</p> <ul style="list-style-type: none"> <li>- All applications were assessed by the two same people and all assessments were reviewed by a third person.</li> <li>- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.</li> <li>- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.</li> </ul> <p>Businesses were able to apply for more than one tourism funding schemes.</p>
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<sup>320</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/06/Scotland's_Labour_Market_People_Places_and_Regions_-_Statistics_from_the_Annual_Population_Survey_2019.pdf).

<sup>321</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/06/Scotland's_Labour_Market_People_Places_and_Regions_-_Statistics_from_the_Annual_Population_Survey_2019.pdf).

<sup>322</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/06/Non-UK_nationals_in_Scotland's_workforce.pdf).

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	<p>However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b>  First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of sector groups and DMO's owners.</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the tourism sector are young people: 36.2% of tourism sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>324</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain sector groups and DMO's financial viability. Since a large proportion of the workforce in the tourism sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>

<sup>324</sup> Scottish Government (2020), [Scotland's Labour Market: People, Places and Regions](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/100_to_109.aspx) [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/100_to_109.aspx).

<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>325</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>326</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain sector groups and DMO's financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>327</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>328</sup>.</p>

<sup>325</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>326</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>327</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>328</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain sector groups and DMO's financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands.</li> </ul>

	<p>The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>329</sup>.</p> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for sector groups and DMO's owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.

<sup>329</sup> Annual population survey: results for year to 31 December 2019

<p><b>Marriage or Civil Partnership</b></p>	<p>No evidence of a differential impact identified at this time for the tourism and hospitality sector.</p>
<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in 'low skilled' occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall.</p> <p>The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>330</sup>.</p> <p>The COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain sector groups and DMO's financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.</p>

<sup>330</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

### **Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, the Scottish Destination Management Association, the Scottish Incoming Golf Tour Operators Association, UK Inbound and the Scottish Independent Tour Operators Association).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for sector groups and DMO was put in place. The Scottish Government continues to engage regularly with this sector.

### **Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund - Sector and Destination Management Organisation (DMO) Operational Readiness to mitigate the impact of Covid-19 on sector groups and DMO. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of sector groups and DMO's owners for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** 11/21

## Tour Operators Fund

<b>Name of Grant:</b>	COVID-19 Business Support Fund - Tour Operators (including international inbound and larger domestic operators)
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>331</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>332</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>333</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>334</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p>

<sup>331</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/growth-sector-statistics/)

<sup>332</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

<sup>333</sup> As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

<sup>334</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](https://www.gov.scot/publications/growth-sector-statistics/).

The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>335</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>336</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>337</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>338</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism activities offer people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund - Tour Operators (including international inbound and larger domestic operators) to mitigate the impact of Covid-19 on tour operators, which were heavily impacted by the pandemic.

The £15 million fund was delivered by Visit Scotland, developed with input from the sector.

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<sup>335</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>336</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>337</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>338</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	<p>The COVID-19 lockdown, travel guidance and current social distancing measures placed tour operators under considerable financial strain. The purpose of this fund was to help keep tour operators in business while the restrictions remained in place. Tour operators play an important role in both the tourism industry and in local communities in Scotland.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics.</p> <p>Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below:</p>

women<sup>339</sup>, young people (16-24 years old)<sup>340</sup>, non-UK nationals<sup>341</sup> and people experiencing socio-economic disadvantage<sup>342</sup>.

Therefore in developing this EQIA 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. 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.

For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:

- All applications were assessed by the two same people and all assessments were reviewed by a third person.
- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.
- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.

Businesses were able to apply for more than one tourism funding schemes. However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.

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<sup>339</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/12.aspx).

<sup>340</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/12.aspx).

<sup>341</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>342</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/12.aspx).



	<p>The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>345</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Tour Operators contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain tour operators' financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<b>Race</b>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>346</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>347</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p>

<sup>345</sup> Scottish Government (2020), [Scotland's Labour Market: People, Places and Regions Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/12_to_14.aspx).

<sup>346</sup> Scottish Government (2020), [Non-UK Nationals in Scotland's Workforce Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce/pages/1_to_3.aspx)

<sup>347</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

	<p>The COVID-19 Business Support Fund – Tour Operators contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain tour operators’ financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People’s Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>348</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> </ul>

<sup>348</sup> Annual population survey: results for year to 31 December 2019

	<ul style="list-style-type: none"> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for tour operators' owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in 'low skilled' occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>349</sup>.</p> <p>The COVID-19 Business Support Fund – Tour Operators was designed for businesses and not individuals.</p>

<sup>349</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.

Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.

The COVID-19 Business Support Fund – Tour Operators contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain tour operators' financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.

Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading *Fair Work Nation* by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.

### **Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, the Scottish Destination Management Association, the Scottish Incoming Golf Tour Operators Association, UK Inbound and the Scottish Independent Tour Operators Association).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for tour operators was put in place. The Scottish Government continues to engage regularly with this sector.

### **Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund – Tour Operators to mitigate the impact of Covid-19 on tour operators. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

### **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of tour operators' owners for instance in order to ease the decision making process for future funding schemes.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** November 21

## Visitor Attractions Fund

<b>Name of Grant:</b>	COVID-19 Business Support Fund - Visitor Attractions (excludes those publicly owned tourist attractions)
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>350</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>351</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>352</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>353</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p>

<sup>350</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](http://www.gov.scot/publications/growth-sector-statistics/)

<sup>351</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

<sup>352</sup> As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

<sup>353</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

	<p>The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>354</sup>. This has had an impact on the whole tourism sector.</p> <p>The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>355</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>356</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>357</sup>.</p> <p>In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.</p> <p>The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.</p> <p>Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Support Scheme for visitor attractions to mitigate the impact of Covid-19 on visitor attractions (exclude those publicly owned tourist attractions), which were heavily impacted by the pandemic.</p> <p>The £10 million fund was delivered by Visit Scotland, developed with input from the sector.</p>
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<sup>354</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>355</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>356</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>357</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	<p>The COVID-19 lockdown, travel guidance and current social distancing measures placed visitor attractions under considerable financial strain. The purpose of this fund was to help keep visitor attractions in business while the restrictions remained in place. Visitor attractions play an important role in both the tourism industry and in local communities in Scotland. This fund was open to visitor attractions who met the definition of a ‘visitor attraction’ <a href="#">as set out within the guidance notes</a>, and who had an annual turnover in excess of £10,000.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below:</p>

women<sup>358</sup>, young people (16-24 years old)<sup>359</sup>, non-UK nationals<sup>360</sup> and people experiencing socio-economic disadvantage<sup>361</sup>.

Therefore in developing this EQIA 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. 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.

For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:

- All applications were assessed by the two same people and all assessments were reviewed by a third person.
- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.
- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.

Businesses were able to apply for more than one tourism funding schemes. However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.

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<sup>358</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>359</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>360</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>361</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of visitor attractions' owners.

**Age: Older People and Children and Young People**

We know that a large proportion of the workforce in the tourism sector are young people: 36.2% of tourism sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>362</sup>.

Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.

The COVID-19 Business Support Fund - Visitor Attractions contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain visitor attractions' financial viability. Since a large proportion of the workforce in the tourism sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.

Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.

**Sex: Men and Women**

We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>363</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019).

<sup>362</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10.aspx).

<sup>363</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10.aspx).

	<p>The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>364</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund - Visitor Attractions contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain visitor attractions' financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<b>Race</b>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>365</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>366</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p>

<sup>364</sup> Scottish Government (2020), [Scotland's Labour Market: People, Places and Regions Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

<sup>365</sup> Scottish Government (2020), [Non-UK Nationals in Scotland's Workforce Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce/pages/1_to_3.aspx)

<sup>366</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

	<p>The COVID-19 Business Support Fund - Visitor Attractions contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain visitor attractions' financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>367</sup>.</li> </ul> <p>We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people.</p>

<sup>367</sup> Annual population survey: results for year to 31 December 2019

	<p>For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for visitor attractions' owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in 'low skilled' occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall.</p> <p>The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>368</sup>.</p> <p>The COVID-19 Business Support Fund - Visitor Attractions was designed for businesses and not individuals.</p>

<sup>368</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.

Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.

The COVID-19 Business Support Fund - Visitor Attractions contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain visitor attractions' financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.

Closing the socio-economic gap will require a cross-government approach and the Scottish Government's ambition – shared by the Fair Work Convention – is for Scotland to be a leading *Fair Work Nation* by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.

**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, Association of Scottish Visitor Attractions, COSLA/Local authorities, Chambers of commerce, Highland Tourism, UK Hospitality, Wild Scotland, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for visitor attractions was put in place. The Scottish Government continues to engage regularly with this sector.

### **Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund - Visitor Attractions to mitigate the impact of Covid-19 on visitor attractions. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

### **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of visitor attractions' owners for instance in order to ease the decision making process for future funding schemes.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** November 21

## Coach Operators Fund

<b>Name of Grant:</b>	COVID-19 Business Support Fund – Coach Operators
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The tourism sector is a key part of Scotland’s economy. In 2018 combined spending of £10.6 billion by day and overnight visitors generated around £12 billion of economic activity in the wider Scottish supply chain and supports around £7 billion to Scottish GDP (4% of total). Pre-pandemic, Tourism provided around 218,000 jobs and around 14,000 businesses covering all parts of Scotland<sup>369</sup>.</p> <p>Tourism activity in 2019 continued to be a major driver of the national economy, recording record high levels of overnight visitors which in turn supported record high levels of tourism related employment and tourism business operators. Scottish tourism in 2019 was worth an estimated £11.6 billion to the Scottish economy which represented a notable annual increase of 9%<sup>370</sup>. The latest Scottish Government figures for the sustainable tourism sector shows tourism related employment in 2019 increased from 218,000 people to 229,000 (5% increase). The tourism business base increased to 15,215 businesses in 2020, the highest on record<sup>371</sup>. Overnight trips and bed-nights increased markedly in 2019 (by 11% and 12% respectively). Spending (in 2019 prices) also increased by 12%<sup>372</sup>.</p> <p>The Covid-19 pandemic has had a devastating effect on global health and the global economy. This has impacted employment and income levels in households throughout the world. Tourism is widely accepted as the global industry most affected by the crisis.</p> <p>The tourism sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years.</p>

<sup>369</sup> The visitor spending data comes from the IPS, GBTS and GBDVS values of expenditure by visitors to Scotland in 2018. The economic activity and GDP data are generated through analysis using the input-output tables for Scotland that are published on SG’s website. This includes the direct activity supported by day and overnight visitors (e.g. through spending on accommodation, hospitality, retail, transport within Scotland); spending this supports in the supply chain (‘indirect effects’); and spending that occurs by people spending wages they’ve earned as a result of tourism expenditure (‘induced effects’). Paras 4.7 – 4.11 in the link below give a helpful explainer: [Tourism in Scotland: the economic contribution of the sector - gov.scot \(www.gov.scot\)](http://www.gov.scot/publications/growth-sector-statistics/)

<sup>370</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

<sup>371</sup> As defined by the Scottish Government’s “Sustainable tourism” growth sector, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

<sup>372</sup> VisitScotland Key Facts on Tourism 2019; Growth sector statistics, “Sustainable Tourism”, 2021, [www.gov.scot/publications/growth-sector-statistics/](http://www.gov.scot/publications/growth-sector-statistics/).

Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019<sup>373</sup>. This has had an impact on the whole tourism sector.

The challenging situation in the tourism sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>374</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>375</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>376</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Tourism activities offer people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force and other restrictions, throughout this period, meant that the tourism business model, which relies on socialization was especially hard hit, as this was fundamentally incompatible with these restrictions.

Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Business Support Fund – Coach Operators to mitigate the impact of Covid-19 on coach operators, which were heavily impacted by the pandemic.

The £10 million fund was delivered by Visit Scotland, developed with input from the Confederation of Passenger Transport, on behalf of the Scottish Government. The Fund was established to provide financial support for Scottish based businesses in the coach operator sector critical to Scotland's tourism economy.

<sup>373</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](https://visitscotland.org)).

<sup>374</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>375</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>376</sup> [2021 tourism forecast | VisitBritain](https://visitscotland.org)

	As part of the National Performance Framework, this fund contributed to this national outcome: economy.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the tourism sector is comprised of people who are predominately, but not exclusively, from of people who have one or more of the protected characteristics below: women<sup>377</sup>, young people (16-24 years old)<sup>378</sup>, non-UK nationals<sup>379</sup> and people experiencing socio-economic disadvantage<sup>380</sup>.</p>

<sup>377</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>378</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>379</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>380</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

	<p>Therefore in developing this EQIA 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. 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.</p> <p>For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:</p> <ul style="list-style-type: none"> <li>- All applications were assessed by the two same people and all assessments were reviewed by a third person.</li> <li>- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.</li> <li>- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.</li> </ul> <p>Businesses were able to apply for more than one tourism funding schemes. However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of coach operators' owners.

<p><b>Age: Older People and Children and Young People</b></p>	<p>We know that a large proportion of the workforce in the tourism sector are young people: 36.2% of tourism sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>381</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p>
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<sup>381</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/labour-market-people-places-and-regions-2020/pages/10-12-2020-16-24-ages.aspx).

	<p>The COVID-19 Business Support Fund - Coach Operators contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain coach operators' financial viability. Since a large proportion of the workforce in the tourism sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.</p> <p>Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.</p>
<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the tourism sector industry. Women constitute 52.2% of the workforce in tourism<sup>382</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>383</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Coach Operators contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain coach operators' financial viability. Since a large proportion of the workforce in the tourism sector are women, this fund preserved jobs for this group of people.</p>

<sup>382</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/about/Market-People-Places-and-Regions-Statistics-from-the-Annual-Population-Survey-2019).

<sup>383</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/Labour-Market-People-Places-and-Regions-Statistics-from-the-Annual-Population-Survey-2019).

	<p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 16 per cent of its workforce are non-UK nationals (compared to 8.3% of the workforce as a whole)<sup>384</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the tourism industry (31.7% vs 18.6% of the white population)<sup>385</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Coach Operators contributed to advance equality of opportunity for non-UK nationals as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain coach operators’ financial viability. Since a large proportion of the workforce in the tourism sector are non-UK nationals as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>

<sup>384</sup> Scottish Government (2020), Non-UK Nationals in Scotland’s Workforce [Non-UK nationals in Scotland’s workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>385</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households’](#).

## Disability

The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.

We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,

- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.
- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>386</sup>.

We can suppose that we find the same proportion in the tourism sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:

- There were multiple channels of communication and submission for the applicant if they had accessibility issues.
- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.
- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.
- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.

This contributed to eliminate discrimination, advance equality of opportunity for coach operators' owners/employees with a disability and foster good relations with this group of people.

Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations.

	The report “If not now, when?” was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in tourism face a socio-economic disadvantage. Indeed, 36.8% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in tourism (53.3%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>387</sup>.</p> <p>The COVID-19 Business Support Fund – Coach Operators was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the tourism sector during the pandemic due to the unique characteristics of the sector in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Business Support Fund – Coach Operators contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain coach operators’ financial viability. Since a large proportion of the workforce in the tourism sector are people who are employed in low-skilled jobs, or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government’s ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025.</p>

<sup>387</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including tourism.

**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, Confederation of Passenger Transport, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for the tourism sector. More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for tourism businesses, and in collaboration with key stakeholders, a fund for coach operators was put in place. The Scottish Government continues to engage regularly with this sector.
- Following feedback from industry and recognising a funding gap for some coach operators in Scotland, round two has been created to support coach operators in Scotland who meet the eligibility criteria set out in the guidance document. Whereas the Strand One supported coach operators in Scotland whose turnover in 19/20 from coach tourism/private coach hire was more than 55% of their total turnover, the Strand Two was created to support coach operators in Scotland whose turnover in 19/20 from coach tourism/private coach hire was more than 40% of their total turnover.

**Mitigations**

The Scottish Government decided to set up the COVID-19 Business Support Fund – Coach Operators to mitigate the impact of Covid-19 on coach operators. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the tourism sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

**Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of coach operators' owners for instance in order to ease the decision making process for future funding schemes.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** 11/21

## Hostel Covid-19- Business Support and Continuity Fund

<b>Name of Grant:</b>	Hostel COVID-19 Business Support and Continuity Fund
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID.
<b>Grant Overview:</b>	<p>The visitor accommodation sector is a key part of Scotland’s visitor economy, comprising 2,880 registered enterprises and accounting for 72,450 jobs<sup>388</sup> broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1,690 Hotels in Scotland, supporting around 62,000 jobs – around a quarter of all jobs in Scottish tourism.</li> <li>• 145 Holiday centres and villages, around 1,500 jobs</li> <li>• 30 Youth hostels, supporting 450 jobs.</li> <li>• 680 Other holiday and other short-stay accommodation (not including holiday centres and villages or youth hostels) supporting 4,000 jobs</li> <li>• 250 Camping grounds, recreational vehicle parks and trailer parks supporting 3,500 jobs.</li> <li>• 85 Other accommodation supporting 1,000 jobs.</li> </ul> <p>The accommodation sector was estimated to contribute to around £1.58 billion of GVA to Scotland’s economy in 2018<sup>389</sup>.</p> <p>The sector comprises a wide range of accommodation types (hotels, B&amp;Bs, self-catering, hostels caravan and campsites), and contributes to enhanced physical and mental wellbeing and reduced social isolation.</p> <p>The accommodation sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019; VisitScotland reports similar for B&amp;Bs, Self-Catering and Hostels<sup>390</sup>. In early 2021, the situation was still challenging for the accommodation sector in Scotland: January’s (2021) Monthly GDP statistics show output in Scotland’s Accommodation and Food sector remained 66% lower than pre-pandemic levels, compared with 8.4% lower for Scotland overall<sup>391</sup>.</p>

<sup>388</sup> Data on Registered Enterprises sourced from IDBR for 2019, while employment data is sourced from BRES and covers 2018.

<sup>389</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>390</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](http://visitscotland.org)).

<sup>391</sup> Source: [Monthly GDP Estimate: January 2021 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

The challenging situation in the accommodation sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>392</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>393</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>394</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Visitor accommodation offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

A small number of visitor accommodation providers continued to carry on their business in accordance with the exceptions in the relevant regulations, for example, providing accommodation to key workers, or to allow for essential travel – for instance for travellers attending funerals. In the case of key worker accommodation some providers offered this free or at low cost. Even where visitor accommodation was leased for these purposes (for example use of hotels to house oil workers in quarantine before they travel offshore, or as part of the 'Everyone In' campaign to ensure that the provision of accommodation for the homeless) the income generated and the operating costs meant that these arrangements did not make up for losses.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force, throughout this period, meant that the hostelling business model, which relies on use of shared facilities was especially hard hit, as this was fundamentally incompatible with these socialising restrictions.

<sup>392</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>393</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>394</sup> [2021 tourism forecast | VisitBritain](https://www.visitbritain.com)

	<p>Following consultation with the tourism and hospitality stakeholders, SG decided to set up the Hostel COVID-19 Business Support and Continuity Fund in February 2021 to mitigate the impact of Covid-19 on hostels, which were heavily impacted by the pandemic.</p> <p>The £2.5 million fund was delivered by Visit Scotland, developed with input from Scottish Independent Hostels, Hostelling Scotland and Independent Hostels UK. It was established to provide financial support for the Scottish based hostel sector.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of business support funds were introduced in January and February 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the accommodation sector, and broader accommodation and food services sector is comprised of people who are predominately, but not exclusively, from groups of people who have one or more of the protected characteristics below:</p>

women<sup>395</sup>, young people (16-24 years old)<sup>396</sup>, non-UK nationals<sup>397</sup> and people experiencing socio-economic disadvantage<sup>398</sup>.

Therefore in developing this EQIA 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. 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.

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<sup>395</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/04/Scotland's_Labour_Market_People_Places_and_Regions_-_Statistics_from_the_Annual_Population_Survey_2019.pdf).

<sup>396</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/04/Scotland's_Labour_Market_People_Places_and_Regions_-_Statistics_from_the_Annual_Population_Survey_2019.pdf).

<sup>397</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/04/Non-UK_nationals_in_Scotland's_workforce.pdf).

<sup>398</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/04/Scotland's_Labour_Market_People_Places_and_Regions_-_Statistics_from_the_Annual_Population_Survey_2019.pdf).

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We know that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>399</sup>.

Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the hostelling sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.

The Hostel COVID-19 Business Support and Continuity Fund contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain hostels' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people. Some hostels users may also be from these, so providing lifeline support to the sector to ensure businesses did not fold, and were in a position to reopen also means that these groups continue to have a good choice of this type of accommodation in future.

Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.

<sup>399</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/100_to_109.aspx).

<p><b>Sex: Men and Women</b></p>	<p>We know that women are more likely than men to work in the accommodation and food sector industry. Women constitute 54.8% of the workforce in Accommodation and Food Services<sup>400</sup>. In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>401</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the hostelling sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The Hostel COVID-19 Business Support and Continuity Fund contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain hostels’ financial viability. Since a large proportion of the workforce in the visitor accommodation sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p>
<p><b>Race</b></p>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>402</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>403</sup>.</p>

<sup>400</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>401</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>402</sup> Scottish Government (2020), Non-UK Nationals in Scotland’s Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>403</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households’](#).

	<p>Gypsy/Travellers were also most likely to be employed in hospitality at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>404</sup>. Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>405</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the hostelling sector during the pandemic due to the unique characteristics of the sector (requiring sharing of rooms and other facilities) in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Hostel COVID-19 Business Support and Continuity Fund contributed to advance equality of opportunity for non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain hostels' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p>

<sup>404</sup> Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.

<sup>405</sup> National Records of Scotland. Census 2011: Release 3I

[www.nrscotland.gov.uk/news/2014/census-2011-release-3i](http://www.nrscotland.gov.uk/news/2014/census-2011-release-3i)

We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,

- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.
- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands. The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>406</sup>.

We can suppose that we find the same proportion in the visitor accommodation sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:

- There were multiple channels of communication and submission for the applicant if they had accessibility issues.
- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.
- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.
- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.

This contributed to eliminate discrimination, advance equality of opportunity for hostels' owners/employees with a disability and foster good relations with this group of people.

Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.

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<sup>406</sup> Annual population survey: results for year to 31 December 2019

<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in accommodation and food services face a socio-economic disadvantage. Indeed, 45.4% were employed in 'low skilled' occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in Accommodation and Food Services (64.4%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>407</sup>. Finally, the large proportion of people working within accommodation work part time. In 2019, 36,000 employees (51%) worked full-time, while 34,000 (49%) worked part-time<sup>408</sup>.</p> <p>The Hostel COVID-19 Business Support and Continuity Fund was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic. Consultation with tourism and hospitality stakeholders have also proven the importance to support hostels during the pandemic in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The Hostel COVID-19 Business Support and Continuity Fund contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain hostels' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are people who are employed in low-skilled jobs, work part-time or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p>

<sup>407</sup> [Annual Survey of Hours and Earnings \(2020\)](#)

<sup>408</sup> [Business Register and Employment Survey](#)

	<p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government’s ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal. While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including hospitality.</p>
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**Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, South Scotland hoteliers, the Scottish Independent Hostels, Hostelling Scotland, Independent Hostels UK, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- the extensive support in place for this sector (including development of specific targeted packages for hotels, hostels self-catering, and B&Bs, including support for small accommodation providers who pay council tax). More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for hostels, and in collaboration with key stakeholders, a fund for the hostelling sector was put in place. The Scottish Government continues to engage regularly with this sector.

**Mitigations**

1) The Scottish Government decided to set up the Business Support Covid-19 Fund – Visitor Accommodation Hostels in February 2021 to mitigate the impact of Covid-19 on hostels. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the accommodation sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations.

A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

2) Following feedback from industry and recognising a funding gap for larger hostels in Scotland, a second strand of the fund was created to support hostels in Scotland with a rateable value above £51,000 who were not eligible for the first strand of funding. As a result, groups with protected characteristics who work in hostels with a rateable value above £51,000 could also have their jobs maintain due to the second strand of the fund.

#### **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of hostels' owners for instance in order to ease the decision making process for future funding schemes.

#### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** November 2021

## Covid-19 Support Scheme for Self Catering Businesses

<b>Name of Grant:</b>	COVID-19 Support Scheme for Self-Catering Businesses
<b>Policy Lead</b>	Judith Young/Caroline Cantin
<b>Legal power used:</b>	Overarching legal powers to take emergency action due to COVID
<b>Grant Overview:</b>	<p>The visitor accommodation sector is a key part of Scotland’s visitor economy, comprising 2,880 registered enterprises and accounting for 72,450 jobs<sup>409</sup> broken down as follows:</p> <ul style="list-style-type: none"> <li>• 1,690 Hotels in Scotland, supporting around 62,000 jobs – around a quarter of all jobs in Scottish tourism.</li> <li>• 145 Holiday centres and villages, around 1,500 jobs</li> <li>• 30 Youth hostels, supporting 450 jobs.</li> <li>• 680 Other holiday and other short-stay accommodation (not including holiday centres and villages or youth hostels) supporting 4,000 jobs</li> <li>• 250 Camping grounds, recreational vehicle parks and trailer parks supporting 3,500 jobs.</li> <li>• 85 Other accommodation supporting 1,000 jobs.</li> </ul> <p>The accommodation sector was estimated to contribute to around £1.58 billion of GVA to Scotland’s economy in 2018<sup>410</sup>.</p> <p>The sector comprises a wide range of accommodation types (hotels, B&amp;Bs, self-catering, hostels caravan and campsites), and contributes to enhanced physical and mental wellbeing and reduced social isolation.</p> <p>The accommodation sector has experienced substantial and continued reductions in trade in the period since March 2020, compared with previous years. Industry data from STR and VisitScotland indicate occupancy rates across Scotland in 2020 as being substantially below those seen in 2019; VisitScotland reports similar for B&amp;Bs, Self-Catering and Hostels<sup>411</sup>. In early 2021, the situation was still challenging for the accommodation sector in Scotland: January’s (2021) Monthly GDP statistics show output in Scotland’s Accommodation and Food sector remained 66% lower than pre-pandemic levels, compared with 8.4% lower for Scotland overall<sup>412</sup>.</p>

<sup>409</sup> Data on Registered Enterprises sourced from IDBR for 2019, while employment data is sourced from BRES and covers 2018.

<sup>410</sup> Scottish Government (2020), Scotland’s Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>411</sup> STR (2021), Monthly Report, December 2020; VisitScotland (2021), Scottish Accommodation Occupancy Survey, SAOS Annual Report 2020 ([visitscotland.org](http://visitscotland.org)).

<sup>412</sup> Source: [Monthly GDP Estimate: January 2021 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

The challenging situation in the accommodation sector was closely related to the considerable reduction of international visitors. For instance, ONS data for Scotland for Q1 2020 showed that there was a 17% decrease in overseas tourism visits to Scotland compared to Q1 2019<sup>413</sup>; ONS data for Q2 2020 indicated that international visits to the UK were 96% lower than Q2 2019<sup>414</sup>. Moreover, VisitBritain's published forecasts suggest international inbound tourism to the UK in 2020 declined by 76% in terms of visits to 9.7 million and by 80% in terms of spending to £5.7 billion<sup>415</sup>.

In December 2020, the requirement to cease trading was based on the introduction of the stay at home requirements, including the requirement not to be away from your primary residence overnight, and to remain within a limited distance of that primary residence, other than for essential/exempted purposes. Visitor accommodation offers people the opportunity to move around the country, and creates opportunities for social interaction, which was wholly incompatible with the restrictions put in place to suppress the spread of the virus.

A small number of visitor accommodation providers continued to carry on their business in accordance with the exceptions in the relevant regulations, for example, providing accommodation to key workers, or to allow for essential travel – for instance for travellers attending funerals. In the case of key worker accommodation some providers offered this free or at low cost. Even where visitor accommodation was leased for these purposes (for example use of hotels to house oil workers in quarantine before they travel offshore, or as part of the 'Everyone In' campaign to ensure that the provision of accommodation for the homeless) the income generated and the operating costs meant that these arrangements did not make up for losses.

The gradual reopening of the tourism sector including visitor accommodation through summer 2020, starting with self-contained accommodation and then other types, did allow some economic activity within the broader sector. However the limits on household gathering that remained in force, throughout this period, meant that the self-catering's business model, which relies on socialisation, was especially hard hit, as this was fundamentally incompatible with these socialising restrictions.

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<sup>413</sup> [Scotland's Tourism Performance Quarter 1 / 2020 \(visitscotland.org\)](https://visitscotland.org)

<sup>414</sup> [Overseas travel and tourism, provisional - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>415</sup> [2021 tourism forecast | VisitBritain](https://www.visitbritain.com)

	<p>Following consultation with the tourism and hospitality stakeholders, SG decided to set up the COVID-19 Support Scheme for Self-Catering Businesses to mitigate the impact of Covid-19 on self-catering businesses, which were heavily impacted by the pandemic.</p> <p>The £1.56 million fund was delivered by Visit Scotland, developed with input from the sector. It was established in August 2021 to provide financial support for the businesses who haven't received any support via other funds as a result of the pandemic. Applicants were eligible to receive a one-off grant of £10,000.</p> <p>As part of the National Performance Framework, this fund contributed to this national outcome: economy.</p>
<p><b>Executive Summary:</b></p>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support. This includes the support package of £129 million to support a range of tourism and hospitality businesses from January 2021. This emergency funding has supported otherwise strong and viable businesses as well as jobs.</p> <p>In order to address the needs of the tourism and hospitality sector adversely impacted by the pandemic, a range of tourism business support funds were introduced from January 2021 to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of emergency, there was limited opportunity to gather evidence on the possible impacts of these measures before their implementation. Nevertheless, this fund was set up following extensive consultation with the relevant tourism and hospitality stakeholders. More specifically, it is important to stress that there was extensive proactive engagement with this sector throughout the pandemic (and this continues) to try and address their concerns and issues, via the Scottish Tourism Alliance, who have coordinated input on behalf of the accommodation provider sector and key stakeholders. This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector.</p> <p>The tourism and hospitality stakeholders represent businesses who have a large proportion of employees with one or more of the protected characteristics. Indeed, evidence tells us that the workforce in the accommodation sector, and broader accommodation and food services sector is comprised of people who are predominately, but not exclusively, from of people who</p>

have one or more of the protected characteristics below: women<sup>416</sup>, young people (16-24 years old)<sup>417</sup>, non-UK nationals<sup>418</sup> and people experiencing socio-economic disadvantage<sup>419</sup>.

Therefore in developing this EQIA 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. 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.

For this reason, the Scottish Government worked in collaboration with its delivery partner Visit Scotland to establish a rigorous assessment process that was overseen by a steering committee in order to assure the fairness of the process. More specifically:

- All applications were assessed by the two same people and all assessments were reviewed by a third person.
- If the application was not complete, Visit Scotland offered the possibility to candidates to submit additional information before taking a decision.
- If the applicant was not satisfied with the decision, it was possible to appeal the decision. Non Visit Scotland representatives were part of the appeal panel.

Businesses were able to apply for more than one tourism funding schemes. However, it was only possible to be successful in one of the funds administered by Visit Scotland in 2021, in order to support the maximum number of businesses and, by extension, the maximum number of employees/owners with one or more of the protected characteristics.

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<sup>416</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>417</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

<sup>418</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/non-uk-nationals-in-scotland-workforce-2020/pages/1.aspx).

<sup>419</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2020/pages/10.aspx).

**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

First, it is important to acknowledge the fact that the tourism and hospitality team does not possess any data about the socio-economic profiles of self-catering businesses' owners.

**Age: Older People and Children and Young People**

We know that a large proportion of the workforce in the accommodation and food services sector are young people: 36.8% of the accommodation and food services sector workforce is aged 16-24 compared to 12.3% of the workforce as a whole<sup>420</sup>.

Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.

The COVID-19 Support Scheme for Self-Catering Businesses contributed to advance equality of opportunity for young people. Indeed, this fund contributed to maintain self-catering businesses' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are young people, this fund preserved jobs and contributed to advance equality of opportunity for this group of people.

Closing the age gap will require a cross-government approach and we have made a commitment as such in response to the pandemic. We established a package of support to help young people, including £60 million for the Young Person's Guarantee and £15 million to establish the Apprenticeship Employer Grant. The Scottish Budget includes an initial additional investment of £125 million for the Young Person's Guarantee, the National Transition Training Fund and broader skills and employability support. The ambition of the Young Person's Guarantee is that, within two years, every person aged between 16 and 24 will have the opportunity to study; take up an apprenticeship, job or work experience; or participate in formal volunteering.

**Sex: Men and Women**

We know that women are more likely than men to work in the accommodation and food sector industry. Women constitute 54.8% of the workforce in Accommodation and Food Services<sup>421</sup>.

<sup>420</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

<sup>421</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-2019/pages/10_to_12.aspx).

	<p>In addition, the minority ethnic employment gap is much higher for women (22.0 percentage points vs 9.5 for men, in 2019). The vast majority of part-time workers are women: in 2019, women aged 16+ accounted for three-quarters of part-time employment in Scotland<sup>422</sup>.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Support Scheme for Self-Catering Businesses contributed to advance equality of opportunity for women. Indeed, this fund contributed to maintain self-catering businesses' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are women, this fund preserved jobs for this group of people.</p> <p>Closing the gender gap will require a cross-government approach and we have made a commitment of £50m for the Women's Business Centre over the course of this Parliament.</p>
<b>Race</b>	<p>The industry sector with the highest proportion of non-UK nationals in the workforce is distribution, hotels and restaurants – 12.5 per cent of its workforce are non-UK nationals<sup>423</sup>.</p> <p>Moreover, previous economic recessions have disproportionately impacted minority ethnic employment, and this may be repeated, especially given that a higher share of the visible minority ethnic population in employment work in the hospitality industry (31.7% vs 18.6% of the white population)<sup>424</sup>.</p> <p>Gypsy/Travellers were also most likely to be employed in hospitality at the time of the last Census in 2011 (31% of all those who were employed, compared to 21% for the employed population as a whole)<sup>425</sup>. Asian men and women (20%) were particularly likely to be working in wholesale and retail and accommodation and food services in 2011 compared to 6% for the employed population as a whole<sup>426</sup>.</p>

<sup>422</sup> Scottish Government (2020), Scotland's Labour Market: People, Places and Regions [Scotland's Labour Market: People, Places, and Regions - Statistics from the Annual Population Survey 2019 - gov.scot \(www.gov.scot\)](http://www.gov.scot).

<sup>423</sup> Scottish Government (2020), Non-UK Nationals in Scotland's Workforce [Non-UK nationals in Scotland's workforce - gov.scot \(www.gov.scot\)](http://www.gov.scot)

<sup>424</sup> [Economic Impact of Coronavirus Led Labour Market Effects on Individuals and Households'](#).

<sup>425</sup> [Gypsy/Travellers in Scotland A Comprehensive Analysis of the 2011 Census.](#)

<sup>426</sup> [National Records of Scotland. Census 2011: Release 3I](#)

	<p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme's eligibility criteria.</p> <p>The COVID-19 Support Scheme for Self-Catering Businesses contributed to advance equality of opportunity for non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population at large. Indeed, this fund contributed to maintain self-catering businesses' financial viability. Since a large proportion of the workforce in the visitor accommodation sector are non-UK nationals, Asian people, Gypsy and Travellers as well as visible minority ethnic population, this fund preserved jobs for these groups of people.</p> <p>Closing the ethnicity gap will require a cross-government approach and we have made a commitment as such. Indeed, ethnicity pay gap reporting is an important step to identifying and addressing disparities faced by minority ethnic workers. That is why we are committed to publishing an ethnicity pay gap strategy to support our objective to improve labour market outcomes for minority ethnic people in Scotland. The strategy, due to be published in spring next year, will support employers to evidence how different minority ethnic groups are represented in an organisation, across different pay bands. This will also help employers to understand if there are unfair disparities and help drive strategies for the recruitment, retention and progression of minority ethnic groups.</p>
<p><b><u>Disability</u></b></p>	<p>The Scottish Government recognises that disabled people have been disproportionately affected by the pandemic and lockdown, and we are engaging extensively with Disabled People's Organisations (DPOs) to understand and tackle the complex reasons for this.</p> <p>We do not possess data on disabled people for the tourism and hospitality sector specifically. That said,</p> <ul style="list-style-type: none"> <li>- In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which was significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points.</li> <li>- The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands.</li> </ul>

	<p>The disability employment gap was lower for young people and increased with age, with the gap being highest for those aged 50 to 64 years, for both women and men<sup>427</sup>.</p> <p>We can suppose that we find the same proportion in the visitor accommodation sector. The Scottish Government worked in collaboration with its delivery partner Visit Scotland to put in place accessibility measures to ease applications for disabled people. For instance:</p> <ul style="list-style-type: none"> <li>- There were multiple channels of communication and submission for the applicant if they had accessibility issues.</li> <li>- As the guidance was announced a week earlier than going live with the application form, this allowed any issues to be reported early.</li> <li>- Dedicated emails were set up and Visit Scotland reception redirected any calls as appropriate.</li> <li>- Visit Scotland provided documents in written format to try and ensure that it was accessible to an option of postal application was provided for applicants who may have had difficulty in using digital technology.</li> </ul> <p>This contributed to eliminate discrimination, advance equality of opportunity for self-catering businesses' owners/employees with a disability and foster good relations with this group of people.</p> <p>Closing the disability gap will require a cross-government approach and the Scottish Ministers established the Social Renewal Advisory Board in June 2020 to focus on tackling poverty and advancing equality as we began to emerge from the pandemic. The Social Renewal Advisory Board considered issues experienced by disabled people over this period, taking views from a wide range of individuals, groups and organisations. The report "If not now, when?" was published in January 2021. The concluding section of the report identifies a final Call to Action on how the actions in this report can be taken forward.</p>
<b>Religion and Belief</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Sexual Orientation</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Pregnancy and maternity</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Gender reassignment</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.

<sup>427</sup> Annual population survey: results for year to 31 December 2019

<b>Marriage or Civil Partnership</b>	No evidence of a differential impact identified at this time for the tourism and hospitality sector.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>We know that a large proportion of the workforce in accommodation and food services face a socio-economic disadvantage. Indeed, 45.4% were employed in ‘low skilled’ occupations in 2019, compared with 10.8% of the workforce in the Scottish economy overall. The majority of those aged 18+ in Accommodation and Food Services (64.4%) earned less than the Real Living Wage in 2019, compared with 16.8% of all employees in Scotland<sup>428</sup>. Finally, the large proportion of people working within accommodation work part time. In 2019, 36,000 employees (51%) worked full-time, while 34,000 (49%) worked part-time<sup>429</sup>.</p> <p>The COVID-19 Support Scheme for Self-Catering Businesses was designed for businesses and not individuals. However, the Scottish Government was aware that individuals in this sector who are in lower paid jobs have been disproportionately affected by the effects of the pandemic.</p> <p>Consultation with tourism and hospitality stakeholders demonstrated the importance of bespoke support for the sector during the pandemic due to its unique characteristics in order to mitigate the economic impact of this unprecedented crisis. Our main concern was to design funding schemes that would be inclusive for every business as long as they meet the funding scheme’s eligibility criteria.</p> <p>The COVID-19 Support Scheme for Self-Catering Businesses contributed to advance equality of opportunity for people who deal with a socio-economic disadvantage. Indeed, this fund contributed to maintain self-catering businesses’ financial viability. Since a large proportion of the workforce in the visitor accommodation sector are people who are employed in low-skilled jobs, work part-time or earn less than the Real Living Wage, this fund preserved jobs for this group of people.</p> <p>Closing the socio-economic gap will require a cross-government approach and the Scottish Government’s ambition – shared by the Fair Work Convention – is for Scotland to be a leading <i>Fair Work Nation</i> by 2025. Later this year, we plan to consult on the action that will be needed to achieve this vision and how we will measure success. Fair Work sits at the heart of our ambition to move toward a wellbeing economy and is central to supporting economic recovery and renewal.</p>

<sup>428</sup> Annual Survey of Hours and Earnings (2020)

<sup>429</sup> Business Register and Employment Survey

	While employment law remains reserved to the UK Government, we will use our Fair Work policy to promote fairer work practices across the labour market in Scotland, including hospitality.
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### **Stakeholder Engagement:**

The Scottish Government has worked closely with industry at every stage of the pandemic to deliver where we can on its asks, including financial support. In the year to March 2021 the Scottish Government had nearly 300 engagements with tourism and hospitality stakeholders (the Scottish Tourism Alliance, self-catering businesses, South Scotland hoteliers, the Scottish Independent Hostels, Hostelling Scotland, Independent Hostels UK, Highland Hoteliers, COSLA/Local authorities, UK Hospitality, etc.).

This engagement has been in place since the start of the pandemic and gives the Scottish Government a close understanding of the issues facing the sector, the opportunity to test ideas, share information about progress and discuss/address specific issues identified by the industry. The sector has been a key player on the Tourism Task Force, and via STA in STERG (the Scottish Tourism Emergency Management Group) as well.

Positive outcomes of this engagement include:

- The extensive support in place for this sector (including development of specific targeted packages for hotels, hostels self-catering, and B&Bs, including support for small accommodation providers who pay council tax). More specifically, in recognition of the single-household rule and indoor (private) socialising rules making trading conditions difficult for hospitality businesses, and in collaboration with key stakeholders, a fund for the self-catering businesses was put in place. The Scottish Government continues to engage regularly with this sector.
- The current fund was developed later following the input from the sector that said that additional support would be required to provide financial support for the businesses who haven't received any support via other funds as a result of the pandemic.

### **Mitigations**

1) The Scottish Government decided to set up the COVID-19 Support Scheme for Self-Catering Businesses in August 2021 to mitigate the impact of Covid-19 on self-catering businesses. However, the extension of Covid-19 restrictions might prevent the desired outcomes being achieved.

More specifically, the accommodation sector has been severely impacted by the measures taken since the start of the pandemic to suppress the virus. The sector was almost in effect fully closed for approx. 8 months between March 2020 and April 2021 with travel restrictions and limits on numbers / households and social distancing affecting bookings and operations. A range of financial support measures were put in place to support the sector through this period. These measures were aimed at assisting the sector to survive, and did not replace income, with substantial losses seen through the sector.

A positive bounce was experienced by most of the sector following reopening in late April 2021, however this positive bounce is quite fragile considering the reintroduction of limiting measures, and ongoing changes to demand (for example almost no business travel, less demand in cities than rural locations, international travel restrictions still in place for several countries). As of today, the situation is still fragile and new measures can be reintroduced if the progression of the virus requires it. Risk of differential impacts on key equalities groups would have to be mitigated by additional business support funding if this happens in order to reduce the impact on people with a range of protected characteristics.

2) Following feedback from industry and recognising a funding gap for some businesses that did not receive any support via other funds as a result of the pandemic, the current fund was developed later. Groups with protected characteristics who work in self-catering businesses could also have their jobs maintain due to this fund.

### **Next Steps (if any)**

As part of the Tourism Recovery Programme, the industry is planning to establish the Scottish Tourism Observatory. The aim of this project is to create a resource for Scotland's tourism industry which would make necessary, relevant and valuable data, analysis and insight easily available and usable by all, and would exploit data developments and innovations to expand our knowledge further. It will support Scotland's tourism industry to successfully recover from COVID-19 and help to ensure its future resilience, by facilitating robust data and insight driven decision making. Thanks to this observatory, it would be possible to collect data on the socio-economic profile of self-catering businesses' owners for instance in order to ease the decision making process for future funding schemes.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Colin Cook

**Date:** 8/11/21

## Pivotal Event Business Fund

<b>Name of Grant:</b>	Pivotal Event Business Fund
<b>Policy Lead</b>	Derek Bearhop, Major Events Policy
<b>Legal power used:</b>	<p>As VisitScotland is a NDPB it is covered by the Scottish Budget in particular Schedule 1 purpose 8 of the Budget (Scotland) Act 2021 which gives the Scottish Ministers the power to fund tourism.</p> <p>Funding is delivered through the grant making powers of</p> <ul style="list-style-type: none"> <li>• Sections 126 and 127 of the Housing Grants, Construction and Regeneration Act 1996. It is made on the basis that the funding is fostering employment as an express purpose as well as stopping areas being blighted by the collapse of employment; and</li> <li>• Section 23 of the National Heritage (Scotland) Act 1985 that gives Scottish Ministers authority to make payments to anybody who appears likely to promote the development or understanding of cultural or scientific matters.</li> </ul>
<b>Grant Overview:</b>	<p>During the course of 2020-21 the Scottish Government announced £31.5 million of support for events. This is intended to help the events sector in Scotland recover from the COVID-19 pandemic. The £11.4 million 'Pivotal Event Businesses Fund' (increased from an initial £6 million) will help ensure the survival of event businesses critical to the ongoing success of the events sector in Scotland.</p> <p>As at December 2020 when the fund launched, COVID-19 restrictions continued to be in place to the extent that events and mass gatherings are still severely limited. The impact of this is that the events sector has been almost completely unable to operate since March 2020, and that despite the positive progress in vaccine development, it is anticipated that the recommencement of events may not begin at scale until the spring of 2021. Despite the impact of wider events funding programmes and other COVID-19 related financial support, it is evident that some events businesses may still not survive beyond this winter.</p> <p>The fund is open to event businesses whose primary role as organisers, suppliers, contractors and venues is critical to the survival of the events sector in Scotland, and upon whom the wider events industry and supply chain are most reliant for their own business and operations.</p> <p>Funding is prioritised towards those businesses that can evidence and demonstrate that they play a pivotal role across the events industry in Scotland and are in financial difficulty as a direct result of COVID-19.</p>

	<p>Applicants can apply for grants from £25,000 up to a maximum £150,000.</p> <p>Further details are available in the guidance for applicants<sup>430</sup>.</p> <p>This funding will support otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p>
<p><b>Executive Summary:</b></p>	<p><u>Strategic Context</u></p> <p>Events make a key contribution to Scotland’s economy, boost Scotland’s profile internationally and can enhance community engagement, empowerment and inclusion. Major events can act as a catalyst for investment in infrastructure and built environment. They can increase tourism in the long term due to strengthened brand and improved infrastructure.</p> <p>The Scottish Government recognises the massive impact that COVID-19 restrictions are having on the events sector in Scotland, which was worth £6 billion annually to Scotland’s economy. Significant international events have been postponed, such as EURO 2020 which was due to be co-hosted in Glasgow in summer 2020. Some activity has moved to broadcast only or online, however, thus far online activity has proved difficult to monetise. There is a long lead in time to plan and prepare for most events.</p> <p>As such, fluctuating levels of restrictions are particularly difficult for events as organisers and suppliers have little certainty about whether their event will actually be able to take place, resulting in them carrying significant risk. Parts of the sector have indicated that even if they are permitted to resume, as would be possible for some at levels 1 and 0, they will not be commercially viable while physical distancing and low attendance caps are in place. Re-opening the sector will be important to the recovery of Scotland’s economy. It will be of benefit to the event businesses directly, and those employed within them, but also allows for the potential of wider benefits from customer expenditure to begin to be restored. Furthermore, it has had a wider positive impact on socialisation and general wellbeing. Restrictive measures, particularly at the higher levels, could have a negative impact on this.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship, including the Pivotal Events Business Fund.</p>

<sup>430</sup> [Pivotal Event Business Fund - Guidance \(visitscotland.org\)](https://visitscotland.org)

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of funding streams. Therefore this document draws upon the Equality and Fairer Scotland Impact Assessment<sup>431</sup> undertaken for Events Sector Guidance, which underpins the return of events, supporting consideration of the impact of events on people with protected characteristics.

### Expected Impacts on Protected Groups

Overall we expect that individuals who have protected characteristics who work at or attend events will benefit directly from this fund through ensuring that key events businesses remain viable during the period they are unable to operate due to SG restrictions. This means that they will be able to restart once restrictions are eased, supporting longer term employment directly and employment at other supply chain businesses indirectly due to their pivotal nature. This will also benefit people who attend events as more events will be able to take place as critical businesses and capacity in the sector will have been maintained.

We think that this is likely to have most differential impact on people with protected characteristics relating to age, race, disability and gender. For example, younger people are disproportionately more likely to work in the events sector and attend events (see evidence section for further details).

It may also be seen that women are disproportionately impacted in a positive way by the funding. The proportion of women working in the events industry is similar to the proportion in the overall workforce; however, research has highlighted a disproportionate impact of Covid-19 on women. Women are more likely to have reduced hours, been made redundant, and been furloughed. Women working from home have had additional responsibilities (childcare and work). Not all women have been affected equally – young and minority ethnic more affected and pregnant women are also significantly impacted.

### Actions taken to ensure equality

In developing the Fund we engaged with stakeholders including the Event Industry Advisory Group.

This helped us shape guidance in a way which recognises the importance of assessing new and revised policies against the needs of the general equality duty as set out in section 149 of the Equality Act 2010 to eliminate unlawful discrimination, harassment

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<sup>431</sup> [Coronavirus \(COVID-19\): events sector guidance: equality and Fairer Scotland impact assessment - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2020/06/20200623_coronavirus_events_sector_guidance_equality_and_fairer_scotland_impact_assessment.pdf)

	<p>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 also considered whether the measures could constitute direct and/or indirect discrimination.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example, highlighting in guidance that, where face coverings are used, event organisers should consider impacts on different groups. For example, people who are deaf and may lip read, and how they will be able to speak to workforce.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>The Scottish Government understands the impact COVID-19 has had on businesses, which is why £4.3 billion has been committed to business support as a whole, including specific funding for events. This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods of people across the range of protected characteristics, many of whom have been disproportionately affected by COVID 19.</p> <p>The events industry in Scotland as defined by SG assessment of SIC codes comprised 3,830 businesses (IDBR, 2020) and 4,634 individual units (SABS, 2018).<sup>432</sup> In 2019 it employed approximately 57,000 part-time and full time employees as well as approximately 6,300 self-employed workers (APS, 2019).</p> <p>Overall we expect that individuals who have protected characteristics who work at or attend events will benefit from the Pivotal Events Business Fund through more events being able to take place when measures are lifted (supporting employment). Businesses will require appropriate risk assessment and implementation of measures to reduce the spread of COVID-19 which will allow them to resume safely.</p> <p>Given the unprecedented nature of the pandemic there are gaps in knowledge and in the evidence base. We are developing data, research and understanding of lived experience as we move forward. The headline data, engagement and information gathered to underpin the Event Sector Guidance EQIA but which is also relevant here includes:</p>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>Approximately 51% of the events workforce is under the age of 35 compared to around 35% for Scotland’s workforce as a whole. A disproportionately young workforce could result in a heightened risk and impact (in terms of lost lifetime earnings) of unemployment in the industry.</p>

<sup>432</sup> Scottish Annual Business Statistics (SABS), 2018, Scottish Government and ONS

	<p>Therefore providing support to sustain businesses through this funding could disproportionately positively impact on young people employed in the events sector. It could also disproportionately positively impact on young people attending events as these may be more likely to take place due to availability of this support for firms facing hardship so they avoid insolvency.</p>
<p><b>Sex: Men and Women</b></p>	<p>The proportion of women working in the events industry is similar to the proportion in the overall workforce - 47% and 49% respectively. However, for Events Catering Activities, women make up 56% of the workforce and for Other Reservation Service and Related Activities they make up 73% of the workforce.</p> <p>Research has highlighted a disproportionate impact of Covid-19 on women. Women are more likely to have reduced hours, been made redundant, and been furloughed. Women working from home have had additional responsibilities (childcare and work). Not all women have been affected equally – young and minority ethnic more affected and pregnant women are also significantly impacted. Mothers are 23% more likely than fathers to have lost their jobs (temporarily or permanently) during the current crisis. Of those who were in paid work prior to the lockdown, mothers are 47% more likely than fathers to have permanently lost their job or quit, and they are 14% more likely to have been furloughed.</p> <p>Therefore providing support through this funding to sustain these businesses until restrictions ease and the sector can restart could disproportionately positively impact on women working in Events Catering Activities and women working in Other Reservation Service and Related Activities</p>
<p><b>Race</b></p>	<p>With events, and in particular casual labour, Eastern European, African and others have been identified as potentially at risk groups. In terms of participation and attendance, access is in danger of being restricted by COVID due to financial implications and lack of additional resources hitting ethnic minority families hard. According to the Ethnic Minority National Resilience Network (Scotland) which is coordinated by BEMIS Scotland, minority ethnic communities have disproportionate vulnerabilities to COVID19 exposure. This is represented in both social and health outcomes. For example, due to the immigration status of some minority ethnic individuals it is financially harder to self-isolate because their precarious employment circumstances mean they will not receive furlough pay or state benefits. This means they are more likely to work in low paid and non-unionised work environments where PPE and social distancing regulations are not being appropriately adhered to.</p>

	<p>Therefore providing support to allow events to take place , will allow people employed at these events to have work, could disproportionately positively impact on people from some minority ethnic groups who work on events.</p> <p>Individual health circumstances and <a href="#">protected characteristics</a> should therefore be considered and discussed with the workforce before prioritising who is asked to return to work and when.</p>
<b>Disability</b>	<p>The top concerns that disabled people have about visiting places as lockdown restrictions lift are: People not respecting and honouring social distancing; not having access to venues' or public toilets when outside; and having to queue or wait outside venues, especially when weather is bad.<sup>433</sup></p> <p>Individual health circumstances and <a href="#">protected characteristics</a> should therefore be considered and discussed with the workforce before prioritising who is asked to return to work and when.</p>
<b>Religion and Belief</b>	There is no evidence of a differential impact identified at this time
<b>Sexual Orientation</b>	There is no evidence of a differential impact identified at this time
<b>Pregnancy and maternity</b>	There is no evidence of a differential impact identified at this time
<b>Gender reassignment</b>	There is no evidence of a differential impact identified at this time
<b>Marriage or Civil Partnership</b>	There is no evidence of a differential impact identified at this time
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Poverty has higher prevalence across protected characteristics. For example, risk of poverty is much higher for women, disabled people, minority ethnic people, lone parents, and children and young people. We know that work does not fully protect against poverty, with 60% of adults in poverty being in work <a href="#">Poverty and income inequality statistics</a> . The Institute for Fiscal Studies estimates that low earners were seven times more likely than high earners to have worked in a sector that has shut down as a result of the lockdown.<sup>[3]</sup> Around 78% of workers in the events sector earn at or above the Living Wage compared with 83% of all Scottish employees.<sup>434</sup> Recognising it was one of the first to lock down and last to restart, we remain committed to the recovery of the events sector, and to the underpinning public health measures which are supporting public confidence to return to the full range of business, sporting, and cultural events.</p>

<sup>433</sup> [Euan's Guide Covid Survey Results](#)

<sup>434</sup> [Annual survey of hours and earnings: 2019](#)

The [Events Sector Guidance Checklist](#) sets out that event organisers should consider what will happen where people do not have access to contactless payments so that people are not excluded from an event and should consider what will happen where people do not have access to a smart phone or other electronic device so that people are not excluded from an event.

**Stakeholder Engagement:**

The Scottish Government has engaged extensively with businesses and their representative organisations during the pandemic. In the year to December 2020 the Scottish Government has undertaken an extensive programme of ministerial engagements with business, including virtual conferences, roundtables and calls.

In developing this Fund and other events funds and the Event Sector Guidance, we spoke to a range of organisations, including the Event Industry Advisory Group and drew upon feedback from applicants and two online surveys of the event industry supply chain conducted by VisitScotland’s Events Directorate.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

**Mitigations –**

This funding support is designed to sustain the industry and protect jobs therefore mitigations will be principally focused on ensuring the application process is accessible through administration by VisitScotland.

To help to ensure accessibility VisitScotland ensured that there were multiple channels of communication and submission for the applicant if they has accessibility issues (online and by telephone). Dedicated email contact points were set up and VisitScotland reception redirected any calls to appropriate staff. VisitScotland publicised that a word document of the form was available if required for accessibility reasons and, where required, and we accepted postal applications. All these measures were intended to boost inclusion and ensure that people with a range of protected characteristics could access the funding support.

**Next Steps (if any)**

The findings of this EQIA will help to aid the design and introduction of possible future schemes, should resources become available.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 11 February 2022

## Events Industry Support Funds 1 & 2

<b>Name of Grant:</b>	Events Industry Support Fund & Events Industry Support Fund 2
<b>Policy Lead</b>	Lucy Carmichael, Major Events Policy
<b>Legal power used:</b>	<p>As VisitScotland is a Non Departmental Public Body (NDPB) it is covered by the Scottish Budget in particular Schedule 1 purpose 8 of the Budget (Scotland) Act 2021 which gives the Scottish Ministers the power to fund tourism.</p> <p>Funding is delivered through the grant making powers of</p> <ul style="list-style-type: none"> <li>• Sections 126 and 127 of the Housing Grants, Construction and Regeneration Act 1996. It is made on the basis that the funding is fostering employment as an express purpose as well as stopping areas being blighted by the collapse of employment; and</li> <li>• Section 23 of the National Heritage (Scotland) Act 1985 that gives Scottish Ministers authority to make payments to anybody who appears likely to promote the development or understanding of cultural or scientific matters.</li> </ul>
<b>Grant Overview:</b>	<p>On 26<sup>th</sup> July 2020, the Scottish Government announced a package of support to help the events sector in Scotland recover from the coronavirus (COVID-19) pandemic. The 'Events Industry Support Fund' of £8.1 million has been allocated to support Scottish businesses in the events industry, and particularly those in the supply chain, that are facing hardship. It is intended to help keep them in business while restrictions on events are still in place, so that they are able to support the delivery of events in Scotland when restrictions are lifted. Additional funding of £7.5 million was announced on 28<sup>th</sup> January, 2021 as part of the 'Event Industry Support Fund 2', to help the sector deal with the ongoing impact of COVID-19.</p> <p>Event Industry Support Fund 1 and 2 are designed to specifically support businesses which have not received Scottish Government sponsored COVID-19 related funding from other funding schemes. The funds are intended to support suppliers working to organise, stage and deliver in Scotland (i) business / MICE events (Meetings, Incentives, Conferences, Exhibitions); and/or (ii) cultural and sporting events and festivals which are open to the public. They support businesses whose primary source of earnings is derived from the organisation, staging and delivery of or to events in Scotland.</p> <p>This funding will support otherwise strong and viable businesses and freelancers from insolvency, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery.</p>

	<p>Further details are available in the scheme guidance for applicants: <a href="#">COVID-19 Support Fund for Scottish Events Industry   VisitScotland.org</a></p>
<p><b>Executive Summary:</b></p>	<p><u>Strategic Context</u></p> <p>Events make a key contribution to Scotland’s economy, boost Scotland’s profile internationally and can enhance community engagement, empowerment and inclusion. Major events can act as a catalyst for investment in infrastructure and built environment. They can increase tourism in the long term due to strengthened brand and improved infrastructure.</p> <p>The Scottish Government recognises the massive impact that COVID-19 restrictions are having on the events sector in Scotland, which was worth £6 billion annually to Scotland’s economy. Some activity has moved to broadcast only or online, however, thus far online activity has proved difficult to monetise. There is also a long lead in time to plan and prepare for most events. As such, parts of the sector have indicated that even if they are permitted to resume, as would be possible for some at levels 1 and 0, they will not be commercially viable while physical distancing and low attendance caps are in place.</p> <p>Re-opening the sector will be important to the recovery of Scotland’s economy. It will be of benefit to the event businesses directly, and those employed within them, but also allows for the potential of wider benefits from customer expenditure to begin to be restored. Furthermore, it has had a wider positive impact on socialisation and general wellbeing.</p> <p>In order to address the needs of many sectors adversely impacted by the pandemic, a range of business support funds were introduced over several months to provide emergency funding to help secure jobs, safeguard businesses and to alleviate hardship.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these funds. Therefore this document draws upon the Equality and Fairer Scotland Impact Assessment<sup>435</sup> undertaken for Events Sector Guidance, which underpins the return of events, supporting consideration of the impact of events on people with protected characteristics.</p>

<sup>435</sup> [Coronavirus \(COVID-19\): events sector guidance: equality and Fairer Scotland impact assessment - gov.scot \(www.gov.scot\)](#)

### Equalities Impacts

Overall we expect that individuals who have protected characteristics who work as part of the supply chain or attend events will benefit directly through appropriate risk assessment and implementation of measures to reduce the spread of COVID-19 at events which will allow them to resume safely.

We think that this is likely to have most differential impact on people with protected characteristics relating to age, race, disability and gender. This is discussed in more detail in the Key Findings section below.

### Actions Taken to Ensure Equality

To develop these Funds, the Scottish Government has undertaken the following consultation and analysis:

- Aligned the Event Sector Guidance, which was developed following consultation with a range of organisations representing people with one or more of the protected characteristics –
- Engaged with the Event Industry Advisory Group
- Sourced feedback from applicants and undertaken two online surveys of the event industry supply chain (conducted by VisitScotland's Events Directorate).

As a result of this activity, Event Industry Support Fund 2 has been broadened out to ensure it reaches those event businesses that Event Industry Support Fund 1 did not reach and who may not have been able to access any other funding up to this point.

Our consultation and analysis also helped us shape guidance in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

## **KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Given the unprecedented nature of the pandemic we are aware that there are gaps in knowledge and in the evidence base. We are developing data, research and understanding of lived experience as we move forward. The headline data, engagement and information gathered to underpin the Event Sector Guidance EQIA, and which is also relevant here includes:

<p><b>Age: Older People and Children and Young People</b></p>	<p>Approximately 51% of the events workforce is under the age of 35 compared to around 35% for Scotland’s workforce as a whole. A disproportionately young workforce could result in a heightened risk and impact (in terms of lost lifetime earnings) of unemployment in the industry. <a href="#">Annual Population Survey 2019.</a></p> <p>The Scottish Household Survey<sup>436</sup> figures shows levels of cultural attendance, in 2018, were generally higher among the younger age groups, although there were differences in the types of cultural activities / events attended by younger and older age groups.</p> <p>Therefore providing support to support event businesses could disproportionately positively impact on young people.</p>
<p><b>Sex: Men and Women</b></p>	<p>The proportion of women working in the events industry is similar to the proportion in the overall workforce- 47% and 49% respectively. However, for Events Catering Activities, women make up 56% of the workforce and for Other Reservation Service and Related Activities they make up 73% of the workforce. Research has highlighted a disproportionate impact of Covid-19 on women. Women are more likely to have reduced hours, been made redundant, and been furloughed. Women working from home have had additional responsibilities (childcare and work). Not all women have been affected equally – young and minority ethnic more affected and pregnant women are also significantly impacted. Mothers are 23% more likely than fathers to have lost their jobs (temporarily or permanently) during the current crisis. Of those who were in paid work prior to the lockdown, mothers are 47% more likely than fathers to have permanently lost their job or quit, and they are 14% more likely to have been furloughed.</p> <p>Therefore supporting event sector businesses during COVID-19 restrictions can be expected to increase the opportunity for it to support female employment upon reopening.</p>
<p><b>Race</b></p>	<p>With events, and in particular casual labour, Eastern European, African and others have been identified as potentially at risk groups. In terms of participation and attendance, access is in danger of being restricted by COVID due to financial implications and lack of additional resources hitting ethnic minority families hard. According to the Ethnic Minority National Resilience Network (Scotland) which is coordinated by BEMIS Scotland, minority ethnic communities have disproportionate vulnerabilities to COVID19 exposure. This is represented in both social and health outcomes.</p>

<sup>436</sup> [Scottish household survey 2018: annual report](#)

	<p>For example, due to the immigration status of some minority ethnic individuals it is financially harder to self-isolate because their precarious employment circumstances mean they will not receive furlough pay or state benefits. This means they are more likely to work in low paid and non-unionised work environments where PPE and social distancing regulations are not being appropriately adhered to.</p> <p>Individual health circumstances and <a href="#">protected characteristics</a> should be considered and discussed with the workforce before prioritising who is asked to return to work and when.</p>
<b>Disability</b>	<p>The top concerns that disabled people have about visiting places as lockdown restrictions lift are: People not respecting and honouring social distancing; not having access to venues' or public toilets when outside; and having to queue or wait outside venues, especially when weather is bad.<sup>437</sup></p> <p>Individual health circumstances and <a href="#">protected characteristics</a> should be considered and discussed with the workforce before prioritising who is asked to return to work and when.</p>
<b>Religion and Belief</b>	There is no evidence of a differential impact identified at this time
<b>Sexual Orientation</b>	There is no evidence of a differential impact identified at this time
<b>Pregnancy and maternity</b>	Events sector guidance sets out that individual health circumstances and protected characteristics should be considered and discussed with the workforce before prioritising who is asked to return to work and when.
<b>Gender reassignment</b>	There is no evidence of a differential impact identified at this time
<b>Marriage or Civil Partnership</b>	There is no evidence of a differential impact identified at this time
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Poverty has higher prevalence across protected characteristics. For example, risk of poverty is much higher for women, disabled people, minority ethnic people, lone parents, and children and young people. We know that work does not fully protect against poverty, with 60% of adults in poverty being in work- <a href="#">Poverty and income inequality statistics</a>. Around 78% of workers in the events sector earn at or above the Living Wage compared with 83% of all Scottish employees.<sup>438</sup> Recognising it was one of the first to lock down and last to restart, we remain committed to the recovery of the events sector, and to the underpinning public health measures which are supporting public confidence to return to the full range of business, sporting, and cultural events.</p>

<sup>437</sup> [Euan's guide Covid survey results](#)

<sup>438</sup> [Annual survey of hours and earnings: 2019](#)

**Stakeholder Engagement:**

We have engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

In developing these funds and Event Sector Guidance we spoke to stakeholders, including the Event Industry Advisory Group and drew upon feedback from applicants and two online surveys of the event industry supply chain conducted by VisitScotland's Events Directorate.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

**Mitigations -**

This funding support is designed to sustain the industry and protect jobs therefore mitigations will be principally focused on ensuring the application process is accessible through administration by VisitScotland.

To help to ensure accessibility VisitScotland ensured that there were multiple channels of communication and submission for the applicant if they has accessibility issues (online and by telephone). VisitScotland published the SERF guidance a week earlier than going live with the application form as this allowed any issues to be reported early and for people who needed longer to prepare, for example due to disability, to do so.

Dedicated email contact points were set up and VisitScotland reception redirected any calls to appropriate staff. VisitScotland publicised that a word document of the form was available if required for accessibility reasons and, where required, and we accepted postal applications. All these measures were intended to boost inclusion and ensure that people with a range of protected characteristics could access the funding support.

**Next Steps (if any)**

The findings of this EQIA will help to aid the design and introduction of possible future schemes, should resources become available.

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 11 February 2022

## Scotland's Event Recovery Fund

<b>Name of Grant:</b>	Scotland's Event Recovery Fund (SERF)
<b>Policy Lead</b>	Lucy Carmichael, Major Events and Themed Years Unit Head
<b>Legal power used:</b>	<p>VisitScotland (the body administering this funding) is a Non-Departmental Public Body (NDPB). It is covered by the Scottish Budget, in particular Schedule 1 purpose 8 of the Budget (Scotland) Act 2021 which gives the Scottish Ministers the power to fund tourism.</p> <p>Funding is delivered through the grant making powers of</p> <ul style="list-style-type: none"> <li>• Sections 126 and 127 of the Housing Grants, Construction and Regeneration Act 1996. It is made on the basis that the funding is fostering employment as an express purpose as well as stopping areas being blighted by the collapse of employment; and</li> <li>• ii) Section 23 of the National Heritage (Scotland) Act 1985 that gives Scottish Ministers authority to make payments to anybody who appears likely to promote the development or understanding of cultural or scientific matters.</li> </ul>
<b>Grant Overview:</b>	<p>The pandemic has had a devastating impact on the events sector with most businesses closed for an extended period of time. Scotland's Event Recovery Fund (SERF) has been established to help Scotland's events sector plan and deliver events through to the end of 2021.</p> <p>The Fund provides support as the industry responds and adapts to the effects of COVI-19. It aims to help restart the events sector and address additional costs which may be incurred as a result of new hygiene and health and safety requirements. Through this it will allow communities and the public to gain confidence in hosting and attending events<sup>439</sup>.</p> <p>The Fund is open to applications from event organisers as they respond to the new environment. Its key objectives are to:</p> <ul style="list-style-type: none"> <li>• Support the safe delivery of events in Scotland as we move through COVID-19, in accordance with relevant Scottish Government advice and guidelines</li> <li>• Support innovation in Scotland's events as they adapt to the "new normal"</li> <li>• To support the wider economic recovery of the tourism and events industries in Scotland</li> <li>• To create opportunities for communities and audiences to responsibly engage with events</li> </ul>

<sup>439</sup> [COVID-19 Recovery Fund for Scottish Events | VisitScotland.org](https://www.visitScotland.org)



It was developed more quickly than is usual for Scottish Government funding schemes, due to the need to provide support urgently to avoid businesses failing due to being unable to restart due to increased COVID-19 costs.

Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures and to engage with stakeholders on this. In developing this fund we engaged with the Events Industry Advisory Group (EIAG). We also drew from existing evidence including [the events sector guidance: equality and Fairer Scotland impact assessment](#). Together this helped us shape the fund in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.

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.

We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we have ensured that all applicants required to demonstrate that their plans adhere to latest Scottish Government's Events Sector Guidance ([for which a separate EQIA has been carried out](#)).

Under the event sector guidance, which SERF grant recipients are expected to follow, event organisers should consider individual health circumstances and protected characteristics and discuss these with their workforce before prioritising who is asked to return to work and when. This should recognise the protective measures required to minimise health risks to those at risk or shielded workers or those living with those at risk or shielded households, exploring whenever possible how these staff can work from home. Consideration of health circumstances and protected characteristics should be given to this as part of the risk assessment process that is recommended by the guidance.

	<p>The SERF guidance for applicants<sup>441</sup> for Route B funding sets out that the EventScotland team will take into consideration the following impact areas when assessing applications:</p> <ul style="list-style-type: none"> <li>• Opportunities the event offers around outreach, participation, boosting equality outcomes, volunteering and community engagement.</li> </ul> <p>This criteria was intended to 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.</p> <p>This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods helping prepare for a stronger economic recovery in the events sector. This is likely to have a positive impact for people with certain protected characteristics – for example younger people and women. Further information on the equalities impact of this fund are outlined in the key Findings Section below. It considers impact to people working in the sector and to people attending events.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

The events industry in Scotland as defined by SG assessment of SIC codes comprised 3,830 businesses (IDBR, 2020) and 4,634 individual units (SABS, 2018).<sup>442</sup> In 2019 it employed approximately 57,000 part-time and full time employees as well as approximately 6,300 self-employed workers (APS, 2019).

Overall we expect that individuals who have protected characteristics who work at or attend events will benefit from SERF funding through more events being able to take (supporting employment) with appropriate risk assessment and implementation of measures to reduce the spread of COVID-19 which will allow them to resume safely.

In terms of people with protected characteristics who are most likely to be affected, the Annual Population Survey 2019 found that approximately 51% of the events workforce is under the age of 35 compared to around 35% for Scotland's workforce as a whole (APS, 2019).<sup>443</sup> Younger people are also more likely to attend events. The proportion of women working in the events industry is similar to the proportion in the overall workforce – 46.6% and 48.8% respectively. However, for Events Catering Activities, women make up 55.4% of the workforce and for Other Reservation Service and Related Activities they make up 72.9% of the workforce. Therefore funding support could disproportionately positively impact on younger people and women working in the events sector, through an increase in events that are able to take place with appropriate COVID-19 mitigations in place due to SERF funding.

<sup>441</sup> [SERF information for applicants \(visitscotland.org\)](https://www.visitscotland.org)

<sup>442</sup> [Scottish Annual Business Statistics \(SABS\), 2018, Scottish Government and ONS](#)

<sup>443</sup> [Annual Population Survey \(APS\), Jan-Dec 2019, ONS](#)

<p><b>Age: Older People and Children and Young People</b></p>	<p>Approximately 51% of the events workforce is under the age of 35 compared to around 35% for Scotland’s workforce as a whole. A disproportionately young workforce could result in a heightened risk and impact (in terms of lost lifetime earnings) of unemployment in the industry. <a href="#">Annual Population Survey 2019</a>.</p> <p>The Scottish Household Survey<sup>444</sup> figures shows levels of cultural attendance, in 2018, were generally higher among the younger age groups, although there were differences in the types of cultural activities / events attended by younger and older age groups.</p> <p>Therefore providing support to allow events to take place through SERF funding could generate the following impacts:</p> <ul style="list-style-type: none"> <li>• disproportionately positively impact on young people employed in the events sector by enabling people to be employed at these events.</li> <li>• disproportionately positively impact on young people attending events as these may be more likely to take place due to availability of SERF support.</li> </ul> <p>IPSOS – Tracking the Coronavirus Report<sup>445</sup>, Scotland has found that older people (over 55) are more anxious about returning to events than younger people (under 35). Those who are most worried about the health impact of the virus are most cautious about returning to venues and events. This includes older age groups who are generally most concerned<sup>446</sup>.</p> <p>In areas where events are permitted, this could potentially have a negative impact on older people due to the risk in community transmission from events taking place, as they are more likely to be seriously affected if they catch coronavirus. However, any negative impact on older people is considered to have reduced due to the rollout of the vaccination programme which began with older people<sup>447</sup>.</p>
<p><b>Sex: Men and Women</b></p>	<p>The proportion of women working in the events industry is similar to the proportion in the overall workforce- 47% and 49% respectively. However, for Events Catering Activities, women make up 56% of the workforce and for Other Reservation Service and Related Activities they make up 73% of the workforce.</p>

<sup>444</sup> [Scottish household survey 2018: annual report](#)

<sup>445</sup> [IPSos report - Public opinion on the COVID-19 coronavirus pandemic](#)

<sup>446</sup> [PowerPoint Presentation \(creativescotland.com\)](#)

<sup>447</sup> [COVID-19 Daily Dashboard - PHS COVID-19 | Tableau Public](#)

	<p>Research has highlighted a disproportionate impact of COVID-19 on women. Women are more likely to have reduced hours, been made redundant, and been furloughed. Women working from home have had additional responsibilities (childcare and work). Not all women have been affected equally – young and minority ethnic more affected and pregnant women are also significantly impacted. Mothers are 23% more likely than fathers to have lost their jobs (temporarily or permanently) during the current crisis. Of those who were in paid work prior to the lockdown, mothers are 47% more likely than fathers to have permanently lost their job or quit, and they are 14% more likely to have been furloughed.</p> <p>Therefore providing support to allow events to take place through SERF funding, which will allow people employed at these events to have work, could disproportionately positively impact on women working in Events Catering Activities and women working in Other Reservation Service and Related Activities</p>
<p><b>Race</b></p>	<p>With events, and in particular casual labour, Eastern European, African and others have been identified as potentially at risk groups. In terms of participation and attendance, access is in danger of being restricted by COVID-19 due to financial implications and lack of additional resources hitting ethnic minority families hard. According to the Ethnic Minority National Resilience Network (Scotland) which is coordinated by BEMIS Scotland, minority ethnic communities have disproportionate vulnerabilities to COVID-19 exposure. This is represented in both social and health outcomes. For example, due to the immigration status of some minority ethnic individuals it is financially harder to self-isolate because their precarious employment circumstances mean they will not receive furlough pay or state benefits. This means they are more likely to work in low paid and non-unionised work environments where PPE and social distancing regulations are not being appropriately adhered to.</p> <p>Therefore providing support to allow events to take place through SERF funding, which will allow people employed at these events to have work, could disproportionately positively impact on people from some minority ethnic groups who work on events. Currently we have been unable to source further evidence within this space.</p> <p>Individual health circumstances and <a href="#">protected characteristics</a> should be considered and discussed with the workforce before prioritising who is asked to return to work and when.</p>

<b>Disability</b>	<p>The top concerns that disabled people have about visiting places as lockdown restrictions lift are: People not respecting and honouring social distancing; not having access to venues' or public toilets when outside; and having to queue or wait outside venues, especially when weather is bad.<sup>448</sup></p> <p>The events sector COVID-19 guidance which event organisers receiving SERF funding are expected to follow sets out that event organisers should consider whether any of the measures they are implementing could create additional barriers for disabled people and the focus should be on how to overcome these by making reasonable adjustments. This includes matters such as providing hand sanitiser at heights that are accessible for people in wheelchairs, and avoiding facilities such as parking being reduced for disabled people to permit extra queuing / distancing space This is expected to mitigate any potential negative impacts on disabled people.</p> <p>Individual health circumstances and <a href="#">protected characteristics</a> should be considered and discussed with the workforce before prioritising who is asked to return to work and when.</p>
<b>Religion and Belief</b>	There is no evidence of a differential impact identified at this time
<b>Sexual Orientation</b>	There is no evidence of a differential impact identified at this time
<b>Pregnancy and maternity</b>	Events sector guidance, which SERF recipients are expected to follow, sets out that individual health circumstances and protected characteristics should be considered and discussed with the workforce before prioritising who is asked to return to work and when, including pregnancy and maternity. This should help to address any particular impacts on this group.
<b>Gender reassignment</b>	There is no evidence of a differential impact identified at this time
<b>Marriage or Civil Partnership</b>	There is no evidence of a differential impact identified at this time
<b>Socio-economic disadvantage: any people experiencing poverty</b>	<p>Poverty has higher prevalence across protected characteristics. For example, risk of poverty is much higher for women, disabled people, minority ethnic people, lone parents, and children and young people. We know that work does not fully protect against poverty, with 60% of adults in poverty being in work <a href="#">Poverty and income inequality statistics</a> The Institute for Fiscal Studies estimates that low earners were seven times more likely than high earners to have worked in a sector that has shut down as a result of the lockdown.<sup>[3]</sup> Around 78% of workers in the events sector earn at or above the Living Wage compared with 83% of all Scottish employees.<sup>449</sup></p>

<sup>448</sup> [Euan's guide Covid survey results](#)

<sup>449</sup> [Annual survey of hours and earnings: 2019 - gov.scot \(www.gov.scot\)](#)

	<p>Any move to completely cashless events may have a negative impact on people from lower socio-economic who are more likely to use cash. Completely removing paper tickets and moving to smartphones could exclude people without access to this technology or with limited data allowances, which could include people on lower incomes.</p> <p>The <a href="#">Events Sector Guidance Checklist</a>, which SERF recipients are expected to follow, sets out that event organisers should consider what will happen where people do not have access to contactless payments so that people are not excluded from an event and should consider what will happen where people do not have access to a smart phone or other electronic device so that people are not excluded from an event. This is intended to mitigate potential negative impacts due to socio-economic disadvantage.</p>
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**Stakeholder Engagement:**

The Scottish Government has engaged extensively with businesses and their representative organisations during the pandemic. In the year to March 2021 the Scottish Government had more than 1,270 ministerial engagements with business, including virtual conferences, roundtables and calls.

In developing the SERF funding and Event Sector Guidance (which SERF grant recipients must follow) we spoke to a range of organisations, including the Event Industry Advisory Group<sup>450</sup> and drew upon feedback from two online surveys of the event industry supply chain conducted by VisitScotland’s Events Directorate.

This included sharing draft funding guidance with representatives of EIAG and specific conversations with representatives to receive their views on the objectives of the fund, and the fund’s suitability in assisting the events sector in its recovery.

This provided an opportunity to listen to stakeholder views, test ideas, share information about progress and discuss and address specific issues identified by sectors and individual businesses.

**Mitigations –**

The two funding routes within SERF have a requirement for applicants to comply with the Scottish Government’s Event Sector Guidance, which helps to ensure that they will comply with measures designed to promote equalities and mitigate any negative impacts that are built into that guidance as part of its EQIA<sup>451</sup>.

<sup>450</sup> [Coronavirus advice for events | VisitScotland.org](https://www.visitScotland.org.uk/coronavirus-advice-for-events)

<sup>451</sup> [Coronavirus \(COVID-19\): events sector guidance: equality and Fairer Scotland impact assessment - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/coronavirus-covid-19-events-sector-guidance-equality-and-fairer-scotland-impact-assessment/pages/20)

The SERF guidance for applicants<sup>452</sup> for Route B funding sets out that the EventScotland team will take into consideration the following impact areas when assessing applications:

- Opportunities the event offers around outreach, participation, boosting equality outcomes, volunteering and community engagement.

This criteria was intended to 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.

Each applicant for Route B awards was asked to complete the following set of questions in relation to the Social and Cultural impact area of Scotland's Events Strategy;

How do you plan to reassure audiences to return to social spaces and how will the event responsibly engage with Scotland's communities? Be specific about how you plan to encourage responsible/safe engagement and how the event contributes to the wellbeing of communities (including volunteering/participatory opportunities).

Explain any ways the event promotes and supports protection of Scotland's unique culture and heritage.

Do you have an Accessibility Guide? If 'YES', submit a copy to support your application.

In terms of administration by VisitScotland, a key consideration for SERF was accessibility. To help to ensure accessibility VisitScotland ensured that there were multiple channels of communication and submission for the applicant if they has accessibility issues (online and by telephone). VisitScotland published the SERF guidance a week earlier than going live with the application form as this allowed any issues to be reported early and for people who needed longer to prepare, for example due to disability, to do so. Dedicated email contact points were set up and VisitScotland reception redirected any calls to appropriate staff. VisitScotland publicised that a word document of the form was available if required for accessibility reasons and, where required, and we accepted postal applications. All these measures were intended to boost inclusion and ensure that people with a range of protected characteristics could access the funding support.

### **Next Steps (if any)**

The findings of this EQIA will help to aid the design and introduction of possible future schemes, should resources become available.

### **Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** Rachael McKechnie

**Date:** 10 February 2022

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<sup>452</sup> [SERF information for applicants \(visitscotland.org\)](https://visitscotland.org)

## Sea Fisheries Hardship Fund – Fishing Vessels Under 12m

<b>Name of Grant:</b>	Sea Fisheries Hardship Fund: Registered fishing vessels 12 metres and under in length
<b>Policy Lead</b>	Allan Gibb, Sea Fisheries Div.
<b>Legal power used:</b>	Section 37 of the Aquaculture & Fisheries (Scotland) Act 2007 and EC Temporary Framework State Aid Measures to support the economy.
<b>Grant Overview:</b>	To support the Scottish fishing industry and its communities, providing emergency hardship support to business operating fishing vessels 12 metres and under in length who experienced market failure due to the Covid-19 pandemic.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, particularly those reliant on export markets, which is why £6 million has been committed to business support in this vessel sector. This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods of people across a range of protected characteristics many of whom have been disproportionately affected by the pandemic due to the remoteness of their communities, thus helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of this sector, which was adversely impacted by the pandemic, this business support fund was introduced at speed in order to provide emergency funding to help secure jobs, safeguard businesses and to alleviate immediate hardship.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing this fund we spoke to a range of fisheries organisations representing people with one or more of the protected characteristics which included Regional Inshore Fisheries Groups and trade bodies which are inclusive of the sector. We also drew from existing evidence and work undertaken in respect of Scotland’s Future Fisheries Management Strategy and its associated EQIA. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.</p>

	<p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we designed the fund to be in line with the principles of the National Performance Framework which supports a range of national outcomes including delivering a sustainable economy, delivering fair work and thriving businesses.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

Measures that provide support to people and businesses are expected to particularly positively affect people of different ages by supporting and safeguarding existing businesses and income streams across fishing communities and the wider supply and logistics chain. Communities and their varied demographics have been financially supported through the deployment of this hardship fund, protecting their income and helping to advance equality of opportunity. Those measures grants etc. have helped by supporting fishers and related businesses by maintaining incomes due to immediate loss of markets during the early stages of the Covid-19 pandemic and the implementation of lockdown measures. We sought to mitigate any potential equality negatives by basing eligibility criteria solely on the vessel track record:

- All Scottish registered vessels of 12m and under in length – including creelers, divers and smaller trawlers and dredge vessels, many of whom operate in remote and island communities.
- All vessels must have made a minimum of £20k landings value in 2019 to be eligible.
- Eligibility was only for those who have or will suffer market failure and not where alternative markets clearly remain.

Individual grant payments were based on a fully equitable basis:

- For those eligible an initial payment of 50% of two months average vessel earnings were made.
- Initial payments were capped at a maximum of £27k.

<p><b>Age: Older People and Children and Young People</b></p>	<p>Children and young people would not be directly affected by Business Support funding, indeed they may well be indirectly supported though it is recognised that data was not available to assess the impact.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Sex: Men and Women</b></p>	<p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind, including women-led businesses.</p>

	<p>The Covid19 business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base.</p> <p>Closing that gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<b>Race</b>	<p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>The fishing sector is heavily dependent on foreign crews and migrant workers. The seafood processing industry is heavily dependent on EU labour, with 70% of the workforce in the Grampian region being from the EU.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<b>Disability</b>	<p>There is very little available information or data available about the employment of disabled people in different fishing industry roles.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<b>Religion and Belief</b>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p>

<p><b>Sexual Orientation</b></p>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p>
<p><b>Pregnancy and maternity</b></p>	<p>There is very little available information or data available about this protected characteristic in relation to employment in the fishing industry.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Gender reassignment</b></p>	<p>There is very little available information or data available about this protected characteristic in relation to employment in the fishing industry.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Marriage or Civil Partnership</b></p>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p>

<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Stakeholder Engagement:</b> We have engaged extensively with a broad range of stakeholders across Scotland in the development and delivery of the Sea Fisheries Hardship Fund, including key stakeholders, national organisations and representative bodies. This engagement also took in intel from Ministerial correspondence etc.</p>	
<p><b>Mitigations</b> There are no negative impacts identified for any of the equality groups considered above. For those characteristics where we did not have any relevant existing evidence for assessing whether impacts would occur or not, we would be looking to review within the development of future policy and initiatives under Scotland's Future Fisheries Management Strategy.</p>	
<p><b>Next Steps (if any)</b> This was a time limited support scheme but sectoral support policy will continue to be reviewed under Scotland's Future Fisheries Management Strategy (2020-2030).</p>	
<p><b>Declaration and Publication</b> I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Allan Gibb, Head of Sea Fisheries Division</p> <p><b>Date:</b> 20 December 2021</p>	

## Sea Fisheries Hardship Fund – Fishing Vessels Over 12m

<b>Name of Grant:</b>	Sea Fisheries Hardship Fund (Tranche 2): Registered fishing vessels over 12 metres.
<b>Policy Lead</b>	Allan Gibb, Sea Fisheries Div.
<b>Legal power used:</b>	Section 37 of the Aquaculture & Fisheries (Scotland) Act 2007 and EC Temporary Framework State Aid Measures to support the economy.
<b>Grant Overview:</b>	To support the Scottish fishing industry and its communities, providing emergency hardship support to business operating fishing vessels 12 metres and over in length who experienced market failure due to the Covid-19 pandemic.
<b>Executive Summary:</b>	<p>The Scottish Government understands the impact COVID-19 has had on businesses, particularly those reliant on export markets, which is why £3.5 million has been committed to business support in this vessel sector. This emergency funding has supported otherwise strong and viable businesses, protecting the business base, jobs and livelihoods of people across a range of protected characteristics many of whom have been disproportionately affected by the pandemic due to the remoteness of their communities and volatility of markets, thus helping prepare for a stronger economic recovery.</p> <p>In order to address the needs of this sector, which was adversely impacted by the pandemic, this business support fund was introduced at speed in order to provide emergency funding to help secure jobs, safeguard businesses and to alleviate immediate hardship.</p> <p>Within this context of needing to react quickly, there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing this fund we spoke to a range of fisheries organisations representing people with one or more of the protected characteristics which included Inshore Fisheries Groups and trade bodies which are representative of the sector. We also drew from existing evidence and work undertaken in respect of Scotland’s Future Fisheries Management Strategy and its associated EQIA. Together this helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.</p>

	<p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through provisions contained in the measures or by support and guidance available. For example we designed the fund to be in line with the principles of the National Performance Framework which supports a range of national outcomes including delivering a sustainable economy, delivering fair work and thriving businesses.</p>
<p><b>KEY FINDINGS - impact assessment of benefits and/or disadvantages.</b></p> <p>Measures that provide support to people and businesses are expected to particularly positively affect people of different ages by supporting and safeguarding existing businesses and income streams across fishing communities and the wider supply and logistics chain. Communities and their varied demographics have been financially supported through the deployment of this hardship fund, protecting their income and helping to advance equality of opportunity. Those measures grants etc. have helped by supporting fishers and related businesses by maintaining incomes due to immediate loss of markets during the early stages of the Covid-19 pandemic and the implementation of lockdown measures. We sought to mitigate any potential equality negatives by basing eligibility criteria solely on the vessel track record:</p> <ul style="list-style-type: none"> <li>• To deliver hardship support to certain sectors of the over 12m fishing fleet. Nephrop trawlers, scallop dredgers and creel boats (where nephrops consists of more than 50% of the value of their earnings in 2019).</li> <li>• All vessels must have made a minimum of £20k landings value in 2019 to be eligible.</li> <li>• Eligibility was only for those who have or will suffer market failure and not where alternative markets clearly remain.</li> </ul> <p>Individual grant payments were based on a fully equitable basis:</p> <ul style="list-style-type: none"> <li>• Up to £21,370 was granted per vessel.</li> <li>• Payments were capped at £42,740 for businesses operating more than one vessel.</li> </ul>	
<p><b>Age: Older People and Children and Young People</b></p>	<p>Children and young people would not be directly affected by Business Support funding, indeed they may well be indirectly supported though it is recognised that data was not available to assess the impact.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Sex: Men and Women</b></p>	<p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind, including women-led businesses.</p>

	<p>The Covid19 business support schemes were designed to support established businesses, and the grants awarded reflect the pre-existing gender imbalance in the established business base.</p> <p>Closing that gap will require a cross-government approach and we have made a commitment of £50m for the Women’s Business Centre over the course of this Parliament.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<b>Race</b>	<p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>The fishing sector is heavily dependent on foreign crews and migrant workers. The seafood processing industry is heavily dependent on EU labour, with 70% of the workforce in the Grampian region being from the EU.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<b>Disability</b>	<p>There is very little available information or data available about the employment of disabled people in different fishing industry roles.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<b>Religion and Belief</b>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p>

<p><b>Sexual Orientation</b></p>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p>
<p><b>Pregnancy and maternity</b></p>	<p>There is very little available information or data available about this protected characteristic in relation to employment in the fishing industry.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Gender reassignment</b></p>	<p>There is very little available information or data available about this protected characteristic in relation to employment in the fishing industry.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Marriage or Civil Partnership</b></p>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p>

<p><b>Socio-economic disadvantage: any people experiencing poverty</b></p>	<p>This specific characteristic is not likely to be affected and data was not available to assess the impact.</p> <p>The immediate priority of the vessel hardship fund support was to mitigate the economic impact of the pandemic and help fisheries based businesses survive. We rightly focused our efforts on protecting as many businesses and jobs as possible, and we were determined nobody would be left behind.</p> <p>Further consideration of this characteristic as it relates to fisheries policy is undertaken in the EQIA in respect of the development of Scotland Future Fisheries Management Strategy - <a href="http://www.gov.scot">Equality Impact Assessment (EQIA) record (www.gov.scot)</a></p>
<p><b>Stakeholder Engagement:</b> We have engaged extensively with a broad range of stakeholders across Scotland in the development and delivery of the Sea Fisheries Hardship Fund, including key stakeholders, national organisations and representative bodies. This engagement also took in intel from Ministerial correspondence etc.</p>	
<p><b>Mitigations</b> There are no negative impacts identified for any of the equality groups considered above. For those characteristics where we did not have any relevant existing evidence for assessing whether impacts would occur or not, we would be looking to review within the development of future policy and initiatives under Scotland’s Future Fisheries Management Strategy.</p>	
<p><b>Next Steps (if any)</b> This was a time limited support scheme but sectoral support policy will continue to be reviewed under Scotland’s Future Fisheries Management Strategy (2020-2030).</p>	
<p><b>Declaration and Publication</b> I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Allan Gibb, Head of Sea Fisheries Division</p> <p><b>Date:</b> 20 December 2021</p>	

## Scottish Seafood Business Resilience Fund

<b>Name of Grant:</b>	Scottish Seafood Business Resilience Fund
<b>Policy Lead</b>	Steven Scott
<b>Legal power used:</b>	Sections 4 and 6 of the Small Landholders (Scotland) Act 1911, Section 8 of the Industrial Development Act 1982 and section 37 of the Aquaculture and Fisheries (Scotland) Act 2007 to make grant payments.
<b>Grant Overview:</b>	<p>The fund was targeted initially at all seafood processors and seafood businesses including those involved in exporting live seafood and shellfish and, in doing so, undertake associated husbandry.</p> <p>The purpose of the intervention was to provide support to businesses that were encountering severe hardship as a consequence of the COVID-19 pandemic.</p> <p>The intervention was to support the fixed costs of operating the business. Our support covered costs for a 3 month period.</p> <p>The specific support was provided through grants. The maximum level of grant varied depending on the business and the application, with the absolute maximum available being £100k.</p> <p>The maximum level of grant available for businesses with average annual earnings over a 3-year period up to £1.5 million could not exceed 4% of those earnings. The maximum level of grant for businesses with average annual earnings over a 3-year period over £1.5 million could not exceed 3% of those earnings, up to a maximum level of grant of £100k. The quantum of grant provided was to cover the actual fixed costs encountered by the business.</p>
<b>Executive Summary:</b>	<p>The impact of Covid-19 on the food and drink sector was severe. The seafood sector was particularly impacted given its reliance on exports and the collapse of the domestic food service market resulting in many seafood processors encountering severe hardship. Some of the measures announced by the UK Government, particularly those to support employment, helped the seafood sector to some extent but were not sufficient to support the future viability of many businesses, many of which are critical to the economic sustainability of our coastal and rural communities. The Scottish Government has therefore established a Scottish Seafood Business Resilience Fund with support available up to £10 million in line with the new state aid flexibility, to support those businesses that were suffering severe hardship.</p> <p>The Scottish Seafood Business Resilience fund had to be set up at pace and within this context of needing to react quickly there is limited opportunity to gather evidence on the possible impacts of these measures.</p>

	<p>Nevertheless in developing these funds it is considered that protected characteristics were unlikely to be affected. The immediate priority was to mitigate the economic impact of the pandemic and help all Scottish seafood processors that were encountering severe hardship as a consequence of the COVID-19 pandemic survive.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through support and guidance available. For example we made available support and advice from Seafood Scotland for any business requiring assistance in completing the application.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<b>Age: Older People and Children and Young People</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Sex: Men and Women</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Race</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Disability</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Religion and Belief</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Sexual Orientation</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Pregnancy and maternity</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Gender reassignment</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Marriage or Civil Partnership</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected
<b>Socio-economic disadvantage: any people experiencing poverty</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected

**Stakeholder Engagement:**

The Scottish Government received a number of representations from the Scottish Seafood Association, Seafood Scotland as well as individual seafood processors. This also involved a number of one-to-one discussions with Ministers and officials. These representations outlined that there were a number of seafood processing businesses who had been operating well prior to the Covid-19 situation, but were now facing severe hardship as a result of lost sales due to Covid-19 restrictions on UK hospitality and retail markets and international markets.

The information provided made it clear that if emergency funding for the sector wasn't put in place immediately, then some of these businesses would not survive.

We have engaged extensively with the Seafood Scotland, Scotland Food and Drink and Marine Scotland during the pandemic on the fund guidance and application forms with a view to getting a suitable fund set up as quickly and effectively as possible under the circumstances.

**Mitigations -**

No adverse impacts identified on groups with protected characteristics.

Support was made available to anyone needing advice in completing the application form.

**Next Steps (if any)**

**Declaration and Publication**

I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.

**Signed:** George Burgess.

**Date:** December 2021

## Aquaculture Hardship Fund

<b>Name of Grant:</b>	Aquaculture Hardship Fund
<b>Policy Lead</b>	Nikki Milne, Marine Scotland
<b>Legal power used:</b>	Section 37 of the Aquaculture and Fisheries (Scotland) Act 2007
<b>Grant Overview:</b>	<p>Applicants who applied for a grant under the Aquaculture Hardship Fund were required to demonstrate that the business operates on a full-time basis and have suffered hardship as a result of the loss or reduction of domestic and international food markets due to the Covid-19 outbreak.</p> <p>The intervention was to protect the future of Scotland's aquaculture sector in the short term, so that they can continue to provide food and employment in the long term. The Scottish Government acted immediately, providing a package of financial support for our most vulnerable fishing businesses, with payments to be made direct to eligible shellfish growing and trout farming businesses, this includes mussels, oysters and scallops, many of which operate in remote and island communities.</p> <p>The support was provided through grants. The maximum level of grant varied depending on the business and the application, with payments capped at a maximum of £27,000 / eligible business.</p> <p>The Aquaculture Hardship Fund we have developed will see an initial payment of 50% of two months' average gross monthly revenue being made to eligible active Scottish registered shellfish and trout farming businesses that are authorised under the Aquatic Animal Health (Scotland) Regulations 2009. This includes mussels, oysters, scallops and trout businesses many of which operate in remote and island communities. These are the aquaculture businesses we have identified as being most immediately impacted by Covid-19. It is also important that this initial support goes to those who need it most and make a living wholly or predominantly from aquaculture production. As a result only those shellfish growing businesses with annual earnings above £15,000, and all those trout farming businesses with annual earnings above £20,000 will be eligible which is a threshold similar to previous schemes.</p>
<b>Executive Summary:</b>	<p>The Scottish Ministers made available a round of funding for the Aquaculture Hardship Fund, to provide emergency support to authorised shellfish growers and trout farming businesses who have lost all or part of their relevant market due to the Covid-19 pandemic with support available up to £3 million.</p> <p>The purpose of the Aquaculture Hardship Fund was to provide support to businesses that have encountered severe hardship as a consequence of the Covid-19 pandemic.</p>

	<p>The Aquaculture Hardship Fund had to be set up at pace and within this context of needing to react quickly there was limited opportunity to gather evidence on the possible impacts of these measures. Nevertheless in developing these funds it is considered that protected characteristics were unlikely to be affected. The immediate priority was to mitigate the economic impact of the pandemic and help all Scottish shellfish and trout businesses, particularly in our most remote and fragile communities that were encountering severe hardship as a consequence of the Covid-19 pandemic survive.</p> <p>In delivering these funds we spoke to key representatives of the sector and gathered intelligence which helped us shape the funds in a way which recognises the importance of assessing new and revised policies 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 also considered whether the measures could constitute direct and/or indirect discrimination.</p> <p>We are also mindful that the equality duty is not just about negating or mitigating negative impacts, we also have a positive duty to promote equality. We have sought to do this through support and guidance available, in writing to applicants, and on the Marine Scotland website.</p>
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**KEY FINDINGS - impact assessment of benefits and/or disadvantages.**

<b>Age: Older People and Children and Young People</b>	Children and young people would not be directly affected by the fund.
<b>Sex: Men and Women</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Race</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Disability</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Religion and Belief</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Sexual Orientation</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Pregnancy and maternity</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Gender reassignment</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.

<b>Marriage or Civil Partnership</b>	Data was not available to assess the impact/specific characteristic is not likely to be affected.
<b>Socio-economic disadvantage: any people experiencing poverty</b>	Data was not available to assess the impact / specific characteristic is not likely to be affected. The fund helped to support a number of shellfish and trout businesses in Scotland's most remote and fragile communities.
<p><b>Stakeholder Engagement:</b></p> <p>We have had discussions with the key representatives of this sector including the Association of Scottish Shellfish Growers. It was highlighted that as a result of Covid-19, Scottish shellfish growers were facing hardship as a result of lost access to export markets as well as domestic food service markets. The evidence gathered made it clear that if emergency funding for the sector wasn't put in place immediately, then some of these businesses would not survive.</p> <p>We designed a streamlined application process, enabling grants to be paid as quickly and efficiently as possible in the exceptional circumstances.</p>	
<p><b>Mitigations:</b></p> <p>No adverse impacts were identified on groups with protected characteristics.</p> <p>Support was made available to potential applicants requesting advice in completing the application form.</p>	
<p><b>Next Steps (if any)</b></p> <p>The Scottish Government will continue to work closely with aquaculture industry representatives, including keeping the support package under review as the situation evolves.</p>	
<p><b>Declaration and Publication</b></p> <p>I have read the Equality Impact Assessment and I am satisfied that it represents a fair and reasonable view of the expected equality impact of the measures implemented.</p> <p><b>Signed:</b> Donald Carmichael</p> <p><b>Date:</b> 10 December 2021</p>	



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