

# **Scotland's National Strategy for Economic Transformation Programme 3: Productive Businesses and Regions Equality Impact Assessment (Record and Results)**

October 2022

## EQUALITY IMPACT ASSESSMENT RECORD

<b>Title of policy/ practice/ strategy/ legislation etc.</b>	Scotland's National Strategy for Economic Transformation – Programme 3: Productive Businesses and Regions
<b>Minister</b>	Ivan McKee MSP, Minister for Business, Trade, Tourism and Enterprise
<b>Lead official</b>	Colin Cook, Director of Economic Development
<b>Directorate</b>	Directorate of Economic Development
<b>Is this new policy or revision to an existing policy?</b>	N/A

### Screening

#### *Policy Aim*

The vision of Scotland's National Strategy for Economic Transformation (NSET), published on 1 March 2022, is for Scotland to be a wellbeing economy, thriving across economic, social and environmental dimensions. The strategy sets out an ambition that Scotland's economy will significantly outperform the last decade, both in terms of economic performance and tackling structural economic inequalities.

Analysis of the available evidence has identified six interconnected, transformational Programmes of Action to shift the economic dial and deliver our vision. Together, they tackle long term structural challenges, build on our economic strengths and position Scotland to maximise the greatest economic opportunities of the next ten years in a way that will transform the very fundamentals of how our economy works.

As part of the wider NSET, Programme 3 aims to make Scotland's businesses, industries, regions, communities and public services more productive and innovative through the delivery of a step-change in Scotland's productivity performance, addressing regional inequalities in economic activity, as well as boosting traditional and digital infrastructure. By assuring that Scotland makes the best use of the resources available by boosting productivity, addressing regional inequalities and making improvements to our infrastructure, we will be able to transition to a greener economy that is efficient as well as globally competitive.

To achieve this, Programme 3 is made of 3 projects across a broad policy landscape. These include<sup>1</sup>:

- **Project 8:** Improve Connectivity Infrastructure and Digital Adoption Across the Economy;

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<sup>1</sup> A full breakdown of every action within each project across Programme 3 can be accessed [here](#).

- **Project 9:** Upskill Business and Public Sector Leaders, Pioneering New Approaches to Driving Productivity Improvements;
- **Project 10:** Realise the Potential of the Different Economic and Community Assets and Strengths of Scotland's Regions.

To ensure that Programme 3 meets its aims, the Scottish Government has established a Programme Delivery Board to further develop the Programme's Delivery Plan and monitor its progress. The board is chaired by Monica Patterson, the Chief Executive Officer of East Lothian Council and economy lead for SOLACE<sup>2</sup>, with membership drawn from a range of key stakeholders and partners.

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

The focus of Programme 3 will be on a national scale and impact a wide range of people. It will seek to improve Scotland's overall economic prosperity through developing our infrastructure, delivering upskilling activities across private and public sectors and supporting communities and regions to harness their assets.

Commitments within Programme 3, as with the wider NSET, will adopt a person-centred approach when considering the impact of these policies, and will pay specific attention to protected characteristics. This will ensure that the Programme can address entrenched inequalities and that the cumulative positive impacts on people, and particularly those who experience disadvantage, will be maximised.

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

Due to the breadth of NSET's vision to reshape our economy and society, the factors that will influence its delivery are wide-ranging. The COVID-19 pandemic and the current cost-of-living crisis has had a disproportionate impact on those already experiencing inequalities, and Scotland's regions have experienced this in different ways. It is evident that failing to take a targeted person-centred approach to improve outcomes for those specific groups who experience most disadvantage may lead to inequalities being entrenched further.

Achieving the desired outcomes will require government, public sector, businesses, trade unions, third sector and social enterprises across all industries and sectors to take action and work together in a Team Scotland approach to delivery.

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<sup>2</sup> The Society of Local Authority Chief Executives and Senior Managers.

## **Stage 1: Framing**

### ***Results of framing exercise***

The framing stage of this Equality Impact Assessment (EQIA) has been informed by the individual EQIAs, which have been carried out on an action level, and also by information gathered through the stakeholder consultation process during the development of the NSET Equality Position Statement<sup>3</sup>, published in March 2022.

A number of EQIAs relevant to the actions of Programme 3 have been cited in this EQIA and have acted as the basis for further consideration of the impact of the wider Programme 3 upon people with protected characteristics.

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

In order to determine the potential equality impact of Programme 3 of the NSET, this EQIA was carried out at a project level. Building upon the equality assessments carried out for the NSET as a whole, an audit of considerations taken at an action level was carried out. This was combined with a review of equality issues using the Scottish Government's Equality Evidence Finder<sup>4</sup>.

As NSET is a 10 year strategy, specific policy interventions are yet to be developed for a number of the actions within Programme 3. However, as policy develops, EQIAs will be undertaken - and reviewed - to ensure that the specific barriers for each of the protected characteristics are fully considered.

Where an EQIA exists, this will be kept under regular review as new data and evidence emerges to monitor the impact of the Programme 3 on people with protected characteristics and to make any adjustments to the policy in line with the requirements of the Public Sector Equality Duty (PSED).

Specifically, this EQIA assesses any impacts of applying a proposed new or revised policy or practice against the needs relevant to a public authority's duty to meet the PSED.

The needs are to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity; and
- Foster good relations.

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<sup>3</sup> [Scotland's National Strategy for Economic Transformation: equality position statement - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/nset-equality-position-statement/pages/1-to-3.aspx)

<sup>4</sup> [www.equalityevidence.scot](https://www.equalityevidence.scot/)

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

Characteristic <sup>5</sup>	Evidence gathered and Strength/quality of evidence	Source(s)	Data gaps identified and action taken
<b>AGE – PROJECT 8</b>	<ul style="list-style-type: none"> <li>In previous EQIAs conducted into improving Scotland’s transport systems it has been shown that older people are more likely to use public transport for journeys in comparison to other age groups. These have also highlighted accessibility issues being more likely to affect older people than other age groups, with some older people having limited mobility, hearing or vision impairments, difficulties in understanding information or accessing digital resources, and difficulties in alighting to and from transport services, using station facilities or standing for long periods of time.</li> <li>The key factors affecting the ability of children and young people to access transport options are their socio-economic background, geographical location and the accessibility and safety of public transport and active travel facilities available. The ability to access safe, convenient and cost-effective transport, in turn, has an impact on access to education, public services and economic opportunities, particularly for</li> </ul>	<ul style="list-style-type: none"> <li><a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li><a href="#"><u>NSET Evidence Paper</u></a></li> <li><a href="#"><u>NSET Equality Position Statement</u></a></li> <li><a href="#"><u>Scottish Government’s Equality Impact Finder</u></a></li> <li><a href="#"><u>EQIA for STPR2</u></a></li> <li><a href="#"><u>EQIA for Scotland’s Digital Strategy</u></a></li> <li><a href="#"><u>EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</u></a></li> <li><a href="#"><u>Transport and Travel in Scotland 2020: Results from the Scottish Household Survey</u></a></li> <li><a href="#"><u>Scottish household survey 2019: annual report</u></a></li> </ul>	<ul style="list-style-type: none"> <li>Evidence shows that affordability is a key barrier for many groups to accessing transport. Interventions should be developed with affordability considerations for those from protected characteristic groups. This includes payment methods and associated costs of travel (for example, costs of maintaining bikes).</li> <li>The Scottish Government is working to deliver broadband coverage for all residents of Scotland. This will ensure that those who had not previously been online will have the resources to do so.</li> <li>The Scottish Government is building on the Connecting Scotland programme in order to ensure that everyone, regardless of age, has access to equipment and digital skills training. This will assist in reducing the digital skills gap</li> </ul>

<sup>5</sup> Refer to Definitions of Protected Characteristics document for more information.

	<p>children from deprived socio-economic backgrounds.</p> <ul style="list-style-type: none"> <li>• In previous EQIAs conducted into digital development it has been noted that evidence exists to suggest that older people are less likely to use the internet and digital devices than younger people, and when they do they can sometimes be less confident, meaning they don't always benefit to the same degree. However, evidence is emerging that older people have grown more familiar with some elements of technology in recent years.</li> <li>• Internet usage in that demographic is rising, with recent figures from 2020 showing 66% of over 60s use the internet compared to only 29% in 2007.</li> </ul>		<p>that is currently seen most in those over the age of 65.</p>
<p><b>AGE – PROJECT 9</b></p>	<ul style="list-style-type: none"> <li>• Scotland has an ageing population. Scotland's population is increasing and older people represent a growing share. People are also working into older ages</li> <li>• Those aged over 50 face employment barriers in three key areas: communities; access to services; and financial security. Ageism, exclusion and lack of willingness to recognise the skills and experience of the older workforce also present employment barriers for this group.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>Small Business Survey Scotland: 2020</u></a></li> <li>• <a href="#"><u>Sex and Power in Scotland</u></a></li> <li>• <a href="#"><u>Women-led Business and Investment in Scotland</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• To promote ongoing employment and address employment barriers for older people there is a need for access to, and increased awareness of, flexible employment opportunities and reduced working hours.</li> <li>• Going forward, as we develop actions into upskilling leaders for productivity growth, we will think carefully about who this will benefit, making sure it is not</li> </ul>

			disproportionate to those already in achieved positions of relative privilege.
<b>AGE – PROJECT 10</b>	<ul style="list-style-type: none"> <li>• There is considerable geographical variation in the age profile of the population, with lowest variation in the cities and a greater proportion of older people in rural and island areas. This uneven age structure can be attributed to falling birth rates, an increase in life expectancy, and migration.</li> <li>• The local authority areas with the highest youth (16-24) employment rates in Scotland in 2018 were Orkney Islands (89.9%), Na h-Eileanan Siar (72.9% and Highland (70.4%).</li> <li>• The areas with the lowest youth employment rates during this period were East Renfrewshire (37.3%), Glasgow City (40.2%) and East Ayrshire (47.1%). It should be noted that youth employment rates in university cities are likely to be lower due to higher levels of economically inactive students.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>Social Enterprise in Scotland 2019</u></a></li> <li>• <a href="#"><u>SCRIG: Community Wealth Building Case Studies</u></a></li> <li>• <a href="#"><u>Scotland's Gender Equality Index 2020</u></a></li> <li>• <a href="#"><u>Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Going forward we must assure that regional development tackles this variation in age across the country and no individual is left disadvantaged due to location.</li> </ul>
<b>DISABILITY – PROJECT 8</b>	<ul style="list-style-type: none"> <li>• Accessible transport is an important aspect of enabling disabled people to enjoy equal access to full citizenship. Disabled adults are more likely to use the bus than non-disabled adults (11% of journeys vs 7%) (Transport Scotland, 2021). In 2019, 44% of sick or disabled adults had used a bus in the last month</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>EQIA for STPR2</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Active travel infrastructure can help increase confidence and, therefore, use of active travel to access a wide range of facilities. Many disabled people rely on cycling as a mode of transport, but require the appropriate infrastructure to use adapted</li> </ul>

	<p>compared to 39% of all adults (Transport Scotland, Sep 2020). However, they were less likely to use a train.</p> <ul style="list-style-type: none"> <li>• There are a range of accessibility issues that may affect a disabled person's ability to safely access and use public transport services. These include steps or multi layered stations, inaccessible transport information, lack of trained support staff and lack of accessible connectivity between modes.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>EQIA for Scotland's Digital Strategy</u></a></li> <li>• <a href="#"><u>EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</u></a></li> <li>• <a href="#"><u>Transport and Travel in Scotland 2020: Results from the Scottish Household Survey</u></a></li> <li>• <a href="#"><u>Scottish household survey 2019: annual report</u></a></li> </ul>	<p>bikes etc. Active travel interventions should therefore use inclusive design standards for cycling.</p>
<p><b>DISABILITY – PROJECT 9</b></p>	<ul style="list-style-type: none"> <li>• People with disabilities are less likely to be in employment than non-disabled people, and earn less on average than non-disabled people.</li> <li>• The employment rate for people with disabilities was estimated at 47.4% (April 2020-March 2021) - significantly lower than the employment rate for non-disabled people (80.2%).</li> <li>• The disability employment gap in Scotland narrowed in the pre-pandemic period and over the latest year (to Oct 2020 – Sep 2021), but remains large at an estimated 31.0 percentage points.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>Small Business Survey Scotland: 2020</u></a></li> <li>• <a href="#"><u>Sex and Power in Scotland</u></a></li> <li>• <a href="#"><u>Women-led Business and Investment in Scotland</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• People with disabilities are more likely to have no, or low, qualifications compared to non-disabled people, and are less likely than non-disabled people to have qualifications at degree level or above. Even with a degree or higher qualification, people with disabilities are still less likely to be employed than non-disabled people without one.</li> <li>• Employers need to consider and offer a range of accessible jobs and adjustments that will meet the individual needs of (young) disabled people in the</li> </ul>

			workforce. It was also suggested that the delivery of new, good, green jobs should be used to address the disability employment gap and be made available to people with disabilities and also other under-represented groups.
<b>DISABILITY – PROJECT 10</b>	<ul style="list-style-type: none"> <li>• There is regional variation in the employment rate for those who reported a disability. In 2019 this was 22.5% of all disabled people in work in Glasgow City (11.8%) and Edinburgh (10.8%).</li> </ul>	<ul style="list-style-type: none"> <li>• <u>NSET Stakeholder engagement analysis</u></li> <li>• <u>NSET Evidence Paper</u></li> <li>• <u>NSET Equality Position Statement</u></li> <li>• <u>Social Enterprise in Scotland 2019</u></li> <li>• <u>SCRIG: Community Wealth Building Case Studies</u></li> </ul>	<ul style="list-style-type: none"> <li>• Going forward we must assure that regional development tackles this variation across the country and no individual is left disadvantaged due to location.</li> </ul>
<b>SEX – PROJECT 8</b>	<ul style="list-style-type: none"> <li>• A 2019 ONS report shows that there is little difference between men and women when it comes to internet use. At the time of publication, in 2019, 92% of men and 90% of women had used the internet in the previous 3 months. 6.3% of men and 9% of women stated they had never used the internet.</li> <li>• There is a disparity in how different sexes use transport. Men are more likely to hold a driving license than women (77% compared to 66%) and drive more frequently (49% drive every</li> </ul>	<ul style="list-style-type: none"> <li>• <u>NSET Stakeholder engagement analysis</u></li> <li>• <u>NSET Evidence Paper</u></li> <li>• <u>NSET Equality Position Statement</u></li> <li>• <u>EQIA for STPR2</u></li> <li>• <u>EQIA for Scotland’s Digital Strategy</u></li> <li>• <u>EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</u></li> <li>• <u>Transport and Travel in Scotland 2020: Results</u></li> </ul>	<ul style="list-style-type: none"> <li>• Greater consideration must be taken to assure that connectivity and its access is open and experienced equally between women and men.</li> </ul>

	<p>day, compared to 38% of women). Men also walk and cycle more frequently. In 2017 women used the bus slightly more than men, with 40% having used a bus in the last month compared to 37% of men, however there is little difference when comparing train use (Transport Scotland, Sep 2020). Women are more likely to make multi-stop and multi-purpose trips, combining travel to work with trips for other purposes, such as taking children to school, looking after family members or shopping, and are more likely to walk, be a passenger in a car or take a bus than men (Sustrans, 2018).</p> <ul style="list-style-type: none"> <li>Likewise women’s concerns when traveling on public transport largely relate to gender-based violence and assault, including sexual harassment when travelling.</li> </ul>	<p><u>from the Scottish Household Survey</u></p> <ul style="list-style-type: none"> <li><u>Scottish household survey 2019: annual report</u></li> </ul>	
<b>SEX – PROJECT 9</b>	<ul style="list-style-type: none"> <li>Scotland has a slightly lower percentage of women-led businesses (15.4%) as compared to the U.K. average (16.8%), although there is support for Scottish women entrepreneurs through organisations such as Scottish Enterprise, Business Gateway, Women Enterprise Scotland, Business Women Scotland, Association of Scottish Businesswomen (amongst others). 13.2% of female-led businesses are considered ‘Small’ (i.e. employing 10-49</li> </ul>	<ul style="list-style-type: none"> <li><u>NSET Stakeholder engagement analysis</u></li> <li><u>NSET Evidence Paper</u></li> <li><u>NSET Equality Position Statement</u></li> <li><u>Small Business Survey Scotland: 2020</u></li> <li><u>Sex and Power in Scotland</u></li> <li><u>Women-led Business and Investment in Scotland</u></li> </ul>	<ul style="list-style-type: none"> <li>There is a need to integrate gender perspectives and women's needs, disadvantages and inequalities into response measures and wider economic policymaking.</li> </ul>

	people). This is slightly higher than the average across the U.K.		
<b>SEX – PROJECT 10</b>	<ul style="list-style-type: none"> <li>Women make up 65% of social entrepreneurs in Scotland, and 54% of trustee or board members of social enterprises are women as well. Supporting this sector is one clear way to ensure that women enjoy ownership of the economy.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">NSET Stakeholder engagement analysis</a></li> <li><a href="#">NSET Evidence Paper</a></li> <li><a href="#">NSET Equality Position Statement</a></li> <li><a href="#">Social Enterprise in Scotland 2019</a></li> <li><a href="#">SCRIG: Community Wealth Building Case Studies</a></li> </ul>	<ul style="list-style-type: none"> <li>Community Benefits Frameworks can ensure that commissioning and procurement processes could be used to advance gender equality by measuring things like the gender pay gap, care leave and other indicators of gender equality.</li> </ul>
<b>PREGNANCY AND MATERNITY – PROJECT 8</b>	<ul style="list-style-type: none"> <li>Pregnant women may be mobility restricted, particularly at later stages of pregnancy. Whilst pregnancy and maternity transect all of society, pregnant women from more deprived backgrounds are less likely to have access to a car and are more reliant on public transport. Pregnant women are more vulnerable to the adverse effects of air pollution, including an increasing risk of miscarriage (Leiser et al, 2019) as well premature births and low birth weights.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">NSET Stakeholder engagement analysis</a></li> <li><a href="#">NSET Evidence Paper</a></li> <li><a href="#">NSET Equality Position Statement</a></li> <li><a href="#">EQIA for STPR2</a></li> <li><a href="#">EQIA for Scotland’s Digital Strategy</a></li> <li><a href="#">EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</a></li> <li><a href="#">Transport and Travel in Scotland 2020: Results from the Scottish Household Survey</a></li> </ul>	<ul style="list-style-type: none"> <li>By encouraging modal shift from private car to rail, High Speed Rail (HSR) could contribute to improving air quality. Improved health outcomes as a result of better air quality are of particular benefit to those who are more vulnerable to air pollution, including children, older people, disabled people and pregnant women. New or upgraded HSR stations and rolling stock, and the procurement of updated and more accessible public transport vehicles, would be designed in line with current design standards and be fully accessible, therefore enabling people with mobility limitations (including disabled people, older people, pregnant people, and</li> </ul>

		<ul style="list-style-type: none"> <li>• <a href="#"><u>Scottish household survey 2019: annual report</u></a></li> </ul>	people travelling with young children) to travel by rail.
<b>PREGNANCY AND MATERNITY – PROJECT 9</b>	<ul style="list-style-type: none"> <li>• Motherhood has a significant impact on the number of hours that some mothers can work, which then affects their pay and income relative to non-mothers and men. Mothers suffer a big long-term pay penalty from part-time working, on average earning about 30% less per hour than similarly educated fathers. Some of this wage gap can be attributed to mothers being more likely to work part-time, or taking time out of the labour market altogether.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>Small Business Survey Scotland: 2020</u></a></li> <li>• <a href="#"><u>Sex and Power in Scotland</u></a></li> <li>• <a href="#"><u>Women-led Business and Investment in Scotland</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Need for integrating gender perspectives and women's needs, disadvantages and inequalities into response measures and wider economic policymaking.</li> </ul>
<b>PREGNANCY AND MATERNITY – PROJECT 10</b>	<ul style="list-style-type: none"> <li>• It remains unclear what regional implications may have upon pregnancy and motherhood at this stage, and further data gathering will be required to understand the regional dimension.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>Social Enterprise in Scotland 2019</u></a></li> <li>• <a href="#"><u>SCRIG: Community Wealth Building Case Studies</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Need to improve the understanding of inequality issues in the system, with considerations of child-care and care economy more generally as critical to achieving women's equality.</li> <li>• Each Community Wealth pilot area in Scotland has developed and implemented bespoke Community Wealth Building action plans focusing on delivering actions such as: growing local supply chains; supporting the creation of</li> </ul>

			<p>good fair work opportunities for local people; promoting the Real Living Wage and wider fair work objectives; bringing vacant and derelict land into more productive use; using land as a tool to achieve net zero; maximising the community benefits associated with procurement; and developing local supply chains, supporting local firms to take part in public procurement contracts.</p>
<p><b>GENDER REASSIGNMENT – PROJECT 8</b></p>	<ul style="list-style-type: none"> <li>• Transgender identity is also one of the protected characteristics covered by the hate crime legislation. For many transgender people, concerns about discrimination and harassment are part of their day-to-day lives, and could affect their use of the transport network.</li> <li>• Sexual orientation aggravated crime is the second most commonly reported type of hate crime. The number of charges reported increased by 10% in 2021-22, to 1,781. With the exception of 2014-15, there have been year-on-year increases in charges reported since the legislation introducing this aggravation came into force in 2010.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>EQIA for STPR2</u></a></li> <li>• <a href="#"><u>EQIA for Scotland’s Digital Strategy</u></a></li> <li>• <a href="#"><u>EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</u></a></li> <li>• <a href="#"><u>Transport and Travel in Scotland 2020: Results from the Scottish Household Survey</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• There are no official statistics relating to gender reassignment in Scotland as the Census has previously only collected data relating to sex at birth. However, further data will be provided following the 2022 Census, which provided people with the ability to self-identify as male or female, allowing transgender people to answer a different sex to that on their birth certificate without the need for a Gender Recognition Certificate. The results of this census will be taken on board following their publication in 2023.</li> </ul>

		<ul style="list-style-type: none"> <li>• <a href="#"><u>Hate Crime in Scotland, 2021-22 – Crown Office Report</u></a></li> <li>• <a href="#"><u>Scottish household survey 2019: annual report</u></a></li> </ul>	
<b>GENDER REASSIGNMENT – PROJECT 9</b>	<ul style="list-style-type: none"> <li>• At present there is a clear lack of data regarding gender reassignment in Scotland in relation to employment, Small and Medium Enterprise (SME) employers or entrepreneurial activity.</li> <li>• As indicated through analysis carried out as part of the NSET’s initial equalities Position Statement, barriers and challenges to the inclusion of trans and intersex employees include lack of knowledge by employers and fellow employees, insufficient line manager confidence, stigma, practical considerations (e.g. toilet facilities, uniforms), lack of support and flexible policies. Barriers to accessing employment include fear of prejudice, application forms excluding non-binary identities, difficulties obtaining references and proof of qualification matching gender and new name, lack of awareness and transphobia from interview panels, and feeling unable to be open about trans identity when applying for jobs.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>Small Business Survey Scotland: 2020</u></a></li> <li>• <a href="#"><u>Sex and Power in Scotland</u></a></li> <li>• <a href="#"><u>Women-led Business and Investment in Scotland</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Need for integrating gender reassignment perspectives and disadvantages and inequalities into response measures and wider economic policymaking.</li> </ul>

	<ul style="list-style-type: none"> <li>As indicated through analysis carried out as part of the NSET's initial equalities Position Statement, Trans students experience harassment and discrimination at HE institutions, and for some this has a significant negative impact on their studies, future plans and skills.</li> </ul>		
<b>GENDER REASSIGNMENT – PROJECT 10</b>	<p>Due to a lack of data regarding gender reassignment in Scotland, there is little evidence regarding regional dynamics.</p>	<ul style="list-style-type: none"> <li><a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li><a href="#"><u>NSET Evidence Paper</u></a></li> <li><a href="#"><u>NSET Equality Position Statement</u></a></li> <li><a href="#"><u>Social Enterprise in Scotland 2019</u></a></li> <li><a href="#"><u>SCRIG: Community Wealth Building Case Studies</u></a></li> </ul>	<ul style="list-style-type: none"> <li>There are no official statistics relating to gender reassignment in Scotland as the Census has previously only collected data relating to sex at birth. However, further data will be provided following the 2022 Census, which provided people with the ability to self-identify as male or female, allowing transgender people to answer a different sex to that on their birth certificate without the need for a Gender Recognition Certificate. The results of this census will be taken on board following their publication in 2023.</li> </ul>
<b>SEXUAL ORIENTATION – PROJECT 8</b>	<ul style="list-style-type: none"> <li>In the Scottish Surveys Core Questions 2019, an annual Official Statistics publication, 94.2% of adults identified with being heterosexual, with 2% identifying as lesbian, gay, bisexual or other (LGBO). The remaining respondents answered, 'Don't Know'. It is believed that this survey may</li> </ul>	<ul style="list-style-type: none"> <li><a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li><a href="#"><u>NSET Evidence Paper</u></a></li> <li><a href="#"><u>NSET Equality Position Statement</u></a></li> <li><a href="#"><u>EQIA for STPR2</u></a></li> </ul>	<ul style="list-style-type: none"> <li>Going forward we will take greater consideration of the regional dimension of sexual orientation to assure no one is disadvantaged and is supported in all aspects of life including the job market.</li> </ul>

	<p>undercount the number of adults self-identifying as LGBO as they may not feel comfortable with the interviewer (Scottish Government, 2019). People in this group may be concerned about being able to access public transport and public transport facilities, especially at night when these may be poorly lit, for fear of harassment or discrimination.</p> <ul style="list-style-type: none"> <li>• Sample sizes for questions in the Scottish Household Survey were in most cases too small to use. A higher proportion of respondents identifying as gay/lesbian report using the internet than those identifying as Heterosexual/Straight (it should be noted that those who identify as LGBTQI+ are likely to be younger). The series looks reasonably stable over time, although there is more uncertainty around the estimate.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>EQIA for Scotland's Digital Strategy</u></a></li> <li>• <a href="#"><u>EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</u></a></li> <li>• <a href="#"><u>Transport and Travel in Scotland 2020: Results from the Scottish Household Survey</u></a></li> <li>• <a href="#"><u>Scottish household survey 2019: annual report</u></a></li> <li>• <a href="#"><u>Sexual orientation in Scotland 2017: summary of evidence base</u></a></li> </ul>	
<p><b>SEXUAL ORIENTATION – PROJECT 9</b></p>	<ul style="list-style-type: none"> <li>• Despite studies showing equal or better pay for LGB people, they continue to experience discrimination, harassment and abuse in the workplace and in education. LGB employees are more than twice as likely to experience bullying at work than heterosexual employees, but many do not report this.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>Small Business Survey Scotland: 2020</u></a></li> <li>• <a href="#"><u>Sex and Power in Scotland</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Going forward we will take greater consideration of the regional dimension of sexual orientation to assure no one is disadvantaged and that LGB and LGB+ people are supported in all aspects of life, including the job market.</li> </ul>

	<ul style="list-style-type: none"> <li>• Four in ten LGB+ employees have experienced a form of workplace conflict in the past year - a rate significantly higher than for heterosexual workers. When conflicts, such as undermining, humiliation, shouting or verbal abuse occurred, the issue had only been partially resolved or not resolved at all.</li> <li>• LGB+ employees report poorer working relationships and job satisfaction compared to their heterosexual colleagues, a lack of psychological safety, and they were more likely to report that work has a negative impact on their health. More subtle discrimination, such as derogatory jokes, misgendering and stereotyping also occur.<sup>6</sup></li> </ul>	<ul style="list-style-type: none"> <li>• <u><a href="#">Women-led Business and Investment in Scotland</a></u></li> <li>• <u><a href="#">Sexual orientation in Scotland 2017: summary of evidence base</a></u></li> </ul>	
<b>SEXUAL ORIENTATION – PROJECT 10</b>	Similarly, due to a lack of data regarding gender reassignment in Scotland, there is little evidence regarding regional dynamics.	<ul style="list-style-type: none"> <li>• <u><a href="#">NSET Stakeholder engagement analysis</a></u></li> <li>• <u><a href="#">NSET Evidence Paper</a></u></li> <li>• <u><a href="#">NSET Equality Position Statement</a></u></li> <li>• <u><a href="#">Social Enterprise in Scotland 2019</a></u></li> <li>• <u><a href="#">SCRIG: Community Wealth Building Case Studies</a></u></li> </ul>	<ul style="list-style-type: none"> <li>• Going forward we will take greater consideration of the regional dimension of sexual orientation to assure no one is disadvantaged and those who have undergone gender reassignment are supported in all aspects of life including the job market.</li> </ul>

<sup>6</sup> [Sexual orientation in Scotland 2017: summary of evidence base - gov.scot \(www.gov.scot\)](#)  
[Inclusion at work: Perspectives on LGBT+ working lives \(cipd.co.uk\)](#); [Sexual orientation in Scotland 2017: summary of evidence base - gov.scot \(www.gov.scot\)](#) [Lesbian, Gay and Bisexual employees' experience of discrimination, bullying and harassment at work - ReShare \(ukdataservice.ac.uk\)](#)

		<ul style="list-style-type: none"> <li>• <a href="#"><u>Sexual orientation in Scotland 2017: summary of evidence base</u></a></li> </ul>	
<b>RACE – PROJECT</b>	<ul style="list-style-type: none"> <li>• Data shows that there is little difference in internet use between ethnic groups. It shows that 99% of those identifying as ‘Chinese’ have used the internet in the past 3 months, a greater number than any other ethnic group. Those identifying as Indian or White are the least likely to have accessed the internet (90%).</li> <li>• Since ethnic minority groups are less likely to have access to a car, and are more likely to rely on public transport than other groups, issues of cost and safety may disproportionately impact these groups and affect the outcomes and opportunities available. Racial discrimination, harassment or abuse can create a barrier to travel for ethnic minority groups, who are more likely to be subject to hate crimes.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> <li>• <a href="#"><u>EQIA for STPR2</u></a></li> <li>• <a href="#"><u>EQIA for Scotland’s Digital Strategy</u></a></li> <li>• <a href="#"><u>EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</u></a></li> <li>• <a href="#"><u>Transport and Travel in Scotland 2020: Results from the Scottish Household Survey</u></a></li> <li>• <a href="#"><u>Scottish household survey 2019: annual report</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing data available for research in the public benefit and building skills and capacity to do this work can allow a greater understanding of the impact of public policy on people from different racial backgrounds.</li> </ul>
<b>RACE – PROJECT 9</b>	<ul style="list-style-type: none"> <li>• Poverty rates for people in minority ethnic households are higher than for the general population in Scotland, and minority ethnic people are more likely to be in relative poverty after housing costs. Minority ethnic families are also most at risk of child poverty (38% of</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#"><u>NSET Stakeholder engagement analysis</u></a></li> <li>• <a href="#"><u>NSET Evidence Paper</u></a></li> <li>• <a href="#"><u>NSET Equality Position Statement</u></a></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing data available for research in the public benefit and building skills and capacity to do this work can allow a greater understanding of the impact of public policy on people</li> </ul>

	<p>children in minority ethnic families were in relative poverty in 2017-20, compared to 24% of all children in Scotland) and families from some minority ethnic groups are more likely to have three or more children, putting them at higher risk of child poverty.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Small Business Survey Scotland: 2020</a></li> <li>• <a href="#">Sex and Power in Scotland</a></li> <li>• <a href="#">Women-led Business and Investment in Scotland</a></li> </ul>	<p>from different racial backgrounds.</p>
<p><b>RACE – PROJECT 10</b></p>	<ul style="list-style-type: none"> <li>• Some minority ethnic households are also more likely to live in the most deprived areas in Scotland compared to white Scottish/British households</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">NSET Stakeholder engagement analysis</a></li> <li>• <a href="#">NSET Evidence Paper</a></li> <li>• <a href="#">NSET Equality Position Statement</a></li> <li>• <a href="#">Social Enterprise in Scotland 2019</a></li> <li>• <a href="#">SCRIG: Community Wealth Building Case Studies</a></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing data available for research in the public benefit and building skills and capacity to do this work can allow a greater understanding of the impact of public policy on people from different racial backgrounds.</li> </ul>
<p><b>RELIGION OR BELIEF – PROJECT 8</b></p>	<ul style="list-style-type: none"> <li>• Roman Catholicism is the religion that was most often the subject of reported abuse, with 384 charges for 2016-17. Protestantism and Islam are the religions that were subject to the next highest number of aggravations in 2016-17, followed by Judaism (Scottish Government Justice Analytical Services, 2017). These groups may have more concerns about experiencing discrimination, assault or harassment on the basis of religious identity whilst using public transport or public transport facilities.</li> <li>• Historically in the Scottish Household Survey, those who report their religion</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">NSET Stakeholder engagement analysis</a></li> <li>• <a href="#">NSET Evidence Paper</a></li> <li>• <a href="#">NSET Equality Position Statement</a></li> <li>• <a href="#">EQIA for STPR2</a></li> <li>• <a href="#">EQIA for Scotland’s Digital Strategy</a></li> <li>• <a href="#">EQIA for A route map to achieve a 20 per cent reduction in car kilometres by 2030</a></li> <li>• <a href="#">Transport and Travel in Scotland 2020: Results</a></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing data available for research in the public benefit and building skills and capacity to do this work can allow a greater understanding of the impact of public policy on people from different religions or beliefs.</li> </ul>

	<p>as Church of Scotland or Roman Catholic are less likely to report using the internet than other groups. However, it is possible that this is linked to age, with older people overrepresented in these categories.</p>	<p><u>from the Scottish Household Survey</u></p> <ul style="list-style-type: none"> <li>• <u>Scottish household survey 2019: annual report</u></li> </ul>	
<b>RELIGION OR BELIEF – PROJECT 9</b>	<ul style="list-style-type: none"> <li>• There is variation in employment rates by religion. Since 2004 the employment rate of Muslims in Scotland has been consistently lower than the employment rate for the population at large (58.1% vs 73.4% in 2020).</li> <li>• Whilst estimates are less precise for other religions due to small sample sizes, the data does suggest that the employment outcomes for those who are Jewish, Sikh or Buddhist in Scotland lag behind the overall population.</li> </ul>	<ul style="list-style-type: none"> <li>• <u>NSET Stakeholder engagement analysis</u></li> <li>• <u>NSET Evidence Paper</u></li> <li>• <u>NSET Equality Position Statement</u></li> <li>• <u>Small Business Survey Scotland: 2020</u></li> <li>• <u>Sex and Power in Scotland</u></li> <li>• <u>Women-led Business and Investment in Scotland</u></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing data available for research in the public benefit and building skills and capacity to do this work can allow a greater understanding of the impact of public policy on people from different religions or beliefs.</li> </ul>
<b>RELIGION OR BELIEF – PROJECT 10</b>	<ul style="list-style-type: none"> <li>• In 2015-20 relative poverty rates were considerably higher for Muslim adults (52%) compared to adults overall (18%).</li> </ul>	<ul style="list-style-type: none"> <li>• <u>NSET Stakeholder engagement analysis</u></li> <li>• <u>NSET Evidence Paper</u></li> <li>• <u>NSET Equality Position Statement</u></li> <li>• <u>Social Enterprise in Scotland 2019</u></li> <li>• <u>SCRIG: Community Wealth Building Case Studies</u></li> </ul>	<ul style="list-style-type: none"> <li>• Increasing data available for research in the public benefit and building skills and capacity to do this work can allow a greater understanding of the impact of public policy on people from different religions or beliefs</li> </ul>
<b>MARRIAGE AND CIVIL</b>	Not applicable across any of the Projects within Programme 3 of NSET.	Not applicable.	Not applicable.

<b>PARTNERSHIP – PROJECT 8</b>			
<b>MARRIAGE AND CIVIL PARTNERSHIP – PROJECT 9</b>	Not applicable across any of the Projects within Programme 3 of NSET.	Not applicable.	Not applicable.
<b>MARRIAGE AND CIVIL PARTNERSHIP – PROJECT 10</b>	Not applicable across any of the Projects within Programme 3 of NSET.	Not applicable.	Not applicable.

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

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

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X X X	<p><u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p>
Advancing equality of opportunity	X  X			<p><u>Project 8</u> The provision of connectivity services in the digital and connectivity landscape should reduce barriers for wider participation, in particular for those who rely on public transportation.</p> <p><u>Project 9</u> Through the removal of employment barriers for people there is an opportunity for increased access to, and</p>

			X	increased awareness of, flexible employment opportunities and reduced working hours. <u>Project 10</u>
Promoting good relations among and between different age groups			X X X	<u>Project 8</u> <u>Project 9</u> <u>Project 10</u>

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

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X X X	<u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.  <u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.  <u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and

				mitigate against discrimination, harassment and victimisation of people within this protected characteristic.
Advancing equality of opportunity	X			<u>Project 8</u> The provision of connectivity services in the digital and connectivity landscape should reduce barriers for wider participation, in particular for those who rely on public transportation.
	X			<u>Project 9</u> Through the removal of employment barriers for people there is an opportunity for increased access to, and increased awareness of, flexible employment opportunities and reduced working hours.
			X	<u>Project 10</u> The delivery of Project 10 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on advancing equality of opportunity.
Promoting good relations among and between disabled and non-disabled people			X	<u>Project 8</u>
			X	<u>Project 9</u>
			X	<u>Project 10</u>

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

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	<u>Project 8</u> The delivery of Project 8 considers people in Scotland.
			X	Whilst it does not directly address unlawful discrimination,

			<p><b>X</b></p> <p>the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p>
Advancing equality of opportunity	<p><b>X</b></p> <p><b>X</b></p> <p><b>X</b></p>		<p><u>Project 8</u> The provision of connectivity services in the digital and connectivity landscape should reduce barriers for wider participation, in particular for those who rely on public transportation.</p> <p><u>Project 9</u> Through the removal of employment barriers for people there is an opportunity for increased access to, and increased awareness of, flexible employment opportunities and reduced working hours.</p> <p><u>Project 10</u> Community Benefits Frameworks can ensure that commissioning and procurement processes could be used to advance gender equality by measuring gender pay gap, care leave and other indicators of gender equality.</p>

Promoting good relations between men and women			X	<u>Project 8</u>
			X	<u>Project 9</u>
			X	<u>Project 10</u>

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

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X X X	<p><u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p>
Advancing equality of opportunity	X			<p><u>Project 8</u> The provision of connectivity services in the digital and connectivity landscape should reduce barriers for wider</p>

				<p>participation, in particular for those who rely on public transportation.</p> <p><u>Project 9</u> Through the removal of employment barriers for people there is an opportunity for increased access to, and increased awareness of, flexible employment opportunities and reduced working hours.</p> <p><u>Project 10</u> The promotion of the wider Fair Work objectives through Scotland's Community Wealth pilot areas will provide greater accessibility to the job market for those with caring responsibilities.</p>
	X			
Promoting good relations			X X X	<p><u>Project 8</u> It is not anticipated that the delivery of Project 8 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular groups of people might have on relations.</p> <p><u>Project 9</u> It is not anticipated that the delivery of Project 9 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on relations.</p> <p><u>Project 10</u> It is not anticipated that the delivery of Project 10 will have an impact on promoting good relations among and between people within this group. However, it will be</p>

				important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on relations.
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**Do you think your policy impacts on people proposing to undergo, undergoing, or who have undergone a process for the purpose of reassigning their sex? (NB: the Equality Act 2010 uses the term ‘transsexual people’ but ‘trans people’ is more commonly used)**

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X  X  X	<p><u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristics.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristics.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristics.</p>
Advancing equality of opportunity			X  X  X	<p><u>Project 8</u> The delivery of Project 8 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular</p>

				<p>groups of people might have on advancing equality of opportunity.</p> <p><u>Project 9</u> The delivery of Project 9 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on advancing equality of opportunity.</p> <p><u>Project 10</u> The delivery of Project 10 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on advancing equality of opportunity.</p>
Promoting good relations			<p>X</p> <p>X</p> <p>X</p>	<p><u>Project 8</u> It is not anticipated that the delivery of Project 8 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular groups of people might have on relations.</p> <p><u>Project 9</u> It is not anticipated that the delivery of Project 9 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on relations.</p>

				<p><u>Project 10</u> It is not anticipated that the delivery of Project 10 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on relations.</p>
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**Do you think that the policy impacts on people because of their sexual orientation?**

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			<p>X</p> <p>X</p> <p>X</p>	<p><u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p>
Advancing equality of opportunity	X			<p><u>Project 8</u> Due to the increased discrimination and hate crime experienced by LGBTQI+ people, being able to access</p>

	X		X	<p>services online, alongside increased access to social media through provision of devices, will support LGBTQI+ people to stay in contact with each other and their support networks, including mental health groups, and help reduce instances of social isolation and support mental health.</p> <p><u>Project 9</u> Through the removal employment barriers for people there is an opportunity for increased access to, and increased awareness of, flexible employment opportunities and reduced working hours.</p> <p><u>Project 10</u> The delivery of Project 10 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on advancing equality of opportunity.</p>
Promoting good relations			X X X	<p><u>Project 8</u> It is not anticipated that the delivery of Project 8 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular groups of people might have on relations.</p> <p><u>Project 9</u> It is not anticipated that the delivery of Project 9 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on relations.</p>

				<p><u>Project 10</u> It is not anticipated that the delivery of Project 10 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on relations.</p>
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**Do you think the policy impacts on people on the grounds of their race?**

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			<p>X</p> <p>X</p> <p>X</p>	<p><u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p>
Advancing equality of opportunity	X			<u>Project 8</u>

				<p>The provision of connectivity services in the digital and connectivity landscape should reduce barriers for wider participation, in particular for those who rely on public transportation.</p> <p><u>Project 9</u> Through the removal of employment barriers for people there is an opportunity for increased access to, and increased awareness of, flexible employment opportunities and reduced working hours.</p> <p><u>Project 10</u> Through regional and community growth of assets and their development.</p>
Promoting good race relations			<p>X</p> <p>X</p> <p>X</p>	<p><u>Project 8</u> It is not anticipated that the delivery of Project 8 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular groups of people might have on relations.</p> <p><u>Project 9</u> It is not anticipated that the delivery of Project 9 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on relations.</p> <p><u>Project 10</u> It is not anticipated that the delivery of Project 10 will have an impact on promoting good relations among and between people within this group. However, it will be</p>

				important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on relations.
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**Do you think the policy impacts on people because of their religion or belief?**

<b>Religion or belief</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X X X	<p><u>Project 8</u> The delivery of Project 8 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 8 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 9</u> The delivery of Project 9 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 9 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p> <p><u>Project 10</u> The delivery of Project 10 considers people in Scotland. Whilst it does not directly address unlawful discrimination, the delivery of Project 10 may indirectly help address and mitigate against discrimination, harassment and victimisation of people within this protected characteristic.</p>
Advancing equality of opportunity			X X X	<p><u>Project 8</u> The delivery of Project 8 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular groups of people might have on advancing equality of opportunity.</p>

				<p><u>Project 9</u> The delivery of Project 9 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on advancing equality of opportunity.</p> <p><u>Project 10</u> The delivery of Project 10 is not anticipated to advance equality of opportunity for this protected characteristic. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on advancing equality of opportunity.</p>
Promoting good relations			<p>X</p> <p>X</p> <p>X</p>	<p><u>Project 8</u> It is not anticipated that the delivery of Project 8 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 8 towards particular groups of people might have on relations.</p> <p><u>Project 9</u> It is not anticipated that the delivery of Project 9 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 9 towards particular groups of people might have on relations.</p> <p><u>Project 10</u></p>

				It is not anticipated that the delivery of Project 10 will have an impact on promoting good relations among and between people within this group. However, it will be important to monitor the impact that targeting certain actions in Project 10 towards particular groups of people might have on relations.
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**Do you think the policy impacts on people because of their marriage or civil partnership?**

<b>Marriage and Civil Partnership<sup>7</sup></b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			<b>X</b>	This has not been considered as part of this EQIA.

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<sup>7</sup> In respect of this protected characteristic, a body subject to the Public Sector Equality Duty (which includes Scottish Government) only needs to comply with the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment within the Scottish Government does not require assessment against the protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to work, for example HR policies and practices.

**Stage 4: Decision making and monitoring**

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

<p>Have positive or negative impacts been identified for any of the equality groups?</p>	<p><u>Project 8</u> Positive – it was found that improvements to Scotland’s infrastructure could have positive impacts for many, including those with the protected characteristics of age and disability, through improving accessibility to both digital and transport connectivity.</p> <p><u>Project 9</u> Positive – it was found that improvements to productivity and alterations in how work is carried out in Scotland would benefit various groups by improving accessibility and general equality for many.</p> <p><u>Project 10</u> Positive – it was found that realising Scotland’s regional and community assets would offer benefits to various groups by improving general equality, including to those protected characteristics currently disadvantaged by location.</p> <p><u>NSET Programme 3</u> Following consideration of each project within Programme 3 individually, it has been deemed that Programme 3 as a whole will support the advancement of many protected characteristics through its overall aim of regional and productivity growth across Scotland. Going forward, a more holistic approach will be taken to ensure that as Programme 3 is further developed its actions continue this positive trend.</p>
<p>Is the policy directly or indirectly discriminatory under the Equality Act 2010<sup>8</sup>?</p>	<p>All projects within Programme 3 of the NSET have been deemed non-discriminatory, with impacts being seen as largely neutral or positive.</p>
<p>If the policy is indirectly discriminatory, how is it justified under the relevant legislation?</p>	<p>N/A</p>
<p>If not justified, what mitigating action will be undertaken?</p>	<p>N/A</p>

<sup>8</sup> See EQIA – Setting the Scene for further information on the legislation.

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

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

This EQIA has made clear that the actions currently outlined within Programme 3 of the NSET will be unlikely to negatively impact upon people with protected characteristics. Where impact has been identified, for example in areas such as connectivity (both transport and digital), it is likely to be positive through improving accessibility for many.

Many of the initiatives currently being undertaken in Programme 3 of the NSET remain in the design phase, and as such further EQIAs will be carried out on a more focused level to ensure that the Programme as a whole offers the greatest positive impact for individuals with protected characteristics.

As the Programme expands over the NSET's lifecycle, this EQIA will require further consideration and efforts will be made to assure that the Programme Delivery Board overseeing its development and allows the voices of those with protected characteristics to be heard through continued stakeholder consultation.

## Stage 5 - Authorisation of EQIA

Please confirm that:

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

Yes  No

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

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

Yes  No

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

Yes  No  Not applicable

### Declaration

**I am satisfied with the equality impact assessment that has been undertaken for Scotland's National Strategy for Economic Transformation – Programme 3: Productive Businesses and Regions and give my authorisation for the results of this assessment to be published on the Scottish Government's website.**

**Name: Colin Cook**

**Position: Director for Economic Development**

**Authorisation date: 19 October 2022**

## EQUALITY IMPACT ASSESSMENT - RESULTS

<b>Title of Policy</b>	Scotland's National Strategy for Economic Transformation – Programme 3: Productive Businesses and Regions
<b>Summary of aims and desired outcomes of Policy</b>	As part of the wider NSET, Programme 3 aims to make Scotland's businesses, industries, regions, communities and public services more productive and innovative.
<b>Directorate</b>	Directorate for Economic Development

### Executive summary

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.

In order to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations, Scottish Government has conducted the following initial Equality Impact Assessment (EQIA) to consider the potential impacts of Programme 3 of the National Strategy for Economic Transformation (NSET).

### Background

Programme 3 of the NSET aims to make Scotland's businesses, industries, regions, communities and public services more productive and innovative through the delivery of a step-change in Scotland's productivity performance, addressing regional inequalities in economic activity as well as boosting traditional and digital infrastructure. By assuring that Scotland makes the best use of the resources available by boosting productivity, addressing regional inequalities and making improvements to our infrastructure, we will be able to transition to a greener economy that is efficient as well as competitive globally.

To achieve this, the Programme 3 is comprised of 3 projects across a broad policy landscape. These are<sup>9</sup>:

- **Project 8:** Improve Connectivity Infrastructure and Digital Adoption Across the Economy;
- **Project 9:** Upskill Business and Public Sector Leaders, Pioneering New Approaches to Driving Productivity Improvements;
- **Project 10:** Realise the Potential of the Different Economic and Community Assets and Strengths of Scotland's Regions.

<sup>9</sup> A full breakdown of every action within each project across Programme 3 can be accessed [here](#).

To ensure that Programme 3 meets its aims, the Scottish Government has established a Programme Delivery Board to further develop the Programme's Delivery Plan and monitor its progress. The board is chaired by Monica Patterson, Chief Executive Officer of East Lothian Council and economy lead for SOLACE<sup>10</sup>, with membership drawn from a range of key stakeholders and partners.

## **The Scope of the EQIA**

In order to determine the potential equalities impact of Programme 3 of the NSET, this EQIA was carried out at a project and action level. Building upon the equality assessments carried out for the NSET as a whole, an audit of considerations taken at an action level was undertaken, alongside a review of equality issues using the Scottish Government's Equality Evidence Finder.

## **Key Findings**

All projects within Programme 3 of the NSET have been impact assessed and our evidence shows<sup>11</sup> that impacts are largely neutral or positive. However, due to the current lack of data available on a regional basis, it has been noted that more detailed analysis will be required going forward. On that basis, all EQIAs will be kept under close review to ensure the requirements of the PSED are met.

The following has been found through undertaking this EQIA process:

- Project 8, through improvements to transport and digital connectivity, offers a positive impact for older and younger people reliant upon public transportation;
- Project 9, through improvements to productivity, offers those such as the elderly and those with caring responsibilities the opportunity to work in a manner more suited to their lifestyles;
- Project 10, through improvements to Scotland's regions and communities, offers a positive impact for those disadvantaged by location.

### Project 8

This project may particularly positively affect elderly, young people and disabled people as they are more reliant on public transport due to their mobility issues and wider socio-economic factors.

It may help advance equality of opportunity by improving accessibility to both digital and transport connectivity which will, in turn, see the removal of barriers that prevent wider participation.

Existing EQIA for digital connectivity shows there is a recognised risk that digital systems, whilst beneficial to the majority, may not be as accessible to all and in particular to older people who are less likely to use the internet. We will therefore take steps to ensure that our digital and IT investments leave no one behind,

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<sup>10</sup> The Society of Local Authority Chief Executives and Senior Managers.

<sup>11</sup> For example please see the EQIA for the [Strategic Transport Projects Review 2 | Transport Scotland](#)

irrespective of their level of comfort and knowledge with IT and digital communications.

#### Project 9

This project may particularly positively affect elderly, young people, disabled people and those with caring responsibilities.

It may help advance equality of opportunity by improving productivity and promoting alterations in how work is carried out in Scotland which, in turn, will increase accessibility through opening up the labour market to fit around wider individual requirements.

Going forward, this Project will assure that all developments to Scotland's labour market are carried out in a manner that benefits all by making it more accessible.

#### Project 10

This project may particularly positively impact those who are disadvantaged by location, including minority ethnic households that are more likely than others to live in the most deprived areas of Scotland.

It may help advance equality of opportunity by realising Scotland's regional and community assets and offer community growth which should provide wider benefit to those living within those areas.

Going forward, this Project will assure that greater consideration is given to how regional growth directly and indirectly impacts upon people with protected characteristics, and will engage with Scotland's regional partners and wider stakeholders to achieve this.

### **Recommendations and Conclusion**

This EQIA concludes it is unlikely that the actions in Programme 3 of the NSET will have a negative impact on people with protected characteristics. Where it does have impact in certain fields such as connectivity (both transport and digital) it is likely to be positive through improving accessibility for many. Steps will also be taken to ensure that any potential negative impacts – such as those noted above in terms of access to and use of technology for certain groups – are identified and mitigated against.

Many of the initiatives currently being undertaken in Programme 3 of the NSET remain in the design phase, as such further EQIAs will be carried out on a more focused level to assure that the Programme 3 as a whole offers the greatest positive impact for individuals with protected characteristics.

As the Programme 3 expands over the NSET's lifecycle, this EQIA will require further consideration and efforts will be made to assure that the Programme Delivery Board overseeing its development allows the voices of those with protected characteristics to be heard through continued stakeholder consultation.

To deliver NSET's transformational Programmes in a way that maximises opportunities to advance equality and human rights, we are undertaking work on improving our equality evidence base. Economy analysts are contributing to the Scottish Government Equality Data Improvement Programme (EDIP)<sup>12</sup>, to improve the quality of equality data that is available to use in policy development, implementation and monitoring.

To address some of the known gaps in equality evidence, we launched the first phase of EDIP in April 2021. A written stakeholder consultation<sup>13</sup> was held from July until October 2022 on a draft plan to improve and strengthen Scotland's equality evidence base. This consultation was supplemented by stakeholder engagement workshops held throughout September 2022. The responses received from stakeholders will help shape the improvement plan, which will form the basis of Scotland's new Equality Evidence Strategy. It is anticipated that the strategy will be launched by the end of February 2023 and will run to 2025. It will help identify gaps in equality evidence and improve our equality evidence base.

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<sup>12</sup> [Equality Data Improvement Programme \(EDIP\) project board - gov.scot \(www.gov.scot\)](https://www.gov.scot/projects/boards/equality-data-improvement-programme-edip)

<sup>13</sup> [Equality Evidence Strategy 2023-25 consultation - Scottish Government - Citizen Space](https://www.gov.scot/consultations/EqualityEvidenceStrategy2023-25)



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