

Disclosure (Scotland) Act 2020 - Accredited body fees and proposals for discounting in relation to the PVG Scheme consultation

**Partial Equality Impact Assessment Record
(EQIA)**

March 2024

1. Partial Equality Impact Assessment Record (EQIA)

These policies are under development. Responses to the consultation running February to May 2024 and collaboration with stakeholders through this period will inform the development of the policies, including applying that work to the EQIA. A final EQIA will be published on any policies resulting from this work.

1.1 Title of policy/ practice/ strategy/ legislation etc.

Consultation on Disclosure Scotland's fee discounting and waivers

1.2 Minister

Natalie Don MSP, Minister for Children, Young People and Keeping The Promise

1.3 Lead official

Gareth Wilks, Head of Customer Engagement, Disclosure Scotland

1.4 Officials involved in the EQIA

Policy Manager, Disclosure Scotland

Policy Support Officer, Disclosure Scotland

Customer Engagement Manager, Disclosure Scotland

Strategic Finance Lead, Disclosure Scotland

Statistician, Disclosure Scotland

1.5 Directorate: Division: Team

Children and Families: Disclosure Scotland: Disclosure Act Implementation

1.6 Is this new policy or revision to an existing policy?

New policy: Discounting in relation to people in receipt of certain benefits and care experienced young people

Revision to existing policy: Move from fee waiver to discount for volunteers in Qualifying Voluntary Organisations (QVOs)

2. Screening

2.1 Policy Aim

Disclosure Scotland charges fees for some of its functions, including disclosure certificates. There is also a longstanding fee waiver in relation to PVG disclosures for qualifying voluntary organisations. The current fees were set in 2011: basic, standard and enhanced were set at £25, PVG Scheme at £59 for a full scheme record and £18 for a short scheme record.

2011 to present is the longest period disclosure fees in Scotland have remained frozen.

The primary objective of setting fees is to bring Disclosure Scotland back to a cost-neutral position, as required by the Scottish Public Finance Manual by changing statutory fees. Charging for services helps to avoid unnecessary public expenditure and eliminate hidden subsidies.

This consultation supports the development of policy proposals which could provide more targeted support to certain groups of customers who may be less able to pay the full fee as we move towards a cost recovery position.

The Scottish Government is acutely aware that any change in charging of fees will most significantly affect people already at or at risk of inequality of outcome through socio-economic disadvantage.

The policy options contribute to the following National Outcomes:

- Children and Young People: We grow up loved, safe and respected so that they realise their full potential.
- Communities: We live in communities that are inclusive, empowered, resilient and safe.
- Poverty: We tackle poverty by sharing opportunities, wealth and power more equally.

2.2 Who will it affect?

The policy proposals included in the consultation primarily affect PVG scheme members. These are people doing regulated roles with children or protected adults. There are estimated to be around 800,000 active scheme members in Scotland. The new policies in relation to discounting for people in receipt of certain benefits and care experienced young people are currently estimated to impact at most 150,000 scheme members.

The revised policy in relation to volunteers in Qualifying Voluntary Organisations (QVOs) would affect any existing volunteers and those newly looking to volunteer in regulated roles. The eligibility for volunteering with QVOs includes roles ranging from providing entertainment to children in hospital to volunteer sports coaches. Around 19% of PVG scheme members join through QVOs, however, some are also in or move into paid employment.

2.3 What might prevent the desired outcomes being achieved?

There are significant budgetary pressures across the public sector, Disclosure Scotland's position is no different. Having absorbed inflationary costs for a number of years, we do not come in at a cost recovery position, requiring significant additional funding from the Scottish Government Budget. Best practice is to charge fees for government services at cost recovery.

Any path to cost recovery would require increasing fees. For many customers, this is not welcome but would nonetheless remain affordable. However for many people on no or low income, facing additional barriers to entry to work such as an increased fee, would prevent them from applying for and taking on work in areas where we often see significant pressures, including social care and child care roles.

3. Stage 1: Framing

3.1 Results of framing exercise

Anyone applying for a disclosure must pay the fee for that service. Disclosure Scotland does not stipulate where that payment comes from so we have anecdotal evidence of a widespread practice amongst employers of either covering the fee or covering the up front cost and recovering it through payroll.

Disclosure Scotland does not gather equality data, however, information on age of disclosure applicants is available as date of birth is required in making a disclosure application. Other evidence has either been gathered through stakeholder engagement, past consultation or Scottish Government and third party research.

It was noted in the framing exercise that Disclosure Scotland has very limited evidence on the potential impact, negative or positive, on different groups of introducing a discount for people in receipt of certain benefits and formal consultation and further stakeholder engagement would be of particular benefit in developing that proposal.

3.2 Extent/Level of EQIA required

Further work is required, particularly in relation to proposals to introduce a discounted fee for volunteers in QVOs and a discounted fee for people in receipt of certain benefits, to establish the extent of the impact around protected characteristics and what mitigations could be put in place.

A consultation is to be run from February to May 2024 to help gather further evidence to inform policy development. Disclosure Scotland is also running a number of in person and virtual engagement sessions to encourage engagement and gather further views from targeted stakeholder groups.

4. Stage 2: Data and evidence gathering, involvement and consultation

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

Characteristic ¹	Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
Age	<p>Disclosure Scotland does not gather equality information as part of its application process. However, the current total membership of the PVG Scheme is 1,600,597, with the working age breakdown:</p> <ul style="list-style-type: none"> • 9,949 16-17 year olds • 138,648 18-24 year olds • 340,286 25-34 year olds • 313,304 35-44 year olds • 292,419 45-54 year olds • 290,741 55-64 year olds • 160,309 65-74 year olds <p>It is important to note that the active size of the PVG Scheme has been artificially inflated by scheme members not leaving when they cease to do regulated work. It is estimated that 850,000 scheme members are actively participating in regulated work.</p> <p>16-24 year olds have been consistently more likely to be in relative poverty compared to older adults. In 2019-22, 36% of people in households with household heads aged 16-24 were in relative poverty after housing costs (160,000 people each year). In comparison, the age groups 25-34, 35-44, 45-54 and 55-64 all had similar, lower</p>	<p>Disclosure Scotland system report</p> <p>Poverty and Income Inequality in Scotland 2019-22 (data.gov.scot)</p> <p>Economy strategy - gov.scot (www.gov.scot)</p> <p>Labour market statistics - gov.scot (www.gov.scot)</p> <p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot</p>	<p>It is currently unknown what age breakdowns of people in receipt of the identified benefits are and the likelihood against PVG scheme membership. Work is ongoing to identify routes to sound estimates.</p> <p>Further investigation of Disclosure Scotland's systems required to establish whether any age groups benefit from the QVO fee waiver at a higher rate.</p>

¹ Refer to Definitions of Protected Characteristics document for information on the characteristics

	<p>poverty rates between 17% and 22%. Pensioner households were similarly less likely than the youngest households to be in poverty.</p> <p>People aged 35-59 were the most likely to say they had undertaken any kind of volunteering in 2022. 49% of those asked in the Scottish Household Survey 2022 in this age group had volunteered, compared with 43% of respondents aged 16-34 and 44% of those aged 60 or over.</p> <p>The formal volunteering rate, which is most relevant to regulated roles and the PVG Scheme, was similar between age groups, with roughly 1 in 5 respondents of all age groups saying they had volunteered in the last 12 months. The types of volunteering that different age groups undertook varied more widely, however. For example, younger volunteers (aged 16-34 and 35-59) were more likely than older volunteers (aged 60 or over) to support organisations working with children's education and schools, youth or children's activities outside school, or engaging in physical activities, sport and exercise. Due to the proximity to schools and children, these volunteering roles are more likely to require PVG scheme membership.</p>	<p>www.gov.scot)</p> <p>Scottish Household Survey 2022: Key Findings - gov.scot (www.gov.scot)</p>	
Disability	<p>Disclosure Scotland does not gather equality information as part of its application process.</p> <p>Poverty rates remain higher for households in which someone is disabled compared to those where no-one is disabled. In 2016-19, the poverty rate after</p>	<p>Poverty and Income Inequality in Scotland 2017-20 - gov.scot (www.gov.scot)</p>	<p>Work is ongoing to establish whether an estimate can be made of people in receipt of disability-</p>

	<p>housing costs for people in households with a disabled household member was 23%. This compares with 17% of people in a household with no disabled household members who were in poverty.</p> <p>In 2019, the disability pay gap was 16.2%, and in the period January to December 2022, the disability employment gap was 31.9%. The employment gap was wider for men compared to women (35.9% and 28.2% respectively), and was wider for white groups compared to racialised minority groups (32.8% and 22.9% respectively).</p> <p>In 2020, an estimated 12.2% of Scotland's 14,458 looked after children were recorded as having a disability. This is higher than the overall proportion of children with a disability (10%).</p> <p>School leavers with additional support needs in 2019/20, continue to be less likely to enter positive destinations on leaving school, with 87.2 per cent in positive follow-up destinations compared to 94.9 per cent for those with no additional support needs.</p>	<p>Poverty and Income Inequality in Scotland 2016-19</p> <p>Work-and-Wellbeing-Discussion-Paper-1.pdf (d1ssu070pg2v9i.cloudfront.net)</p> <p>Coronavirus (COVID-19): impact on equality (research) - gov.scot (www.gov.scot)</p> <p>Children's Social Work Statistics Scotland 2019/2020</p> <p>Scottish Health Survey 2017</p> <p>Summary Statistics for Follow-up Leaver Destinations, No.3: 2021 Edition</p>	<p>related benefits who may be likely to be making job applications for roles requiring PVG scheme membership. It is noted it may not be possible to come to a reliable estimate based on available statistics.</p>
<p>Sex</p>	<p>Disclosure Scotland does not gather equality information as part of its application process.</p> <p>In 2021, 1,277,500 women aged 16 years and over were estimated to be in employment in Scotland. The employment rate (16 to 64 year olds) for women was estimated at 70.7%.</p>	<p>Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2018</p>	<p>Work is ongoing to establish whether an estimate can be made of the gender split of people in receipt of identified</p>

	<p>1,324,300 men aged 16 years and over were estimated to be in employment in 2021. The employment rate (16 to 64 year olds) for men was estimated at 75.8% in 2021.</p> <p>The gender employment gap was 5.1 percentage points in 2021.</p> <p>In 2018, 16.3% of men in employment worked in the public sector compared to 35.4% of women. Almost half of women in Scotland (47.4%) work in the public administration, education and health sector. The latter two areas are more likely to require PVG scheme membership than other roles.</p> <p>Men and women were equally likely to undertake formal volunteering in the past year. This is the type of volunteering most likely to attract PVG scheme membership.</p> <p>Women (and particularly racially minoritised women) are more likely to be in insecure work and are overrepresented in sectors referred to as the 5 Cs of cashiering (retail), care, catering, cleaning and clerical. These sectors have historically low pay, low progression and low status but can provide more flexibility to allow women to undertake caring responsibilities. Again, care roles are more likely to require PVG scheme membership.</p>	<p>Sex - Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p> <p>8. Volunteering - Scottish Household Survey 2022: Key Findings - gov.scot (www.gov.scot)</p> <p>Gender Pay Gap Action Plan: Analytical Annex (www.gov.scot)</p> <p>Fair Work Action Plan 2022 and Anti-Racist Employment Strategy 2022: equality impact assessment - gov.scot (www.gov.scot)</p>	<p>benefits who may be likely to be making job applications for roles requiring PVG scheme membership. It is noted it may not be possible to come to a reliable estimate based on available statistics.</p>
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Pregnancy and maternity	<p>Disclosure Scotland does not gather equality information as part of its application process.</p> <p>Disclosure Scotland has not found any relevant evidence regarding this characteristic in relation to these proposals.</p>		
Gender reassignment	<p>Disclosure Scotland does not gather equality information as part of its application process.</p> <p>Disclosure Scotland has not found any relevant evidence regarding this characteristic in relation to these proposals.</p>		
Sexual orientation	<p>Disclosure Scotland does not gather equality information as part of its application process.</p>		

	<p>Disclosure Scotland has not found any relevant evidence regarding this characteristic in relation to these proposals.</p>		
Race	<p>Disclosure Scotland does not gather equality information as part of its application process.</p> <p>In 2015-20, people from non-white minority ethnic groups were more likely to be in relative poverty after housing costs compared to those from “White – British” and “White – Other” groups:</p> <ul style="list-style-type: none"> • 38% of people from 'Mixed, Black, Black British and Other' ethnic groups groups, and 39% of 'Asian or Asian British' ethnic groups were in relative poverty after housing costs. • In comparison 18% of 'White - British' people were in relative poverty. <p>Respondents to the Scottish Household Survey are asked questions about their ethnicity in the labour force survey interview. "Minority Ethnic" describes all ethnic groups excluding those who answered "White" to the first question.</p> <p>The minority ethnic group aged 16 to 64 has consistently had a lower employment rate than the white group. The employment rate for the minority ethnic group aged 16 to 64 was estimated at 62.1% in 2021. This is significantly lower than the rate for the white group (73.9%). Therefore, the ethnicity employment rate gap was</p>	<p>Poverty and Income Inequality in Scotland 2017-20 - gov.scot (www.gov.scot)</p> <p>Regional Employment Patterns in Scotland: Annual Population Survey 2018 (www.gov.scot)</p> <p>Ethnicity - Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p> <p>8. Volunteering - Scottish Household Survey 2022: Key Findings - gov.scot</p>	<p>As with other protected characteristics, though evidence has been found relating to poverty rates, it has been difficult to apply these to the intersection between receiving benefits or care experience and likelihood of making a PVG application.</p>

	<p>estimated at 11.7 percentage points.</p> <p>‘White: Scottish’ adults were more likely to have done any type of volunteering in comparison to minority ethnic adults (by a difference of 13 percentage points). All ethnic groups were active in organisations focussed on the local community and neighbourhood. Additionally, minority ethnic respondents were the mostly likely of all ethnicities to volunteer in organisations focussed on religion and belief.</p>	<p>www.gov.scot)</p> <p>Labour market statistics - gov.scot (www.gov.scot)</p>	
Religion or belief	<p>Disclosure Scotland does not gather equality information as part of its application process.</p> <p>There is some evidence on relative poverty rates after housing costs for those of different faiths: in 2015-20, these rates were higher for Muslims (52%, compared to 18% for adults overall, between 15% and 19% for Christian denominations and 21% for people of other religions).</p> <p>On 31st July 2020, of the estimated 14,458 children who were looked after in Scotland, 11.8% were recorded as having a religion, while 26.1 per cent had no religion. However, the majority of children, 62.1%, had an unknown religion.</p>	<p>Poverty and Income Inequality in Scotland 2017-20 - gov.scot (www.gov.scot)</p> <p>Children's Social Work Statistics Scotland 2019/2020</p>	<p>As with other protected characteristics, though evidence has been found relating to poverty rates, it has been difficult to apply these to the intersection between receiving benefits or care experience and likelihood of making a PVG application.</p>

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

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

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

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity	Positive			There is some evidence that people aged 16-24 are more likely to be living in poverty. Proposals to reduce the fee for some people in this position will help remove a barrier to young people getting into employment.
Promoting good relations among and between different age groups			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal

				consultation and further statistical work.
Advancing equality of opportunity	Positive			There is some evidence that people living in a household where one member is disabled are more likely to be living in poverty. Proposals to reduce the fee for some people in this position will help remove a barrier to young people getting into employment. Proposals also cover some people in receipt of certain disability related benefits.
Promoting good relations among and between disabled and non-disabled people			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

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			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity	Positive			There is some evidence that women are more likely than men to be in lower paid caring roles which are also more likely to require PVG scheme membership. Proposals to reduce barriers for low income women, disabled women and care experienced women help in relation to this element.

Promoting good relations between men and women			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
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Do you think that the policy impacts on women because of pregnancy and maternity?

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Promoting good relations			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

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			None	No evidence has been found to suggest these proposals make an impact in this respect.

				Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Promoting good relations			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

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

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Promoting good relations			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

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

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity	Positive			There is some evidence that people from non-white minority ethnic groups are more likely to be living in poverty. Proposals to reduce the fee for some people in this position will help remove a barrier to getting into employment.
Promoting good race relations			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

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

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.
Advancing equality of opportunity			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal

				consultation and further statistical work.
Promoting good relations			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

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

Marriage and Civil Partnership²	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			None	No evidence has been found to suggest these proposals make an impact in this respect. Evidence gathering is ongoing as part of formal consultation and further statistical work.

² 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.

6. Stage 4: Decision making and monitoring

6.1 Identifying and establishing any required mitigating action

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

Have positive or negative impacts been identified for any of the equality groups?	<p>Moving to a fee discount from a fee waiver in relation to volunteers in qualifying voluntary organisations will have a negative impact on volunteers, however, evidence does not show that it has a higher or specific negative impact on any equality groups. There is conflicting evidence on what age groups are more likely to be volunteering in specific scenarios.</p> <p>Marginal positive impacts have been identified for some equality groups as a result of policy development targeted at addressing socio-economic disadvantage and a history of care-experience.</p> <p>Disclosure Scotland will continue to assess views and new evidence as we collaborate with stakeholders on the next steps of policy development.</p>
Is the policy directly or indirectly discriminatory under the Equality Act 2010 ³ ?	It is neither directly or indirectly discriminatory.
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	N/A
If not justified, what mitigating action will be undertaken?	N/A

6.2 Describing how Equality Impact analysis has shaped the policy making process

³ See EQIA – Setting the Scene for further information on the legislation.

At this point in policy development, the equality impact analysis has had a limited impact on the policy development. This record must be read alongside the partial Children's Rights and Wellbeing Impact Assessment and Fairer Scotland Duty assessment summary to understand how impact assessment and evidence gathering has shaped development of policy options to this point.

We anticipate further development of the policies from collaboration with stakeholders and consultation will result in further equality analysis and making any required changes to the policy as proposed. We will use existing stakeholder networks and promotion through colleagues working with equality partners to encourage engagement. Disclosure Scotland is also holding a number of public events alongside the formal consultation to encourage direct engagement and capture views.

6.3 Monitoring and Review

These policies remain in development. Upon completion of the final EQIA for the policy, we will complete a monitoring and review plan including establishing routes to measure progress on equality issues.

7. 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 partial equality impact assessment that has been undertaken for the development of policies on fee waiver and discounting for volunteers with QVOs, discounting in relation to people in receipt of certain benefits and care experienced young people and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name: Gerard Hart

Position: Chief Executive, Disclosure Scotland

Authorisation date: 1 February 2024



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