

A Warm Scots Future

Equality Impact Assessment Record

EQUALITY IMPACT ASSESSMENT RECORD

Title of policy/ practice/ policy position paper/ legislation etc.

A Warm Scottish Future - Ukraine Strategic Policy Position Paper

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Is this new policy or revision to an existing policy?

This is a policy position paper that will outline the direction of the Scottish Government's approach to supporting displaced people from Ukraine in Scotland. This policy position paper will follow the initial response laid out through the Warm Scots Welcome and Scottish Super Sponsor Scheme programme.

Screening

Policy Aim

Upon Russia's illegal invasion of Ukraine, the Scottish Government stood in solidarity with Ukraine and committed to supporting those seeking sanctuary. While our Warm Scots Welcome programme focused on the welcome accommodation and the immediate needs of displaced people from Ukraine, it is clear that a move towards a longer-term and more sustainable response is required.

A Warm Scots Future sets out the policy direction for the next phase of Scotland's response to the humanitarian crisis created by Russia's illegal war against Ukraine. This will help the Scottish Government and our partners transition from an emergency response to a long term and holistic approach that supports the integration of displaced people from Ukraine, in alignment with the New Scots refugee integration strategy.

Five overarching strategic priorities have been identified to guide this next phase of Scotland's Ukraine response:

1. A trauma informed, holistic and rights-based approach to long-term integration, in line with the New Scots refugee integration strategy
2. Reduce reliance on welcome accommodation
3. Boost long-term settled housing that leaves a legacy for Scotland
4. Pursue clarity on routes to settlement, family reunification and repatriation
5. Continued partnership and collaboration, ensuring good governance and recognising the lived experience of displaced people from Ukraine

The Equality Act 2010 places a duty (known as the Public Sector Equality Duty, or PSED) on public authorities to have due regard to the need to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and promote good relations between people who share a protected characteristic and those who do not. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (Regulation 5) require public authorities to

assess and review policies and practices against these three needs of the PSED.

This overarching EQIA aims to look at the next phase of Scotland's Ukraine response through a holistic lens to explore how the Scottish Government's direction, as set out in the policy position paper, may impact on people with protected characteristics.

In developing the Warm Scots Future policy position paper, the Scottish Government is mindful of the three needs of the PSED. Where any negative impacts have been identified, we have sought to mitigate or eliminate these. We are also mindful that the equality duty is not just about preventing or mitigating negative impacts, as we also have a positive duty to advance equality.

Who will it affect?

The strategic priorities outlined in this paper will have an impact on displaced people from Ukraine who have already arrived or plan to move to Scotland under the super sponsor scheme and other visa routes. It will also affect the communities in Scotland in which displaced people from Ukraine reside, including local services, businesses, employers and members of the public.

What might prevent the desired outcomes being achieved?

The breadth of the Warm Scots Future is wide ranging as it follows the immediate response to assist Ukrainians fleeing war. We therefore recognise there are a number of challenges that may prevent desired outcomes from being achieved – challenges which may also be shared by the wider Scottish population, refugees and asylum seekers, not just displaced people from Ukraine.

The financial landscape

These challenges are exacerbated by the financial landscape within which the Scottish Government and partners are operating. Although funding is not within scope of the policy position paper, there have been significant cuts to the resettlement tariff funding local authorities receive from the UK government to provide vital integration support for people displaced from Ukraine.

Availability of suitable housing

The pressure on current housing stock is a significant obstacle to supporting displaced people from Ukraine in transitioning from welcome accommodation to long term, settled accommodation.

Recognition of skills and qualifications

In terms of employability, there may be challenges in ensuring that people's skills and qualifications are recognised to allow displaced people from Ukraine to enter into employment and higher education.

English as a Second or Other Language resources

Similarly, access to ESOL resources may be an obstacle for Ukrainians who are unable to read, write or speak in English. This may hinder their ability to integrate into communities; for example, by limiting employment and learning opportunities, and preventing full understanding of their access to rights and entitlements.

Immigration as a reserved matter

As immigration is a reserved matter, the Scottish Government has no competence to extend visa duration or provide clarity on what will happen in the period after expiry of visas. The course of action taken by the UK Government in relation to visa matters may prevent desired outcomes from being achieved.

Stage 1: Framing

Results of framing exercise

Qualitative evidence

This is a high level policy position paper that sets the strategic direction of Scotland's Ukraine response rather than setting out specific actions to be taken forward. However, this EQIA will consider the impact that the policy position could have on protected characteristics as set out in the Equality Act 2010.

The EQIA is informed by the stakeholder engagement undertaken in the drafting of the paper. This has involved both internal and external stakeholders. Internal stakeholders include Scottish Government colleagues across the Ukrainian Resettlement Directorate and wider Scottish Government with policy expertise in Safeguarding, Housing, Homelessness, New Scots, Refugee and Asylum Integration and Migration. Analytical colleagues from the Performance, Delivery and Resilience Directorate, as well as colleagues with expertise in user research in the Digital Directorate, have also provided input.

External stakeholders includes Scottish Local Authorities, third sector organisations and charities including the Scottish Refugee Council (SRC), the Ukrainian Consul in Edinburgh, and the Ukraine Stakeholder Reference Group which is co-Chaired by Scottish Ministers, COSLA and SRC. These stakeholders possess lived experience representation of displaced people from Ukraine. The paper has also been presented to the Scottish Government Safeguarding group which includes external stakeholders consisting of numerous local authorities, COSLA, SRC, Police Scotland, the Coalition of Care and Support Providers in Scotland, Disclosure Scotland, Survivors of Human Trafficking in Scotland, Social Work Scotland and representatives from the Scottish Government's Safeguarding, Child Protection and Adult Support and Protection units. These stakeholders collectively offer a significant insight into the experiences of displaced people from Ukraine.

The paper has also been developed with consideration of the evidence provided by the Ukrainian Consul at a number of Parliamentary Committee meetings. This has provided lived-experience insight into the issues faced by those displaced from Ukraine in Scotland. The Consul raised examples of displaced people being unable to access nurseries and schools within their communities, issues with accessing healthcare, lack of access to ESOL, housing issues and employability barriers.

Quantitative evidence

In addition to this qualitative evidence, quantitative data and evidence used for this assessment is outlined below.

Visa data is published weekly on the UK Government's website: [Visa data by country, upper and lower tier local authority](#). In addition, Home Office and Department for Levelling Up, Housing and Communities (DLUHC) publish visa data by age and sex of applicant for England, Scotland, Wales and Northern Ireland every quarter. Moreover, analysis of Ukrainian nationals entering employment in the UK by age, gender and region has been released by DLUHC and HM Revenue & Customs (HMRC): [Analysis of Ukrainian nationals entering employment in the UK](#).

Office for National Statistics (ONS) have released experimental statistics on [sponsors' experiences of Ukraine Sponsorship Scheme](#). These cover hosting arrangements, sponsor characteristics, support provided, sponsor intentions and challenges. ONS have also published experimental statistics on [experiences of visa holders entering the UK under the Ukraine Humanitarian Schemes](#) to fill knowledge gaps on priority areas, and how best to support displaced people from Ukraine in the UK.

The Scottish Government also publishes a regular quarterly release of experimental [statistics on Ukraine Sponsorship Scheme in Scotland \(this was a monthly release until July 2023 but is now published quarterly\)](#).

Scottish Government analysts are working closely with the Home Office, the Department for Levelling Up, Housing and Communities (DLUHC) and Scottish local authorities to continue trustworthy, quality and valuable release of data.

In respect of the wider contribution of displaced people from Ukraine in Scotland, the Scottish Government's Office of the Chief Economic Adviser published a discussion paper called [Ukrainian displaced people - economic impact of migration](#) which provides an overview of the characteristics and lived experiences of Ukrainian displaced people seeking employment in Scotland, and contains illustrative modelling of the long term contribution that they could make to the Scottish economy.

Specifically, the Warm Scots Future policy position paper outlines the strategic priorities for the medium to long-term response that aims to support the integration of displaced Ukrainian people in Scotland for as long as they wish to remain here. This will involve ensuring that access to housing, employment, education and health services are available to all when implementing policies as a result of this paper.

Extent/Level of EQIA required

This is a high-level, overarching EQIA that should be used as a tool when implementing future policy actions in line with the strategic aims outlined in the paper. It should be noted that EQIAs will be undertaken separately to understand the impact and assess future policies developed as a result of this paper. This document, and the evidence included, sets a framework for conducting EQIAs in future, to ensure that equality and human rights considerations continue to shape the implementation of Ukraine policies and programmes.

The EQIAs that are to be developed will seek to build on the evidence in this impact assessment, including through engagement with stakeholders and people with lived experience. It will also be essential to review and update EQIAs as policies are implemented and additional data are gathered, so that the potential impacts of policies and actions on people with protected characteristics – both positive and negative – can be fully explored and appropriate mitigating activity taken.

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.

Protected Characteristic: AGE

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Age Demographics – Homes for Ukraine Sponsorship Scheme</p> <p>The highest proportion of both male (70%) and female (78%) applicants has been in the '18 to 64' age group, for those with a Scottish sponsor (individual and Scottish Government) since March 2022. Please note that age and sex demographics are extracted from the visa application form, and will reflect the individual's travel documentation and their age when first arriving to the UK under the Ukraine Sponsorship Scheme.</p> <p>Up to 30 September 2023, 23% of displaced people from Ukraine who arrived in the UK on a visa with a Scottish sponsor (Scottish Government and Individual) were aged under 18, 74% were aged 18-64 and 3% were aged 65 and over.</p> <p>Between March 2022 to September 2023 across the UK, the most common age bracket for Ukrainian nationals in employment across both genders was 35-44 with 30% of individuals in this age range having been employed at some point. This is followed by those aged 25-34 with 28% of individuals having been employed.</p> <p>Across the UK, the most common age bracket for Ukrainian females in employment was 35-44 (31% of individuals) and the most common age bracket for males in employment was 25-34 (32% of individuals) between March 2022 and September 2023.</p>	<p>Homes for Ukraine Sponsorship Scheme and Ukraine Family Scheme: Visa data by age and sex of applicant - GOV.UK</p> <p>Analysis of Ukrainian nationals entering employment in the UK - GOV.UK (www.gov.uk)</p> <p>Pupils displaced from Ukraine Tableau Public</p>	<p>These demographics were published by DLUHC up to 30 September 2023.</p> <p>This is a quarterly release.</p> <p>Analysis used throughout this paper on the number of Ukrainian nationals in employment in the UK was released by DLUHC and HMRC on 23 November 2023.</p>

<p>Following a Scottish Government survey of local authorities, data indicates that as of 29 September 2023, 2,843 Ukrainian children were enrolled in primary and secondary schools across Scotland.</p>		
<p>Ukrainian Population</p> <p>According to data available on Statista website, as of 01 January 2022, out of a total population of nearly 41 million in Ukraine, the number of people younger than 18 years was approximately 7.3 million (18%). The adult population aged 18 years and older amounted to almost 33.6 million (82%), of which, 10 million (30%) were aged 60 years and older.</p>	<p>Ukraine population by age 2022 Statista</p>	
<p>Scottish Population</p> <p>Scotland's population is aging with an increasing number of people in older age groups compared with previous decades.</p> <p>In 2021, 17% of Scotland's population were aged between 0 and 15 years old, while 20% of Scotland's population were 65 years of age and older.</p> <p>The proportion of 16-64 year olds was estimated at 64% in 2021.</p>	<p>Mid-2021 Population Estimates Scotland National Records of Scotland</p>	
<p>Scottish population – age and location</p> <p>More rural council areas tend to have an older age profile. Dumfries and Galloway, and Na h-Eileanan Siar had the highest proportion of people aged 65+ at 27%, in mid-2021. These were followed by Argyll and Bute, South Ayrshire and Scottish Borders at 26% each, and Orkney and Angus at 25% each in mid-2021.</p> <p>Scotland's cities have the lowest proportion of people aged 65+. Glasgow City had the lowest proportion</p>	<p>Mid-2021 Population Estimates Scotland, NRS - Mid-2021 Population Estimates Scotland National Records of Scotland (nrscotland.gov.uk)</p>	

<p>in mid-2021, at 14%, followed by City of Edinburgh (15%) and Aberdeen City (16%).</p>		
<p>Scottish population – age and employment</p> <p>In 2021, 2,601,800 people (aged 16 and over) were estimated to be in employment in Scotland. The employment rate (16 to 64 year olds) was estimated at 73.2 per cent. This is lower than in 2019 (74.8 per cent) and below the UK rate of 74.7 per cent.</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p>	<p>Data on the number of Ukrainian nationals in employment in the UK is released by DLUHC and HMRC. Additionally, having an indication of employment statistics relating to age in Scotland can help in directing employability support.</p> <p>It is worth noting that the data provided for Scottish population cover periods prior to COVID-19 and so may not be representative of the current landscape.</p>
<p>Scottish population – age, employment and location</p> <p>In 2021, the highest employment rate estimates for 16 to 24 year olds were seen in North Lanarkshire (70.0 per cent), Renfrewshire (67.4 per cent), and Highland (65.6 per cent).</p> <p>The lowest employment rate estimates for 16 to 24 year olds were seen in Perth and Kinross (36.2 per cent), East Renfrewshire and Scottish Borders (both 39.6 per cent), and Fife (40.0 per cent).</p> <p>In 2021, the highest employment rate estimates for those aged 50 and over were seen in Aberdeen City (50.1 per cent), Na h-Eileanan Siar (46.4 per cent), and East Lothian (45.2 per cent).</p> <p>The lowest employment rate estimates for those aged 50 and over were seen in North Ayrshire (32.2 per cent), East Dunbartonshire (33.8 per cent), and Fife (34.9 per cent).</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p>	<p>Data on the number of Ukrainian nationals in employment in the UK is released by DLUHC and HMRC. Additionally, having an indication of employment statistics relating to age in different areas of Scotland can help in directing employability support.</p> <p>It is worth noting that the data provided cover periods prior to COVID-19 and so may not be representative of the current landscape.</p>

<p>The local authorities with the highest employment rate for those aged 50 years and over were: Shetland Islands (57.8 per cent), Orkney Islands (46.7 per cent) and Highland (45.8 per cent).</p>		
<p>Scottish population – age, employment and sex</p> <p>In 2021, 1,277,500 women aged 16 years and over were estimated to be in employment in Scotland. This was 23,000 lower than the number of women employed in 2019 (pre-pandemic). The employment rate (16 to 64 year olds) for women was estimated at 70.7 per cent. This was 1.1 percentage point lower than 2019 (71.7 per cent).</p> <p>1,324,300 men aged 16 years and over were estimated to be in employment in 2021, 39,100 less compared with 2019. The employment rate (16 to 64 year olds) for men was estimated to have decreased from 78.0 per cent in 2019 to 75.8 per cent in 2021. This represents a statistically significant decrease since 2019.</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p>	<p>Data on the number of Ukrainian nationals in employment in the UK is released by DLUHC and HMRC. Additionally, having an indication of employment statistics relating to age and sex in Scotland can help in directing employability support.</p>

Protected Characteristic: DISABILITY

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Disability Demographics – Homes for Ukraine Sponsorship Scheme</p> <p>Over three-quarters (76%) of respondents to the ONS survey reported their physical health as "good or very good", and 75% marked their mental health as "good or very good" between 27 April to 15 May 2023.</p> <p>Around 15% of adults reported a physical or mental health</p>	<p>Visa holders entering the UK under the Ukraine Humanitarian Schemes - Office for National Statistics (ons.gov.uk)</p> <p>Disability and post-traumatic stress symptoms in the Ukrainian General Population during the</p>	<p>ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into self-reported health of Ukrainian respondents.</p> <p>However, it is important to note that the nature of self-reporting itself is not entirely reliable, especially when evaluating mental</p>

<p>condition or illness lasting or expected to last 12 months or more.</p> <p>In comparison to the ONS results, we could refer to a survey of the Ukrainian population as a whole, conducted by their health authorities which shows a 33% prevalence of PTSD and a 54% prevalence of depression symptoms.</p> <p>Another Ukrainian survey found PTSD prevalence at 62.2% for those who left Ukraine.</p> <p>Both Ukrainian surveys rely upon clinical assessment rather than self-reporting.</p>	<p>2022 Russian Invasion - PMC (nih.gov)</p> <p>STRESS, ANXIETY AND PTSD PREVALENCE AMONG UKRAINIANS GREW DRAMATICALLY DURING THE FIRST YEAR OF RUSSIAN INVASION: RESULTS OF NATIONWIDE SURVEY (medrxiv.org)</p>	<p>wellbeing. Many displaced people from Ukraine do not wish to highlight the extent of any negative mental wellbeing issues in order to avoid appearing that they are “complaining”.</p>
<p>Scottish Population</p> <p>According to the Scottish Health Survey (2021 edition), almost half of all adults reported living with a long-term condition in 2021. A third (34%) said they had a long-term condition which limited their day-to-day activities.</p> <p>Additional costs associated with disabilities vary in level and nature, affecting drivers of poverty for this group. This can include having access to specialist foods needed to manage some disabilities.</p> <p>In December 2022, Citizens Advice Scotland published data on the impact of the cost of living crisis for people living with a disability or long term health condition which indicated that 15% have to cook specific meals and may face higher costs.</p>	<p>The Scottish Health Survey 2021 - volume 1: main report - gov.scot (www.gov.scot)</p> <p>Citizen's Advice Scotland warns of hidden cost of living crisis facing disabled Scots STV News</p>	
<p>Scottish Population – Disability and Age</p>	<p>Children's Social Work Statistics Scotland: 2021</p>	

<p>On 31 July 2022, 12,596 children were looked after in Scotland and, 696 young people in Scotland were in continuing care – up 24% on 31 July 2021.</p> <p>In 2022, the Scottish Health Survey (SHeS) 48% of the adult population reported living with a long-term health condition. Of these women more likely (52%) to report having such a condition than men (48%). 10% of adults described their general health as ‘bad’ or ‘very bad’.</p> <p>93% of children described their general health as ‘good’ or ‘very good’. 2% of children described their general health as ‘bad’ or ‘very bad’.</p>	<p>to 2022 - gov.scot (www.gov.scot)</p> <p>The Scottish Health Survey 2022 – volume 1: main report - gov.scot (www.gov.scot)</p>	
<p>A small number of displaced people from Ukraine who were interviewed had travelled with a disabled family member. Some interviewees remarked on Scotland’s inclusivity of those with additional support needs. Those who had a school-aged child had found schools to be accessible and supportive of their child’s support needs. Challenges were mentioned relating to accessing free travel for carers, timely receipt of PIP, and access to after school activities for disabled children.</p>	<p>Views expressed by hosts and guests in interviews conducted in late 2022 and early 2023 and summarised in the following document: Footnotes - People displaced from Ukraine - interviews: summary report - gov.scot (www.gov.scot)</p>	

Protected Characteristic: SEX

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Sex Demographics – Homes for Ukraine Sponsorship Scheme</p> <p>The largest proportion of the Homes for Ukraine Sponsorship Scheme (individual and SG) applications, visas issued, and arrivals were from female applicants in the period 18 March 2022 to 30 September 2023.</p> <p><u>Visa Applicants</u> Male: 42% Female: 58%</p> <p><u>Visas Issued</u> Male: 42% Female: 58%</p> <p><u>Arrivals</u> Male: 40% Female: 60%</p> <p>As of September 2023, across the UK, around 73% of Ukrainian nationals in employment were female and around 27% were male. In Scotland, the gender split is slightly narrower compared to the UK split with 66% female and 34% male as of September 2023. While the data set published covers period between March 2022 and September 2023 across the UK, some of the data for March 2022 has not been provided for Scotland to protect taxpayer confidentiality.</p> <p>Most of the interviewees from Ukraine were female. Those that had travelled alone with dependents under the age of 18 were more likely to report challenges accessing appropriate accommodation</p>	<p>Homes for Ukraine Sponsorship Scheme and Ukraine Family Scheme: Visa data by age and sex of applicant - GOV.UK</p> <p>Analysis of Ukrainian nationals entering employment in the UK - GOV.UK (www.gov.uk)</p> <p>Views expressed by hosts and guests in interviews conducted in late 2022 and early 2023 and summarised in the following document: Footnotes - People displaced from Ukraine - interviews: summary report - gov.scot (www.gov.scot)</p>	<p>These demographics were published by DLUHC up to 30 September 2022.</p> <p>In addition, analysis of Ukrainian nationals in employment in the UK was released by DLUHC and HMRC on 23 November 2023.</p>

<p>(particularly in terms of size and privacy to comfortably accommodate the family unit) and challenges accessing employment, either due to lack of childcare/lack of part time or sufficiently flexible options, or due to their level of English language proficiency, which they were finding it challenging to improve due to challenges accessing English language training due to lack of options for childcare.</p>		
<p>Sex and Age – Homes for Ukraine Sponsorship Scheme</p> <p>The highest proportion of both male (70%) and female (78%) applicants has been in the '18 to 64' age group, for those with a Scottish sponsor (individual and Scottish Government) since March 2022. 26% of male applicants were under 18 and 2% were 65 and over. 18% of female applicants were under 18 and 3% were 65 and over.</p> <p>The highest proportion of both male (70%) and female (78%) visas issued has been in the '18 to 64' age group, for those with a Scottish sponsor (individual and Scottish Government) since March 2022. 28% of males were under 18 and 2% were 65 and over. 19% of females were under 18 and 3% were 65 and over.</p> <p>The highest proportion of both male (68%) and female (78%) arrivals in the UK has been in the '18 to 64' age group, for those with a Scottish sponsor (individual and Scottish Government) since March 2022. 30% of male arrivals were under 18 and 2% were 65 and over. 18% of female</p>	<p>Homes for Ukraine Sponsorship Scheme and Ukraine Family Scheme: Visa data by age and sex of applicant - GOV.UK</p>	<p>These demographics were published by DLUHC up to 30 September 2023.</p> <p>This is intended to be a quarterly release.</p>

arrivals were under 18 and 3% were 65 and over.		
Scottish Population The estimate of Scotland's population (on 30 June 2021) is 5,479,900. Scotland had a relatively even split between sexes in 2021, with 51% women and 49% men, although this varied amongst age groups.	Mid-2021 Population Estimates Scotland Mid-2021 Population Estimates Scotland National Records of Scotland (nrscotland.gov.uk)	
Scottish Population – Sex and Age As at 30 June 2021, 64% of Scotland's population were aged 16 to 64, followed by 20% of those aged 65 and over, and 17% of those aged 0 to 15. Overall, males account for 49% of all ages of Scotland's population, whereas females account for 51%. There is a higher ratio of females to males in older ages, reflecting the longer female life expectancy. On 31st July 2022, of the estimated 12,596 children who started to be looked after in Scotland, 55 per cent were male and 45 per cent were female.	Mid-2021 Population Estimates Scotland Children's Social Work Statistics Scotland 2021-22 Supporting documents - Children's Social Work Statistics Scotland: 2021 to 2022 - gov.scot (www.gov.scot)	
Scotland's Gender Index Scores Scotland's Gender Equality Index is designed to represent gender equality numerically, with a score of one indicating no gender equality and a score of 100 indicating full gender equality. Scotland's baseline score for 2023 is 79, which indicates there is some way to go before full gender equality is reached.	Scotland's Gender Equality Index 2023 Scotland's Gender Equality Index 2023 (data.gov.scot)	

<p>Work domain: 79 Money domain: 93 Time domain: 84 Knowledge domain: 81 Power domain: 56 Health domain: 99</p>		
<p>Scottish Population – Sex and Employment</p> <p>The employment rate for men was estimated at 75.8% in 2021. The employment rate (16 to 64 year olds) for women was lower, estimated at 70.7% in 2021.</p> <p>In 2021, 1,277,500 women aged 16 years and over were estimated to be in employment in Scotland. This was 23,000 lower than the number of women employed in 2019 (pre-pandemic). The employment rate (16 to 64 year olds) for women was estimated at 70.7%. This was 1.1% lower than 2019 (71.7%).</p> <p>1,324,300 men aged 16 years and over were estimated to be in employment in 2021, 39,100 less compared with 2019. The employment rate (16 to 64 year olds) for men was estimated to have decreased from 78% in 2019 to 75.8% in 2021. This represents a statistically significant decrease since 2019.</p> <p>The gender employment gap increased from 4.7% in 2020 to 5.1% in 2021. However, the 2021 gap is smaller than the gap of 6.3% in 2019. This is the second smallest gap in the calendar series behind 2020.</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p> <p>Scotland's Labour Market Trends - March 2023 (www.gov.scot)</p>	

Protected Characteristic: SEXUAL ORIENTATION

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Demographics – Homes for Ukraine Sponsorship Scheme</p> <p>None</p>		<p>This data is not being collected</p>
<p>Scottish Population</p> <p>Around one in fifty (1.7%) adults reported their sexual orientation as gay or lesbian in 2019 Scottish Household Survey.</p> <p>According to a recent UK study by Office for National Statistics, around 5% of the Scotland's population aged 16 years and over identified as lesbian, gay, bisexual or other in 2022. Around 95% of adults self-identified as straight or heterosexual.</p>	<p>Scottish Household Survey 2019</p> <p>Sexual orientation, UK - Office for National Statistics (ons.gov.uk) Table 1b</p>	
<p>Scottish Population – Sexual Orientation and Discrimination</p> <p>In 2019 adults who identified themselves as 'gay, lesbian or bisexual' were more likely to have experienced discrimination in the previous 12 months (22%) compared to only 7% of heterosexual or straight adults in Scotland.</p> <p>LGB adults were also more likely to have experienced harassment (16 per cent) than heterosexual or straight adults (6 per cent) in Scotland.</p> <p>Additionally, as reported in 2018, 41% of trans men and trans women in the UK responding to a Stonewall survey said they had experienced a hate crime or incident because of their gender identity in the last 12 months.</p>	<p>Scottish Household Survey 2019</p> <p>Equality Evidence Finder</p> <p>Trans people in the UK (publishing.service.gov.uk)</p>	

<p>Scottish Population – Sexual Orientation and Employment</p> <p>In 2019, people who identified as 'LGB and other' were three times as likely to be unemployed compared to those who identified as 'heterosexual' (6.7% versus 2.2%). It is important to note that a higher proportion of those identifying as 'LGB and other' were in the age groups 16-24 and 25-34, which were also the age groups where unemployment was higher.</p>	<p>Scottish Surveys Core Questions 2019 - gov.scot (www.gov.scot)</p>	.
<p>Sexual Orientation and Human Rights</p> <p>Offence aggravation data indicate that in 2021-22, there were 381 convictions in Scottish courts of crime or an offence with an associated sexual orientation aggravation. The number of convictions with a sexual orientation aggravation increased by 49% between 2020-21 and 2021-22, and is 96% higher than in 2012-13 (194 convictions).</p>	<p>Criminal Proceedings in Scotland, 2021-22 - gov.scot (www.gov.scot)</p>	

Protected Characteristic: GENDER REASSIGNMENT

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Demographics – Homes for Ukraine Sponsorship Scheme</p> <p><u>None</u></p>		<p><u>This data is not being collected</u></p>
<p>Scottish Population</p> <p>GIRES estimated that between 0.6% and 1.0% of the population were trans</p>	<p>Gender Identity Research and Education Society (GIREs) – The number of</p>	

<p>As of 2011, 12,500 adults in the UK had sought medical interventions related to their gender dysphoria. The number of trans people accessing Gender Identity Clinics each year is increasing.</p>	<p>Gender Variant People in the UK (update 2011)</p>	
<p>Scottish Population – Gender Reassignment and Age</p> <p>Trans people seek medical assistance with their transition at any age. The median age reported in 2009 was 42.</p> <p>Since the Gender Recognition Act 2004 came into force, 4,910 trans people have been issued a Gender Recognition Certificate in the UK. 12% of trans respondents to the National LGBT survey who had started or completed their transition had successfully obtained one, and 7% of those who knew about them but did not have or had not applied for one said they would not be interested in obtaining one.</p>	<p>Gender Identity Research and Education Society Trans people in the UK (publishing.service.gov.uk)</p>	
<p>Gender Reassignment and Human Rights</p> <p>A 2007 survey of 71 respondents shows that:</p> <ul style="list-style-type: none"> 46% of respondents had previously experienced transphobic abuse in domestic relationships: mostly this took the form of verbal abuse but 17% experienced threatening behaviour; 11% experienced physical abuse and six percent experienced sexual abuse. 	<p>Transgender Experiences in Scotland 2008</p>	<p>More recent data would be preferable. This survey has only a small number of respondents.</p>

<ul style="list-style-type: none"> 62% of respondents stated that they had experienced transphobic harassment from strangers in public places who perceived them to be Transgender: mostly this took the form of verbal abuse but 31% experienced threatening behaviour, 17% experienced physical assault and four percent experienced sexual assault. Although 38% did not describe experiencing transphobic harassment from strangers, it must be considered that 23% of respondents stated they have never been perceived to be Transgender by any strangers. Therefore, just 15% of respondents had been perceived as Transgender by strangers on one or more occasion but never experienced any transphobic harassment. Only 15% of respondents had ever reported any transphobic harassment to the police. Of those 11 respondents, only five stated they were satisfied with the response they received from the police. 		
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Protected Characteristic: RACE

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
Demographics – Homes for Ukraine Sponsorship Scheme	Ukraine Sponsorship Scheme: Visa data by country, upper	The data collected does not directly reflect the race or ethnicity of those

<p>The eligibility criteria for the Homes for Ukraine scheme requires applicants to be a Ukrainian national, or the immediate family member of a Ukrainian national. As at 27 February 2024, there have been 26,705 arrivals to Scotland under the scheme with a Scotland based sponsor.</p>	<p>and lower tier local authority - GOV.UK (www.gov.uk)</p>	<p>arriving under the Homes for Ukraine visa scheme. No data is collected on the racial demographics of those arriving in the UK under the Homes for Ukraine Sponsorship Scheme.</p>
<p>Scottish Population</p> <p>In 2019, the largest ethnic group in Scotland was 'White Scottish' at 75.9%</p> <p>Other white ethnicities made up 19.3%, Asian (including Asian, Asian Scottish or Asian British) was 2.9%, and all other ethnic groups (including categories within the 'Mixed or Multiple Ethnic Group', 'African', 'Caribbean or Black', and 'Other Ethnic Group' sections) made up 1.8% of Scotland's population.</p> <p>In Scotland, official statistics covering 2017-22, indicate that people from non-white minority ethnic groups were more likely to be in relative poverty after housing costs compared to those from the 'White - British' and 'White - Other' groups.</p> <p>The poverty rate was 49% for the 'Asian or Asian British' ethnic groups and 48% for 'Mixed, Black or Black British and Other' ethnic groups (no population estimates available due to the small sample).The poverty rate amongst the 'White - Other' group was 23% (80,000 people) and that of the 'White British'</p>	<p>Supporting documents - Scottish Surveys Core Questions 2019</p> <p>Poverty and Inequality in Scotland – 2019-2022 Poverty and Income Inequality in Scotland 2019-22 (data.gov.scot)</p>	

group was 18% (860,000 people).		
Scottish Population – Race and Age Of the 92,182 children registered for funded Early Learning and Childcare in 2023, 9,930 (11%) were recorded as having a home language other than English, Scots, Gaelic or Sign Language. This is an increase from 10% in 2022.	Summary statistics for schools in Scotland 2023 - gov.scot (www.gov.scot)	
Scottish Population – Race and Discrimination In 2019 minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (19%) compared to white adults (7%). Minority ethnic adults were also more likely to have experienced harassment (17%) than adults from 'White' ethnic groups (6%).	Scottish Household Survey 2019 Equality Evidence Finder	
Scottish Population – Race and Employment In 2021 the employment rate for the minority ethnic population aged 16-64 was 62.1% which is lower than the white population with an employment rate of 73.9%. The minority ethnic employment gap (difference between the employment rates for white and minority ethnic people) was 11.7%, higher than the gap in 2020 (9.7%), but lower than 2019 (16.4%)	Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)	

<p>Scottish Population – Race, Employment & Sex</p> <p>In 2021, the ethnicity employment rate gap for women was estimated at 23.1%. While the gap for men was estimated at - 1.5%. A negative ethnicity employment rate gap is where the rate for the minority ethnic group is higher than the rate for the white group.</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p>	
<p>Scottish Population – Race, Employment & Age</p> <p>In 2021, the ethnicity employment rate gap was largest for those aged 16 to 24 (19.6%) followed by those aged 25 to 34 (18.9%). The gap for 35 to 49 year olds was 17.9% and the gap for those aged 50 to 64 was 8.4%.</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p>	<p>Estimates for 16 to 24 year olds are based on small sample sizes. They may be less precise and users should be cautious when quoting them.</p>
<p>Scottish Population – English Language Skills</p> <p>According to Census 2011, 93% of people aged 3 and over in Scotland reported that they used only English at home. Around 4% of people aged 3 and over reported that they used a language other than English at home. Around 98.6% of people aged 3 and over in Scotland were reported to speak English well or very well, and 1.4% of people were reported as being unable to speak English well or at all in 2011.</p>	<p>Search Scotland's Census - Area Overview - Results for 2011 (scotlandscensus.gov.uk)</p> <p>Languages Scotland's Census (scotlandscensus.gov.uk)</p>	
<p>Ukrainian Population – Spoken Languages</p> <p>The major language is Ukrainian, spoken by 67% of the population, while the second most common</p>	<p>Ukraine Population 2023 (Live) (worldpopulationreview.com)</p>	<p>ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into</p>

<p>language is Russian, spoken by 24% of the total population. The remaining 9% is comprised of various other languages.</p> <p>Homes for Ukraine Sponsorship Scheme – English Language Skills</p> <p>ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes estimated that of respondents based in Scotland:</p> <p>46% of survey respondents in Scotland considered themselves fluent or said they can speak a fair amount of English, while 51% said they can speak a little English or say just a few words.</p> <p>54% of survey respondents in Scotland said they can read and understand most things or a fair amount in English, while 40% said they can read and understand some simple sentences or some basic words and phrases in English.</p> <p>39% of survey respondents in Scotland said they can write most things or a fair amount in English, while 53% said they can write some simple sentences or basic words in English.</p> <p>A previous ONS survey, reported that three-quarters (75%) of adults felt that their overall English has significantly or moderately improved since coming to the UK.</p>	<p>Visa holders entering the UK under the Ukraine Humanitarian Schemes – Office for National Statistics (ons.gov.uk)</p> <p>Visa holders entering the UK under the Ukraine Humanitarian Schemes, summary statistics of employment and English language, Wave 3: UK, 27 April to 15 May 2023 - Office for National Statistics (ons.gov.uk)</p> <p>Visa holders entering the UK under the Ukraine Humanitarian Schemes – Outcomes Survey - Office for National Statistics (ons.gov.uk)</p>	<p>self-reported language skills.</p>
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Protected Characteristic: RELIGION OR BELIEF

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Demographics – Homes for Ukraine Sponsorship Scheme</p> <p>As per the findings reported in the ONS UK Humanitarian outcomes survey, conducted over a two week period between 27 February to 13 March 2023, 30% of all respondents to survey attended a place of worship in the last 30 days.</p>	<p>Visa holders entering the UK under the Ukraine Humanitarian Schemes – Outcomes Survey - Office for National Statistics (ons.gov.uk)</p>	<p>ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into self-reported measures. This data is not available at Scotland level.</p>
<p>Ukrainian Population</p> <p>The people in Ukraine are known to be from several religious affiliations. The most common ones include - the Kiev Patriarchy Orthodox Church, the Moscow Patriarchate Orthodox Church, the Ukrainian Greek Catholic Church, the Ukrainian Autocephalous Orthodox Church, Protestant churches, the Roman Catholic Church, Islam, and Jewish - and some other minority religions as well.</p>	<p>Ukraine Population 2022 (Live) (worldpopulationreview.com)</p>	
<p>Scottish Population</p> <p>In 2019, Christians (Church of Scotland, Roman Catholic and Other Christian) represented 42.5% of the adult population, whereas 53.7% of respondents reported no religion.</p> <p>Religious belonging in Scotland has been declining over the past decade, and this trend continued into 2019; over half of adults (56%) reported that they didn't belong to any religion, 4% more than in 2018. The</p>	<p>Scottish Surveys Core Questions 2019 - Scottish Surveys Core Questions 2019 - gov.scot (www.gov.scot)</p> <p>Scotland's People Annual Report 2019 (www.gov.scot)</p>	

<p>proportion reporting that they didn't belong to any religion a decade previously in 2009 was just 40%.</p>		
<p>Scottish Population – Religion / Belief and Discrimination</p> <p>In 2019, adults belonging to the Church of Scotland were least likely to have experienced discrimination in the previous 12 months (4%).</p> <p>In contrast, 10% of Roman Catholics, and 9% of other Christians had experienced discrimination.</p> <p>Adults belonging to religions other than Christianity were most likely to have experienced discrimination (24%).</p>	<p>Equality Evidence Finder</p>	
<p>Scottish Population – Religion / Belief and Employment</p> <p>In 2021, the highest employment rates were seen for those with no religious beliefs (74.7%) followed by Christians (72.3%), Other religion (68.7%), Hindus (68.4%), Buddhists (66.5%), and Muslims (46.5%). The employment rate for Scotland as a whole was 73.2%.</p> <p>Over the year, there were decreases in the employment rates for all religious groups except for the employment rate for Buddhists which increased 3.4% since 2019.</p>	<p>Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot (www.gov.scot)</p>	
<p>Religion / Belief and Human Rights</p>		

There were 151 convictions with the religious aggravation. The increase in convictions with a religion aggravation was 22% between 2020-21 and 2021-22, but is 44% lower than in 2012-13 (272 convictions).	Criminal Proceedings in Scotland, 2021-22 - gov.scot (www.gov.scot)	
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Protected Characteristic: PREGNANCY AND MATERNITY

Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<p>Demographics – Homes for Ukraine Sponsorship Scheme</p> <p>As per the latest findings reported in the ONS UK Humanitarian outcomes survey, conducted between 27 April – 15 May 2023, 36% of visa holders entering the UK under the Ukraine Humanitarian Schemes live with dependent children. A previous ONS survey (conducted between 27 February to 13 March) reported that, of those living with dependent children, 49% reported that their current childcare responsibilities limit their ability to take up work in the UK. Of those whose childcare responsibilities limit their ability to take up work, 78% stated that this is because they can only work part-time.</p>	<p>Visa holders entering the UK under the Ukraine Humanitarian Schemes - Office for National Statistics (ons.gov.uk)</p> <p>Visa holders entering the UK under the Ukraine Humanitarian Schemes, Outcomes Survey - Office for National Statistics (ons.gov.uk)</p>	<p>ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into self-reported household composition and dependents. This data is not available at Scotland level.</p>
<p>Scottish Population</p> <p>There were 46,959 births in Scotland in 2022 which is 2% lower than in 2021 but slightly higher than the lowest number ever recorded (46,809 in 2020).</p> <p>Scotland's total fertility rate has fallen to its lowest ever level at 1.28%, down from 1.30% last year. For a population to replace itself this rate needs to be around 2.1%.</p>	<p>Annual births, deaths, marriages and other vital events, Report (nrscotland.gov.uk)</p>	

<p>Scottish Population – Pregnancy / Maternity and Age</p> <p>Women aged 30 years and over accounted for over half (59%) of all live births in 2021.</p> <p>The age of mothers has changed over time. In the 1960s, mothers in their twenties were the most common age-groups. From the mid-1970s onwards, births to mothers in their thirties began to increase and the 30-34 age-group is now the most common. The birth rate among mothers under 20 has fallen over time and is now the age group with the lowest birth rate, but rose a little in the latest year 2022.</p> <p>In 2016, there were 4,622 pregnancies in young women aged under 20.</p> <ul style="list-style-type: none"> • 66% were in those aged 18 and 19 • 5% were in those aged under 16 <p>Of the 4,622 conceptions in young women aged under 20 in 2016, 43% ended in termination (increasing to 47% in those aged under 18 and 55% in those aged under 16), although the latest ISD statistics show that there has been a significant decline in the number of terminations in the under 20s over the last decade.</p>	<p>Key points - ScotPHO</p> <p>Annual births, deaths, marriages and other vital events, Report (nrscotland.gov.uk)</p> <p>Pregnancy and parenthood in young people: second progress report - gov.scot (www.gov.scot)</p>	
<p>Scottish Population – Pregnancy / Maternity & Socio-Economic Status</p> <p>The absolute gap in teenage pregnancy rates between the most and least deprived is narrowing. Rates of pregnancy have reduced across all levels</p>	<p>Pregnancy and parenthood in young people: second progress report - gov.scot (www.gov.scot)</p>	

<p>of deprivation in recent years, with those in the most deprived areas falling more.</p> <p>However, those living in areas of highest deprivation still have pregnancy rates five times higher than those in the least deprived.</p>		
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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	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	None	The aims of this policy position paper are far reaching but are generally intended to foster integration of displaced people from Ukraine in Scotland. So far evidence does not suggest that the policy position paper will have an effect on eliminating unlawful discrimination, harassment and victimisation in relation to the protected characteristic of age.
Advancing equality of opportunity	Positive	<p>The overall aim of the paper is to provide context for future policy actions which foster integration for displaced Ukrainians by advancing equality of opportunities. Improving access to long term housing, healthcare, education and employment will advance opportunities for all displaced people from Ukraine who remain in Scotland for the medium to longer term.</p> <p>Ukrainians have a younger age profile than the Scottish population as a whole and so children and young people are especially likely to benefit from positive approaches in the paper.</p>

		The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.
Promoting good relations among and between different age groups	Positive	The paper has the potential to promote good relations between different age groups through community engagement. Proper community integration should promote good relations between displaced people and local communities across all ages.

Do you think that the policy impacts disabled people?

Disability	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	None	Our data on this subject is very limited, but there is no evidence to suggest that the paper will influence eliminating unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	Positive	<p>The needs of disabled people will be considered in developing the actions required to support delivery of the priorities set out in this policy position paper.</p> <p>This is particularly important in relation to options for housing as well as health, education and employment.</p> <p>The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.</p>
Promoting good relations among and between disabled and non-disabled people	None	The policy position paper has the potential to promote good relations between disabled and non-disabled people through community integration and engagement.

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

Sex	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination	None	So far evidence does not suggest that the policy position paper will have an effect on eliminating unlawful discrimination, harassment and victimisation in relation to the protected characteristic of sex.
Advancing equality of opportunity	Positive	<p>Evidence shows that there are more females that have arrived in the UK through the Homes for Ukraine Sponsorship Scheme than males. The policy position paper specifically recognises the differing needs of individuals and their demographics, including sex. However, more women will experience the benefits of the strategic direction of the paper. This particularly applies where women are the sole caretakers for children – advancing opportunity for women will increase where there is greater access to employment and education. This data may require regular review as demographics change as the war in Ukraine evolves. This could lead to families being reunited and more males coming to Scotland.</p> <p>The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.</p>
Promoting good relations between men and women	None	The policy position paper has the potential to promote good relations between men and women through community integration and engagement.

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

Pregnancy and Maternity	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination	None	Our data is very limited, but there is no evidence to suggest that the strategic aims will influence eliminating unlawful discrimination, harassment and victimisation.
Advancing equality of opportunity	Positive	<p>The benefits of the policy position paper will be available to those going through pregnancy and maternity – such as improved longer-term housing options, greater access to healthcare support and employment, and financial assistance.</p> <p>The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.</p>
Promoting good relations	None	The policy position paper has the potential to promote good relations between those going through pregnancy and maternity, and those who are not, through community integration and engagement.

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	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination	None	Our data is very limited, but there is little evidence to suggest that the policy position paper will influence eliminating unlawful discrimination, harassment and victimisation for trans people. However, considering the hostility

		faced by LGBTQ+ people in areas of Ukraine occupied by Russia, there is potential for integration to have a positive impact.
Advancing equality of opportunity	Positive	<p>The benefits of the policy position paper will be available to people who are undergoing, or have undergone, gender reassignment – such as improved housing offers, better access to healthcare support, employment and financial assistance.</p> <p>The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.</p>
Promoting good relations	None	The policy position paper has the potential to promote good relations between trans and non-trans people, through community integration and engagement.

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

Sexual orientation	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination	Positive	<p>Our data on this subject is very limited. However, we do know that Russia exercises extreme hostility towards the LGBTQ+ community and therefore this will impact displaced people from Ukraine who may have to return to parts of Ukraine where Russia has taken control. Additionally, Ukraine currently does not allow same sex marriage. Displaced people from Ukraine in Scotland who are in same sex relationships will be able to marry under Scots law. Therefore the policy position paper to promote the integration of displaced people from Ukraine</p>

		and support them to remain in Scotland for as long as they wish to, may influence the elimination of unlawful discrimination, harassment and victimisation based on sexual orientation.
Advancing equality of opportunity	Positive	<p>The benefits of the policy position paper will be available to people of any sexual orientation – such as improved housing offers, better access to healthcare, employment and financial assistance.</p> <p>The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.</p>
Promoting good relations	None	The outcome of the policy position paper has the potential to promote good relations between people with the same or different sexual orientations through community integration and engagement.

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

Race	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination	Positive & Negative	This policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups. However, our data is limited, but there is no evidence to suggest that the policy position paper will have an effect on eliminating unlawful discrimination, harassment and victimisation based on race.
Advancing equality of opportunity	Positive	<p>The benefits of the policy position paper will focus primarily on displaced Ukrainian people in Scotland.</p> <p>It recognises the barriers to integration for those displaced</p>

		from Ukraine, including language and ESOL.
Promoting good race relations	Positive & Negative	<p>The policy position paper aims to promote good relations between people with the same or different race through community integration and engagement.</p> <p>The policy position paper aims to promote integration policy that is also put in place via the wider refugee integration policy position paper through the New Scots approach. The policy position paper highlights the importance of working towards parity of offer with other groups (not just those displaced from Ukraine).</p> <p>However, it should be noted that there may be potential negative impacts too. There have been reported incidents of animosity towards Ukrainian guests in some communities in Scotland. To mitigate this, we have adopted strong partnership workings with delivery partners and provided financial support to third sector organisations in 2022/23 and 2023/24 to mitigate the negative impacts there may be.</p>

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

Religion or belief	Potential Impacts	Reasons for your decision
Eliminating unlawful discrimination	None	There is no evidence to suggest that any of the strategic aims will influence eliminating unlawful discrimination, harassment and victimisation based on religion or belief.

Advancing equality of opportunity	Positive	<p>The benefits of the policy position paper will be available to people of any religion or belief.</p> <p>The policy position paper places a focus on the needs of displaced people from Ukraine, which may differ from other groups.</p>
Promoting good relations	None	<p>The policy position paper has the potential to promote good relations between people with the same or different religion or belief through community integration and engagement.</p>

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>The strategic aims of the paper intend to promote holistic integration for displaced people from Ukraine. The impacts of this policy position paper are therefore expected to be mostly positive in assisting in the reduction of barriers to integration, and provide a parity of offer to other groups, resulting in a range of potentially direct and indirect positive impacts for the equality groups.</p> <p>There is one potentially negative impact identified, relating to race relations. That promoting integration is a priority shared by Scottish Government and our local authority delivery partners should help mitigate this risk.</p> <p>It should be noted that specific policy actions to implement the strategic aims are yet to be developed. As these are developed they will require their own EQIAs to ensure that the potential impacts on people with protected characteristics, including intersectional impacts, are fully considered.</p> <p>In light of the above, and as supplemented by future, more detailed specific impact assessments to be carried out on particular future policy actions, this EQIA will be subject to further review and revision, including in light of developing evidence and circumstances as the war in Ukraine continues.</p>
<p>Is the policy directly or indirectly discriminatory</p>	<p>The policy position paper and strategic priorities indirectly discriminate in favour</p>

under the Equality Act 2010 ¹ ?	of displaced people from Ukraine since they are positioned towards this specific group and not other displaced/ refugee cohorts in Scotland. However, the paper repeatedly references the need for parity of support with other groups, and some of the priorities and policy aims within the paper will likely benefit other refugee cohorts.
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	The main rationale for a different level of support relates to visa status – the Scottish Government sponsors Ukraine visas under the Homes for Ukraine super sponsor scheme and has specific obligations to super sponsor visa-holders. There are not similar provisions in relation to other visa types.
If not justified, what mitigating action will be undertaken?	N/A

Describing how Equality Impact analysis has shaped the policy making process

This EQIA has examined the three needs of the Public Sector Equality Duty, which require public authorities to, with respect to people with protected characteristics, eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between persons who share a protected characteristic and those who do not.

This assessment of the strategic direction of the Warm Scots Future indicates that future policy will have some effect on people across protected characteristics. The benefits of the policy position paper should have a positive effect on displaced people from Ukraine and the communities they settle in.

¹ See EQIA – Setting the Scene for further information on the legislation.

We have found very little evidence of negative impacts for people with protected characteristics at this time, however we will keep this under review as part of the monitoring of this EQIA and as future policy actions are developed further.

Our consultation process with a wide range of stakeholders, and the co-production of the paper with the Scottish Refugee Council and COSLA has informed the development of the five strategic priorities outlined in the Warm Scots Future paper. Additionally, we have taken on board the views of those with lived experience to ensure that the priorities reflect the needs and support required by displaced people from Ukraine. We have also committed to continue working with these groups to shape the implementation of the policy. This will ensure that the differing needs of displaced people from Ukraine are met, including our approach to consider equality impacts for protected characteristics. The priorities have been presented to the Ukraine Stakeholder Reference Group, which includes representation of members with lived experience, to inform and develop this policy position.

Our consultation process has been supported by service design specialists to ensure that the priorities set out in this paper have been designed collaboratively.

Monitoring and Review

This is a high level, overarching EQIA that should be used as a tool and evidence when implementing future policy actions in line with the strategic direction of Scotland's response to assisting displaced people from Ukraine. It should be noted that EQIAs will be undertaken separately to understand the impact and assess each of the future policies developed.

Officials will gather more data as it becomes available and use this to continuously assess the impact of future policy outcomes as a result of this paper at regular intervals. This includes drawing on the service design expertise available to us to monitor impacts on people with protected characteristics and factor in their experience to the design of policy and services in future. We recognise the changing situation and continue working with our partners and adapting the response as required.

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 A Warm Scottish Future – Policy Position Paper and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name:	Will Tyler-Greig
Position:	Deputy Director
Authorisation date:	9 th April 2024



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