

The Allocation Of Scottish Additional Quota From 2024 Equality Impact Assessment

June 2024

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Title of policy: The Allocation Of Scottish Additional Quota From 2024

Minister: Cabinet Secretary for Rural Affairs, Land Reform and Islands

Directorate: Division: Team: Marine Directorate: Sea Fisheries Policy

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

Screening

Policy Aim:

The Scottish Government Marine Directorate has consulted on how Additional Quota (AQ) is to be allocated from 2024. AQ is the share of fish quota that has increased following the UK leaving the EU and becoming an independent coastal state. The Scottish share is managed by the Scottish Government Marine Directorate which allocates it to the Scottish fishing industry. The resultant methodology is to be in line with Statutory Obligations (in particular Section 25 of the Fisheries Act 2020) and relevant regulatory and Scottish Government objectives.

Summary of Outcome

Following consideration of responses to the consultation, objectives for the use of quota as set out in the [Fisheries Act 2020](#) and other relevant information, the Scottish Government will allocate Additional Quota in the following way:

- Through the Historic Track Record (HTR) of active fishing vessels, based on an annually updated reference period, beginning in 2025.
- Through special allocations to non-sector vessels with an immediate uplift in the quota retained for the following stocks: North Sea Saithe, North East Atlantic Mackerel, North Sea Cod and West of Scotland cod.
- From 2025, West of Scotland cod will be allocated to sectoral vessels following an application process.
- Retaining the option to allocate quota on an equal basis between eligible vessels resulting from swaps of fishing quotas with other coastal states.

While not intending to introduce in the short term (and not subject of this EQIA), the Scottish Government will additionally:

- Investigate the potential development of Community Quota Initiatives, with this allocation methodology potentially being adopted in future years.
- Explore whether non-compliance with fishing regulations could be used as a basis for withholding access to AQ as part of the body of work to review the penalties system.

Fisheries management in Scotland is framed within the delivery of the Scottish Government's National Performance Framework, and helps support a range of national outcomes including those related to supporting a sustainable economy, delivering fair work and thriving businesses, supporting a strong international

presence for Scotland and empowering communities and strengthening their resilience.

Who will it affect?

Reflect here on how the policy – and the changes it will make in the world - might or will have an impact on people. Include how people – and different groups of people and/or communities - might be affected by this policy, directly or indirectly, and who might benefit from the policy and in what ways.

The policy is expected to have a positive overall effect on people since it provides additional fishing opportunities in the form of additional available fishing quota. Some people will benefit directly from the adjustments made by the policy whilst others will benefit from many of the downstream services which the additional fishing opportunities will provide.

Since the policy concerns the allocation of additional fishing quota it will not only directly affect people and communities involved in the fishing industry but will also affect the many ancillary and support sectors such as transport, ports and harbours, food processing, retail and ultimately consumer markets.

The specific key changes and benefits resulting from the policy are described below:

Historic Track Record

The HTR method allocates fishing quota based on what a vessel landed previously for each fish stock. Under this option, the share of AQ each vessel receives would be based on the vessel's share of all landings (across active vessels in that year) for that stock during the identified reference period – in the consultation we proposed to maintain the use of the period 2015-19.

Distribution of AQ, based on the HTR of vessels over a recent reference period, would increase allocations to vessels which have landed those quota species in the recent past. This would take account of in-year quota adaptations, where vessels have acquired additional fishing opportunities (such as through swaps of quota) and landed that fish product.

The HTR method restricts access to Additional Quota primarily to vessels in Fish Producers Organisations, Quota Management Groups and non-sector vessels over 10 metres in length. The Scottish Government recognises that this restricts the ability of new sector entrants and smaller vessels in the non-sector to access Additional Quota. To help mitigate against this downside, Special Allocations reserve a portion of Additional Quota to the fleet of non-sector vessels

Revising the reference period to an annually updated window ensures quota allocation is matched to fishing activity and allows new entrants to build a track record through the leasing of quota from others.

Sectoral Groups are bodies recognised by a UK fisheries authority. They have devolved quota management responsibilities under the UK and national rules of the

fisheries authority that recognises them. It should be noted that Scottish licensed fishing vessels can be in membership of a Sectoral Group recognised and operating under the rules of a fisheries authority in another part of the UK. So, we envisage that Sectoral Groups outside of Scotland would be able to apply for this quota on behalf of their Scottish administered vessels.

The economic benefit of HTR will be unchanged by this change in allocation method. The overall economic value will remain tied to the landed value of the total allocation, which will vary according to the outcome of international negotiations and subsequent quota apportionment by the UK government to the Scottish Ministers. Annually updating HTR better reflects the activity of the fishing fleet compared to a fixed period, ensuring quota is fished by active vessels. It also reduces the barrier to new entrants, as it will be possible, through leasing, to build up a track record.

Special Allocations:

Special allocations of AQ to the non-sector may provide additional social and economic benefits by enabling fishers to diversify to target demersal and pelagic fish which may broaden market access, increase revenue and take advantage of seasonal availability of certain stocks in inshore waters. This would allow for a wider distribution of the AQ and increase the potential to build resilience into coastal communities thus securing jobs and retaining working age people

Adjusting quantities made available to the non-sector fleet through special allocations and focusing increases on three species with recent high utilisation and realises a potential benefit of approximately £570,000 above current arrangements, based on 2022 Scottish Sea Fisheries Statistics landed values.

Applications to access West of Scotland Cod on environmental, social and economic criteria

Following revised assessment by ICES resulting in the setting of a directed fishery TAC for West of Scotland Cod for the first time since 2012, approximately 200 tonnes will be available for allocation as AQ, with a landed value in the region of £750000.

Retaining the option of allocating in-year quota transfers on an equal basis.

This is expected to be used when negotiation leads to in-year gains of pelagic quota through transfers between coastal states, and will provide an economic benefit for those recipients.

What might prevent the desired outcomes being achieved?

Set out here any factors that might prevent the desired outcomes being achieved.

There are a range of external factors which can impact on the fisheries sector, on the economy and on local communities and individuals. These may include weather patterns, migration and levels of fish stocks, vessel maintenance and breakdowns and fishing gear/equipment procurement and adjustments.

Scope:

Equality legislation covers the protected characteristics of age, disability, gender, pregnancy and maternity, gender reassignment, sexual orientation race, and religion or belief. The scope of this equality impact assessment (EQIA) also includes wider socio-economic considerations; including people living in low-income households. Geographical location is important given that seafood industries are more present in certain areas than others, and consequently the benefits of AQ are not evenly distributed around Scotland. The EQIA therefore considers how the policy might impact on people living in remote, rural and coastal areas and island communities.

The policy itself is not expected to directly impact negatively on individuals with protected characteristics but there may be some indirect impacts due to the nature of the fishing industry. We expect that certain groups of the workforce population could be more heavily impacted by aspects of the policy, because of the demographics of the seafood workforce. For example because most fishers are male of an average age of 40 there are likely to be age and gender considerations in any change to fisheries policy.

Stage 1: Framing**Results of framing exercise**

Set out here a summary of the initial findings of your framing exercise which helped identify existing evidence and potential impacts.

Because most fishers are male of an average age of 40 ([2021 Employment in the UK Fishing Fleet — Seafish](#)) they are the people most likely to be impacted directly by any change in fisheries policy. Women however may also be owners or have boat/licence shares and therefore any AQ allocations will provide economic benefit to them too. Ancillary support and service sectors will also benefit economically from the additional quota, and it may have economic and social benefits to coastal fishing communities for example by increasing employment opportunities.

Extent/Level of EQIA required

Following gathering and analysing your evidence of the (potential) impacts of your policy on each of the protected characteristics, set out here your consideration of the extent/level of assessment required.

Include any further evidence gathering and external engagement that is required to demonstrate that you are giving “due regard” to the equality duty of eliminating discrimination, promoting equality of opportunity and fostering good relations.

We expect that certain groups of the workforce population could be more heavily impacted by aspects of the policy, because of the demographics of the fishing workforce. These are discussed by protected characteristics below

Protected Characteristic: Age

A Seafish survey from 2021 ([2021 Employment in the UK Fishing Fleet — Seafish](#)) found that in a sample of vessels from the UK fleet that the average age of crew on the sampled Scottish fleet is around 40 years old. The average age of a worker increases with positions of authority, responsibility and level of skill. Across all sectors skipper/owners tended to be older, followed by skippers, whilst deckhands were the youngest overall.

The survey also found that vessels registered in Scotland employed a lower proportion of workers over 50. This is likely due to the higher number of larger vessels registered in the sample (Nephrops and demersal trawl vessels over 10m). These larger vessels tend to employ a higher number of younger deckhands from outside the UK. Conversely, on smaller vessels the age distribution of workers was roughly even across age bands (vessels using static gears under 10m) or skewed towards older age bands (low activity and demersal vessels under 10m). On demersal trawl vessels under 10m, 39% of workers in the sample were aged 30-39. Most deckhands were in the younger age bands, while owners working onboard their vessel and other workers were mainly in the older age bands. Most skippers and engineers in the sample were in the 40-49 age band.

The fish catching sector workforce is often not seen as attractive to young people due to the nature of the work and the pay levels. It is also extremely difficult to enter the industry as a new entrant due to the high costs involved (in purchasing a boat) and the lack of access to quota. There are also the practical realities of an older workforce in fishing, such as physical capabilities and safety. As a result, young people tend to look for jobs in other industries, and many move away from the local fishing communities. This is exacerbating the problem of depopulation and ageing of remote communities.

The policy may attract new entrants into the workforce, by enhancing the allocations to the non-sector group of vessels that make up the majority of the Scottish fishing fleet, strengthening the longer-term resilience of the sector and incentivising young people to join the fishing industry.

The policy may have a positive impact on opportunities for younger crews and enable some fishers of vessels that were built after 2020 to build a track record through both leasing quota..

Protected characteristic: Disability

There is little evidence on this protected characteristic in relation to employment in the fishing industry.

Protected characteristic: Gender

The fishing industry in Scotland is a male dominated industry: there are few female skippers or crew on fishing vessels. The Seafish survey of Employment in the UK

fleet in 2021 found 99% of the sample of workers were male and of the 338 workers in Scotland only 1 was female ([2021 Employment in the UK Fishing Fleet — Seafish](#)). Of the female workers sampled, a large proportion were in the 'other' category, reflecting that many women fill onshore and support roles in the UK fishing fleet.

There continues to be a traditional gendered division of labour in many fishing communities. While women often undertake roles that are essential to the success of fishing including in fish capture, trading, processing, management, administration, this is often not well acknowledged or financially well rewarded.

A 2022 report on Women in Scottish Fisheries key findings suggest:

- Women make significant contributions to the wellbeing and successes of local communities and the fishing industry through their paid and unpaid labour.
- Women are mostly employed in onshore roles such as administration and seafood processing. They are also responsible for domestic work and childcare. Their work is often undervalued and underappreciated because it is informal and less visible, but essential, nonetheless.
- Women are underrepresented in offshore and senior leadership positions in fisheries. Fisheries are culturally represented and imagined as male-dominated, which can discourage women from entry. There are also reports of sexist attitudes, behaviour and language.
- Women face a range of practical, socio-economic and cultural challenges ranging from access to training, appropriate equipment and clothing, and associated safety issues, lack of vessel and quota ownership, unequal pay, caring responsibilities (where the lack of available childcare in rural areas limits their ability to participate in certain fishing activities), cultural assumptions about women's roles and identities within the fishing industry, and perceptions of what a successful industry looks like.

Protected characteristics: Pregnancy and maternity, gender orientation and gender reassignment

There is little evidence or literature on these protected characteristics in relation to employment in the fishing industry.

Protected Characteristic: Nationality

Some segments of fishing sector depend heavily on foreign crews and migrant workers. A 2021 Seafish survey of Employment in the UK Fishing Fleet found that overall, the majority (64%) of workers in the sample were from the UK. The most common other nationalities of workers in the sample were Philippines (11%), Ghana (7%), Latvia and Indonesia (5% each). This represents a lower percentage of UK workers than found in a 2018 sample, when 85% of workers sampled were from the UK. Scottish vessels, had a third of workers coming from outside the UK with most of these workers are employed on demersal trawlers over 10m. Non-UK nationals tend to be hired and remunerated on a contract basis which results in typically lower earnings compared to a crew share basis.

Religion/ Belief

There is little evidence on this protected characteristic in relation to employment in the fishing industry.

Marriage/ civil partnership

There is little evidence on this protected characteristic in relation to employment in the fishing industry.

Socio-economic aspect: Financial vulnerability

Earnings of crew are highly variable across the different fishing sectors, and vary by roles and remuneration arrangements (Table 1). Across all sectors crew deckhands are on average paid the least. In the case of crew share this is payment before tax, social security payments and other deductibles. In the case of contracts, reporting is of what the total cost to the vessels for acquiring the services of crews. For the most part it is foreign workers that are paid on contracts rather than through the crew share model and as a result these workers earn significantly less than those paid through crew share model. Research with the small scale coastal fisheries (under 10 metre) in the UK has shown a lack of financial resilience amongst fishers in this sector. All are share fishers, a form of self-employment where they receive a share of the gross income of the vessel. Whilst this system is held in high regard, this also means that fishers face insecurity of income, irregular pay with periods of no pay at all, they do not receive holiday or sick pay, and are often not eligible for welfare benefits (for periods of unemployment). They miss out on company pension schemes and must make their own pension arrangements. Debt problems are common across the fleet. Given their financial vulnerability, fishers in the inshore fleet may be at greater risk of poverty in the event of an economic shock. Therefore, increasing allocations for the stocks where there has been good uptake is anticipated to reduce some of this vulnerability within the 10 metre and under group of non-sector vessels.

In 2022, 4,117 fishers were working on Scottish vessels, representing 0.2 per cent of the total Scottish labour force. Although employment in the fishing fleet is a small percentage of total employment in Scotland, employment in fishing accounts for a higher percentage of employment in island communities (Shetland 5%, Na h-Eileanan Siar 2%, Orkney 2%) and in Argyll and Bute (1%). Every job directly involved in fishing supports between 2.5 and 5.6 in the value chain, sector dependent ([The economic impacts of the UK sea fishing and fish processing sectors: An input-output analysis — Seafish](#)).

Table 1: Average crew share earnings and number of vessels for selected fleet segments and districts.

Fleet Segment	Average Crew Share	Scotland Total
10 metre & under creel	£22,400	816
10 metre & under line	£12,400	155
Over 10 metre Nephrops trawl	£58,700	181
Over 10m Demersal trawl	£267,400	60
Over 10m Demersal seine	£306,400	13

Over 10m Pelagic	£1,903,575	21
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Source: Data from 2022 Scottish Sea Fisheries Statistics and 2021 Seafish Fleet Interrogation Tool. Pelagic figures are from 2019 estimates published by STECF.

Socio-economic aspect: Living in Rural and/or Island Communities

Many of the challenges facing fishers in rural locations are the same whether mainland or island-based. These are explored in the Island Community Impact Assessment that accompanies the AQ consultation outcome report.

Stage 2: Data and evidence gathering, involvement and consultation

Age

The average age of crew on the sampled Scottish fleet and the total Scottish and UK labour force are comparable at around 40 years old (Seafish Seafish survey of Employment in the UK fleet in 2021). No Data gaps identified.

Disability

We are not aware of any relevant existing evidence at this time on disability in relation to this policy. There are data gaps here as there is a lack of data on disability in the fishing sector. No action taken in this assessment to address this gap.

Sex/Gender

Women are in the minority in the catching sector. In a sample of 337 people employed in the catching sector in 2021 only 1 was female.

Women do a wide range of jobs including roles in fish capture, trading, seafood processing, management, administration, and looking after families. The policy brief suggest that “Women’s contributions are often seen as “help” rather than “work””.

Women make up about half of the seafood processing workforce (Seafish survey of Employment in the UK fleet in 2021; Women in Scottish Fisheries report 2022). No data gaps identified.

Pregnancy and Maternity

We are not aware of any relevant existing evidence at this time on pregnancy and maternity in relation to this policy. No data gaps identified.

Gender Reassignment

We are not aware of any relevant existing evidence at this time on gender reassignment in relation to this policy. There are data gaps here as there is a lack of data on gender reassignment in the fishing sector. No action taken in this assessment to address this gap.

Sexual Orientation

We are not aware of any relevant existing evidence at this time on sexual orientation in relation to this policy. There are data gaps here as there is a lack of data on sexual orientation in the fishing sector. No action taken in this assessment to address this gap.

Race/Nationality

Scottish vessels, had a third of workers coming from outside the UK with most of these workers are employed on demersal trawlers over 10m (2021 Seafish survey of Employment in the UK Fishing Fleet). No data gaps identified.

Religion or Belief

We are not aware of any relevant existing evidence at this time on religion or belief in relation to this policy. There are data gaps here as there is a lack of data on religion or belief in the fishing sector. No action taken in this assessment to address this gap.

Marriage and Civil Partnership¹

The Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices.

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.

Question 1: Do you think that the policy impacts on people because of their age?

- Eliminating unlawful discrimination, harassment and victimisation
 - None: The policy has no impacts on people because of their age.
- Advancing equality of opportunity
 - Positive: The policy may attract new entrants and encourage younger people into the fishing industry
- Promoting good relations among and between different age groups
 - None: The policy will have no effect on promoting good relations among and between different age groups

Question 2: Do you think that the policy impacts disabled people?

- Eliminating unlawful discrimination, harassment and victimisation
 - None: There is no data nor research on disability in the Scottish fishing industry workforce as far as we are aware. It is difficult to assess the type of impacts without further data.
- Advancing equality of opportunity
 - None: as above

¹ (the Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices - refer to Definitions of Protected Characteristics document for details)

- Promoting good relations among and between disabled and non-disabled people
 - None: as above

Question 3: Do you think that the policy impacts on men and women in different ways?

- Eliminating unlawful discrimination
 - None: Although the policy may directly impact the catching sector it recognises that women play an active role in many parts of the industry although this is not always readily acknowledged. The policy recognises the important role that all parts of society make to the fishing industry, but does not improve or worsen issues relating to different impacts of fishing on men and women.
- Advancing equality of opportunity
 - None: as above
- Promoting good relations between men and women
 - None: as above

Question 4: Do you think that the policy impacts on women because of pregnancy and maternity?

- Eliminating unlawful discrimination
 - None: No policy impact identified but we recognise that there are a wide range of groups that are involved in fishing, both directly and indirectly, and will ensure that we are inclusive in our management approach and our policies. As discussed the role that many women play in Scottish fishing industry is often overlooked and less visible within the industry, however the allocation of AQ does not improve or worsen issues relating to impacts on women because of pregnancy and maternity.
- Advancing equality of opportunity
 - None: as above
- Promoting good relations
 - None: as above

Question 5: 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)

- Eliminating unlawful discrimination
 - None: No policy impact identified since are not aware of any relevant existing evidence at this time on gender reassignment in relation to the fishing industry.
- Advancing equality of opportunity
 - None: as above
- Promoting good relations

- None: as above

Question 6: Do you think that the policy impacts on people because of their sexual orientation?

- Eliminating unlawful discrimination
 - None: No policy impact identified as we are not aware of any relevant existing evidence at this time on sexual orientation in relation to the policy.
- Advancing equality of opportunity
 - None: as above
- Promoting good relations
 - None: as above

Question 7: Do you think the policy impacts on people on the grounds of their race?

- Eliminating unlawful discrimination
 - None: We recognise that there are differences in fleet segments relating to their use of crewmembers from non-UK countries, and that these are associated with different economic outcomes. This policy does not improve or worsen these issues.
- Advancing equality of opportunity
 - None: as above
- Promoting good race relations
 - None: as above

Question 8: Do you think the policy impacts on people because of their religion or belief?

- Eliminating unlawful discrimination
 - None: No policy impact identified since we are not aware of any relevant existing evidence at this time on religion or belief in relation to the policy.
- Advancing equality of opportunity
 - None: as above
- Promoting good relations
 - None: as above

Question 9: Do you think the policy impacts on people because of their marriage or civil partnership²?

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

- Eliminating unlawful discrimination
 - None: No policy impact identified since we are not aware of any relevant existing evidence at this time on marriage and civil partnership in relation to the policy.

Stage 4: Decision making and monitoring

Identifying and establishing any required mitigating action

Have positive or negative impacts been identified for any of the equality groups?	We assess that there is a slight positive effect relating to age in that some barriers to entry to fishing have been reduced, which we expect to be of principal benefit to younger people.
Is the policy directly or indirectly discriminatory under the Equality Act 2010?	No
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	Not applicable
If not justified, what mitigating action will be undertaken?	Not applicable

Describing how Equality Impact analysis has shaped the policy making process

The allocation of additional quota is one element of fisheries management at large in Scotland. The Fisheries Act 2020 and Joint Fisheries Statement set out that allocation must be made using transparent and objective criteria and these must include environmental, social and economic factors. The allocation method leads to some minor positive impacts by broadening access to fishing opportunities and, through the findings of this EQIA, we expect this to benefit younger people working in the fishing industry more than those who are older and more established. This is a consequence of efforts to enhance the opportunities available to the 10 metre and under non-sector group of vessels, and to strengthen the link between receiving AQ and being an active fishing vessel, drawing economic benefit from fishing received quota and not from trading it.

protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to work, for example HR policies and practices.

This assessment has identified well established imbalances in opportunity within the fishing industry in Scotland. It remains a male dominated industry at all levels, and certain fleet segments make use of foreign crews who do not enjoy the same earning potential as UK crew and owners. There are remaining knowledge gaps around disability, religious belief, sexual orientation and gender identity. Filling these may lead to future adjustment to allocation policy in consideration of how social benefit relating to these characteristics could be realised.

Monitoring and Review

In this section, explain how you will monitor and evaluate this policy to measure progress on equality issues identified in the EQIA. Include information on when the monitoring and evaluation will take place, and who is responsible for undertaking it. This should be part of the regular monitoring and evaluation mechanisms you devise for your policy.

The proportion of quota allocated via the different mechanisms may vary from year-to-year. Some methods for the distribution of AQ arising from this consultation and subsequent work may not commence until after 2024. Gains from transfers of quota to the UK from other Coastal States which arise from negotiations may be allocated differently to the AQ gained because of the change in the UK share of quotas arising from the next negotiated Trade and Cooperation Agreement between the UK and EU, in 2026. We anticipate that our approach to the allocation of any AQ will change in future years, this is due to a number of factors such as the development and implementation of our Future Catching Policy. Therefore, the distribution methodology for AQ may be reviewed and amended before 2026, and certainly after 2026. Related to the allocation of sea fish quotas is the operation of sectoral and non-sector groups in Scotland. The Scottish Government will be reviewing these groups as part of the Future Fisheries Strategy.

Stage 5 - Authorisation of EQIA

Please confirm that:

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

Yes

- ◆ 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

- ◆ 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:

Not applicable

Declaration

I am satisfied with the equality impact assessment that has been undertaken for The Allocation Of Scottish Additional Quota From 2024 and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

Name: Malcolm Pentland

Position: [Deputy Director, Marine Economy and Communities]

Authorisation date: 11/04/2024



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