

EQUALITY IMPACT ASSESSMENT - RESULTS

Title of Policy	'Scotland Can Do': An Entrepreneurship and Innovation Framework for Scotland
Summary of aims and desired outcomes of Policy	The policy is aimed at anyone with an interest in the success and vibrancy of our business sector. It aims to help more people to start up and remain in business and to enable and encourage more businesses to innovate and grow.
Directorate: Division: team	Business Directorate: Innovation, Investment and Industries: 'Entrepreneurship' and 'Innovation & Life Sciences'

Executive summary

Our aim in the creating the Framework is to facilitate effective action across the public, private and third sectors. As part of this, we seek to encourage partners to take a fully inclusive approach.

Background

A range of evidence was to hand through the Business, Enterprise and Tourism section of the Equality Evidence Finder on the Scottish Government website. In addition, detailed evidence was available on women in enterprise arising from the Women's Employment Summit held in September 2012.

The Scope of the EQIA

We hope that the Framework will impact positively on all equality groups by creating a better and more supportive environment for people to do business in Scotland.

Key Findings

The equality impact analysis has helped confirm our understanding of how the people of Scotland engage with enterprise and where the gains are to be made in terms of policy. In particular, it has shown that there is a relative lack of involvement in entrepreneurship and innovation amongst the following broad categories of individuals:

- Young people (under 35 especially)
- Women
- People of African, Caribbean, or White Scottish ethnicity

Recommendations and Conclusion

The above indicates a very broad population, confirming that there is a continuing need to promote entrepreneurship and innovation generally as key aspects of Scottish identity and success. This aligns with a material aim of the Framework, which is to celebrate, support and encourage the spirit of enterprise across the nation as a whole.

Additionally, the above sets a challenge to our support system to address these key areas with a view to delivering a more diverse and vibrant culture of enterprise in Scotland. We will consider what more needs to be done to achieve that aim, and who is best placed from the public, private and third sectors to bring about the necessary change. Where appropriate, we will target additional funding in support of this.