

## EQUALITY IMPACT ASSESSMENT RECORD

<b>Title of policy/ practice/ strategy/ legislation etc.</b>	<b>Making Things Last - A Circular Economy Strategy for Scotland</b>	
<b>Minister</b>	<b>Cabinet Secretary for Rural Affairs, Food and Environment</b>	
<b>Lead official</b>	<b>Gabby Pieraccini</b>	
<b>Officials involved in the EQIA</b>	<b>name</b>	<b>team</b>
	<b>William Hamilton</b>	<b>Zero Waste</b>
<b>Directorate: Division: Team</b>	<b>Directorate for Environment and Forestry: Environmental Quality Division: Zero Waste Delivery</b>	
<b>Is this new policy or revision to an existing policy?</b>	<b>New Policy</b>	

### Screening

#### *Policy Aim*

The Scottish Government's 'Making Things Last – A Circular Economy Strategy for Scotland' builds upon existing Scottish Government policy on progressing towards a zero waste and resource efficient economy/society. The CE document will build upon the targets, ambitions and foundation actions of Scotland's Zero Waste Plan published in June 2010, and Safeguarding Scotland's Resources:- Blueprint for a more Resource Efficient and Circular Economy (SSR) published in October 2013.

At present we live in a 'linear' economy model based around the concept of "take, make and dispose". A 'circular' economy model is a system where products and materials are kept in valuable use for as long as possible and waste materials/products are seen as resources for reuse, repair, refurbishment, remanufacture and recycling.

The Scottish Government circular economy ambitions are referenced in the Scottish Economic Strategy that was published in March 2015:-

“With our partners, such as Zero Waste Scotland and the Enterprise Agencies, we are creating conditions for a more circular economy that helps companies embrace new business models and manufacturing processes, and which transforms used products into assets that support industries like remanufacturing, reuse, product disassembly and reprocessing.”

With growing global and national populations, a linear economy is expected to lead to increased commodity price volatility and constraints on resources availability which could lead to adverse social and economic effects. Early adoption of a more circular economy approach should help to provide resilience to such shocks and constraints as well as delivering significant environmental benefits and economic opportunities.

The strategy will contribute to the following National Outcomes:

1. We reduce the local and global environmental impact of our consumption and production;
2. We live in a Scotland that is the most attractive place for doing business in Europe;
3. We are better educated, more skilled and more successful, renowned for our research and innovation; and
4. We realise our full economic potential with more and better employment opportunities for our people.

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

Primarily, ‘Making Things Last – A Circular Economy Strategy for Scotland’ will focus on those required to participate in the actions for a more circular economy and will be business (including third sector and social enterprise), local authorities, government agencies and the waste management/resource industry.

The strategy focuses on economic opportunities, including those for specific industry sectors, where there are significant opportunities for new employment or business growth through the

adoption of more circular approaches. The strategy includes a wide range of cross cutting issues and actions including 'skills and training' to ensure that the right skills and expertise are in place to enable and support a more circular economy.

The adoption of a circular economy may also lead to greater choice in markets, for example a greater range of used, refurbished, and remanufactured goods available at prices more accessible to lower income groups. There may also be more products made available through leasing or renting models rather than direct purchase.

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

Without Scottish Government intervention, the movement towards a circular economy will continue albeit at a slower pace without coordination and support provided by the Scottish Government and its agencies.

## **Stage 1: Framing**

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

There is little evidence available regarding the circular economy impacting on equality groups. Research and analysis to date has been at a higher level focusing on the economic and environmental benefits of moving to a more circular economy.

Between the months of January to June 2015, the Scottish Government along with its delivery partners of Scottish Enterprise, Scottish Environment Protection Agency (SEPA) and Zero Waste Scotland held a debate period where we liaised with various key stakeholders by the means of meetings, workshops and other information gathering events to help inform the Consultation. This involved groups, often from specific sectors, discussing key issues, opportunities and benefits. These discussions helped to shape and prioritise the proposals that were contained within the consultation that closed at the end of October 2015. During the consultation period itself, we sought the input from respondents on the proposals contained in the consultation document, that also contained a specific equality question on how the proposals may impact on an particular equalities group.

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

As previously detailed, we have held a CE debate period that took place over the first half of 2015 where we received input/comments from a number of key stakeholders to help inform the development of the consultation document. Feedback received has helped to inform the actions and proposals we will set out in our consultation document that closed at the end of October 2015 and no adverse comments or issues have been raised that would affect equality groups.

Responses that were received to our consultation document 'Making things last – Consultation on Creating a more Circular Economy in Scotland' highlighted that the circular economy would be a benefit to everyone, of all age, abilities etc.

In terms of the Equality Impact Assessment itself, this has assisted us to ensure that we have not adversely impacted on any equality

groups and reinforced that moving Scotland towards a more circular economy would be beneficial to society.

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

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

Characteristic <sup>1</sup>	Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
<b>AGE</b>	<p>Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy. No evidence regarding older people was identified.</p> <p>As part of the Circular Economy conversation period, Young Scot were commissioned to work with young people to gather their thoughts/comments and create a young person vision for a more circular economy. A question on a survey conducted by Young Scot asked young people to think about the future and consider what their main concern was. Of the 606 respondents who replied to this question, 23.3% highlighted that 'Having a job' was their greatest concern followed by 'Ability to make money' in second place at 14.2%.</p>	<p>Young Scot report – still to be published.  <a href="https://consult.scotland.gov.uk/zero-waste-delivery/making-things-last/supporting_documents/Full_circle_Final_.pdf">https://consult.scotland.gov.uk/zero-waste-delivery/making-things-last/supporting_documents/Full_circle_Final_.pdf</a></p>	<p>Contained within the strategy is a chapter specifically regarding the skills required to move to a more circular economy. This will set out the Scottish Government's proposals to work with delivery partners and government agencies to identify and support the new skills that may require from a workforce.</p>

<sup>1</sup> Refer to Definitions of Protected Characteristics document for information on the characteristics

<b>DISABILITY</b>	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.	N/A	<p>We will work with our delivery partners to encourage them to make their communications, products and services accessible.</p> <p>We will also follow accessibility guidelines set by the Scottish Government to meet Equality Act 2010 requirements for the CE strategy document should these be requested.</p>
<b>SEX</b>	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.	N/A	None. We do not think this warrants further investigation.
<b>PREGNANCY AND MATERNITY</b>	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.	N/A	None. We do not think this warrants further investigation.
<b>GENDER</b>	Evidence related to the Circular Economy	N/A	None. We do not think this

<b>REASSIGNMENT</b>	is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.		warrants further investigation.
<b>SEXUAL ORIENTATION</b>	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.	N/A	None. We do not think this warrants further investigation.
<b>RACE</b>	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.	N/A	None. We do not think this warrants further investigation.  We will however meet the minimum requirement of the Scottish Government to provide copies of the final CE Strategy document in a language format should this be requested.
<b>RELIGION OR BELIEF</b>	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.  One concern highlighted through the	N/A	We will look at specific examples of positive experiences for how to communicate with different ethnic communities.

	consultation period was the cultural values from different ethnic communities on food waste collection.		
<b>MARRIAGE AND CIVIL PARTNERSHIP</b> (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)	Evidence related to the Circular Economy is limited as research/analysis taken to date focuses on the larger economic and environmental benefits of moving to a more circular economy.	N/A	None. We do not think this warrants further investigation.

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

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

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

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity	✓			Although little evidence is available, we have been working with our delivery partners to address the issue of skills that will be required in Scotland moving to a more circular economy.
Promoting good relations among and between different age groups	✓			To move to a more circular economy, initial analysis on skills would suggest a mixture of repair skills familiar to older generations and new IT skills familiar to younger generations will be required to support a move to a circular economy.

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

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity	✓			Although little evidence is available, there are already a number of third sector organisations already working with disability groups to improve skills within the reuse sector.
Promoting good relations among and between disabled and non-disabled people	✓			Although little evidence is available, there are already a number of third sector organisations already working with disability groups to improve skills within the reuse sector.

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

<b>Sex</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working

				regulations will continue to apply.
Promoting good relations between men and women			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.

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

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Promoting good relations			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.

**Do you think your policy impacts on transsexual people?**

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Promoting good relations			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.

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

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more

				circular economy. Existing equality and working regulations will continue to apply.
Promoting good relations			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.

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

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			✓	The Consultation will set out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity			✓	The Consultation will set out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Promoting good race relations			✓	The Consultation will set out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.

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

<b>Religion or belief</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Advancing equality of opportunity			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
Promoting good relations			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.

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

<b>Marriage and Civil Partnership<sup>2</sup></b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
---	-----------------	-----------------	-------------	----------------------------------

<sup>2</sup> In respect of this protected characteristic, a body subject to the Public Sector Equality Duty (which includes Scottish Government) only needs to comply with the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment within the Scottish Government does not require assessment against the

Eliminating unlawful discrimination			✓	The Strategy sets out the Scottish Government's ambitions and proposals to moving towards a more circular economy. Existing equality and working regulations will continue to apply.
-------------------------------------	--	--	---	--

---

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

## Stage 4: Decision making and monitoring

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

Have positive or negative impacts been identified for any of the equality groups?	No significant negative impacts have been identified as a result of the Consultation have been identified. It is likely that as we move towards a more circular economy, there may be some modest positive impacts to some of the equality groupings.
Is the policy directly or indirectly discriminatory under the Equality Act 2010 <sup>3</sup> ?	No evidence of discrimination.
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	N/A
If not justified, what mitigating action will be undertaken?	N/A

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

The Strategy is a high-level document and its primary audience will be business (including third sector and social enterprises), government agencies and delivery partners, local authorities and the waste management/resource industry.

Evidence to feed into this equality impact assessment is limited at present, reports that have been published focus on the economic benefits. As a result of the Equalities Impact Assessment, we will make

---

<sup>3</sup> See EQIA – Setting the Scene for further information on the legislation.

sure our delivery partners are aware of equality interests and the need to tailor delivery plans accordingly.

In terms of the Equality Impact Assessment itself, this has assisted us to ensure that we have not adversely impacted on any equality groups and reinforce that moving Scotland towards a more circular economy would be beneficial in some areas.

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

The Equality Impact Assessment, although finalised will continue to be revisited as actions/proposals develop from the strategy document itself to ensure there are no negative impacts to any of the equality groups.

### **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 Making Things Last – A Circular Economy Strategy for Scotland and give my authorisation for the results of this assessment to be published on the Scottish Government’s website.**

**Name: George Burgess**

**Position: Deputy Director for Environmental Quality**

**Authorisation date: 19 February 2016**