

Integrated Equality and Fairer Scotland Duty Impact Assessment

1. Details of the proposal

Title of proposal/policy/project/plan to be assessed	Community Ambition Pathfinder Fund
Is this a new or revised proposal/policy/project/plan?	New
Service area: Department:	Enterprising Communities/Place & Enterprise Directorate
Lead officer: <i>(Name and job title)</i>	Kate Musgrave, Head of Enterprising Communities
Other officers/partners involved: <i>(List names, job titles and organisations)</i>	Jan Pringle, Enterprising Communities Manager
Date(s) Equality Impact Assessment completed:	29/05/2023

2. Cumulative Impact

Will there be any cumulative impacts as a result of the relationship between this proposal and other proposals/policies/projects/plans?

If yes, please state here: No

3. Scoping, data and evidence gathering

<p>Why are you introducing a new proposal/policy/project/plan, or why are you revising an existing one?</p>	<p>The aim was to test if we could create a quick, easy, accessible, route for community led organisations across the SoS to access and spend Capital funding that would enable them to progress a range of Place-focused, community-led, ambitious, enterprising, small to large scale projects (or steps towards larger projects), in one financial year. This pilot phase intends to support a small number of projects that meet the eligibility and criteria that are already being developed in conjunction with advisor and specialist staff resource. Clients have reported pressure to access funding calls with sufficient time to apply, and have in place all the necessary legislation or contractor/human resource to complete the project. This pilot enables us to identify potential issues in providing this kind of funding support within the timeframe of one financial year so that we can refine our approaches for future.</p>
<p>What is the purpose of the proposal/policy/project/plan?</p>	<p>An easy to access pathfinder capital fund to help unlock potential in ambitious communities delivering projects that:</p> <ul style="list-style-type: none"> ▪ Have strong Place focus, community engagement and partnership working. ▪ Test new ideas and/or lead to long term sustainability and inclusive growth ambitions. ▪ Deliver one or more of SOSE's aims and align with National Strategy for Economic Transformation and the Regional Economic Strategy. ▪ Have Net Zero, Fair Work and Community Wealth Building principles clearly demonstrated within project. ▪ Are already identified and ready for delivery in 23/24.

<p>Who will the proposal/policy/project/plan effect? <i>Is it location specific & if so, is it located in an area of socio-economic disadvantage?</i></p>	<p>South of Scotland wide, although projects will take a more localised approach to delivery, this may include areas of social-economic disadvantage.</p>
<p>Who will benefit from the proposal/policy/project/plan? <i>(eg employees, service users, equality groups, other stakeholders)</i></p>	<p>We anticipate that the main beneficiaries will be the communities of the South of Scotland. These will not be specific to any of the protected characteristics. The projects to be delivered will be identified through a comprehensive assessment of place needs and aspirations, these may be articulated through local place plans or through community action plans. We anticipate a full and thorough community engagement plan will have been implemented to identify these local priorities.</p>
<p>What is the intended outcome(s) and impact of the proposal/policy/project/plan? <i>(Set out a clear understanding of the purpose of the proposal being developed or reviewed including the aims, objectives, intended outcomes and the context within which it will operate)</i></p>	<p>To activate and empower enterprising communities to progress a range of community-led projects across the SoS that meet the following:-</p> <ul style="list-style-type: none"> ▪ Strong Place focus - part of agreed Community Action Plan/part of an overall strategic vision for Place/adds value to existing landscape. ▪ Projects that test new ideas and/or lead to long term sustainability and inclusive growth ambitions, and/or realise development opportunities. ▪ Strong evidence of community engagement and partnership working. ▪ Deliver one or more of SOSE's aims and align with National Strategy for Economic Transformation and the Regional Economic Strategy ▪ Net Zero, Fair Work and Community Wealth Building principles clearly demonstrated within project. ▪ Viable projects identified and ready for delivery in 2023/24. ▪ Planning permissions/building warrants in place or submitted or immediate horizon.

	<ul style="list-style-type: none"> ▪ Activity that the funding is being requested for has not yet started. ▪ All eligible expenditure spent by 29th February 2024.
<p>What quantitative and/or qualitative evidence have you considered when deciding to develop a new proposal/policy/project/plan or revise a current one?</p> <p><i>Information can include, for example, surveys, focus groups, databases, interviews, pilot projects, reviews of complaints made, user feedback, academic publications, and so on.</i></p>	<p>Qualitative feedback has been provided to staff at SOSE roadshows, client meetings, as well as through our client facing staff. However, this is a pilot programme which seeks to test and learn from this approach.</p>
<p>Who did you consult with?</p> <p><i>Examples include equality groups, civil servants, service users, and so on</i></p>	<p>As an internal pathfinder fund, it was developed with input from SOSE Chair, the Senior Leadership Team and Enterprising Communities Specialists & Head Of, and with regards Subsidy approach, CMS.</p>
<p>What did you learn?</p>	<p>That it is to be a pilot (pathfinder) programme in time for start of financial year 2023 with learning to be gained through experience so as to inform future iterations.</p>
<p>How did the consultation shape the proposal/policy/project/plan?</p>	<p>General feedback provided to the Chair and SLT via the Winter roadshows and client visits throughout the year, in addition to reflecting on our experience on managing funding support so far, has helped to shape the initial funding approach. Further learning and feedback will be gathered through the implementation phase of the pilot programme.</p>
<p>Describe any gaps in the available evidence</p> <p><i>Does the activity exclude certain groups? Are there conditions applied to the activity which may indirectly lead to certain groups being excluded? It is not always possible to get information about all protected groups – lack of information does not mean that there will be no impact, however</i></p>	<p>Unknown at this time, community engagement/community led development is well recognised as an inclusive model of delivery. The development of the fund has been based upon generalised anecdotal feedback. The delivery of the pilot programme it will enable a more analytical approach to gathering feedback and more readily identify evidence gaps.</p>

4. Legislative requirements

4.1 Relevance to the Public Sector Equality Duty	
<p>Do you believe your proposal has any relevance under the Equality Act 2010? <i>(If you believe that your proposal may have some relevance, however small, please indicate 'yes'. If there is no effect, please enter 'no' and go to section 4.2)</i></p>	Yes
<p>Equality Duty</p>	<p>Reasoning:</p> <p>It is anticipated that all of the projects will benefit people, within communities in the SoS.</p>
<p>Elimination of discrimination (both direct and indirect), victimisation and harassment <i>Will the proposal discriminate? Or help eliminate discrimination?</i></p>	<p>Community development is intended to level the playing field for individuals within communities. It will enable them access to community owned assets and support them to develop the assets in a way that benefits the general populous.</p> <p>All projects will have a positive impact on well-being and inclusion.</p>
<p>Promotion of equality of opportunity between those who share a protected characteristic and those who do not <i>Will your proposal help or hinder SOSE with this?</i></p>	<p>The premise behind the fund is to increase access to those living, working and visiting individual communities to make a place more</p>

	attractive, more accessible and deliver services that meet the needs of the community.
<p>Foster good relations between those who share a protected characteristic and those who do not</p> <p><i>Will your proposal help or hinder SOSE's relationships with those have equality characteristics?</i></p>	The fund will not target this specifically, however, the process of community engagement and community-led enterprise is designed to bring everyone together in an inclusive fashion.
Does your proposal/policy/project/plan ensure Human Rights articles compliance?	Compliant <input checked="" type="checkbox"/> Breach <input type="checkbox"/>
<p>Please indicate which articles your proposal/policy/project/plan relates to:</p> <p>Article 1 – Free and equal <input checked="" type="checkbox"/></p> <p>Article 2 – Right to life <input type="checkbox"/></p> <p>Article 3 – Prohibition of torture <input type="checkbox"/></p> <p>Article 4 – Prohibition of slavery and forced labour <input type="checkbox"/></p> <p>Article 5 – Right to liberty and security <input type="checkbox"/></p> <p>Article 6 – Right to a fair trial (e.g., disciplinary procedures) <input type="checkbox"/></p> <p>Article 7 – No punishment without the law (e.g., disciplinary procedures) <input type="checkbox"/></p> <p>Article 8 – Right to respect for private and family life <input type="checkbox"/></p> <p>Article 9 – Freedom of thought, conscience and religion <input type="checkbox"/></p> <p>Article 10 – Freedom of expression <input type="checkbox"/></p> <p>Article 11 – Freedom of assembly & association (e.g., trade union recognition) <input type="checkbox"/></p> <p>Article 12 – Right to marry <input type="checkbox"/></p> <p><i>(N.B.) Article 13 has been removed</i></p> <p>Article 14 – Prohibition of discrimination (e.g., protected characteristic groups) <input type="checkbox"/></p> <p>Protocol 1 Article 1 – Protection of property <input checked="" type="checkbox"/></p> <p>Protocol 1 Article 2 – Right to education <input type="checkbox"/></p>	

4.2 Which groups of people do you think will be or potentially could be impacted by the implementation of this proposal?

Consider employees, clients, service users, and any other relevant groups

Please tick below as appropriate, outlining any potential impacts on the equality groups this proposal may have

	Impact			Please explain the potential impacts
	No impact	Positive impact	Negative impact	
AGE <i>A person belonging to a particular age or a specific age group (children, young people, elderly)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This proposal is likely to have a positive impact upon people of all ages, because it will increase access to goods and services within a locality, which are designed to address current market failures.</p>
DISABILITY <i>A person has a disability if they have a physical or mental impairment which has a substantial adverse effect on their ability to carry out normal day-to-day activities. This can include visible and non-visible disabilities</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The fund is designed to bring services closer to individual communities. Elements of accessibility will be built into asset-based projects and buildings will be required to be brought up to current standards. This will have a positive effect on those with access related disabilities.</p> <p>Clients will be encouraged to engage with their local access panels, which are voluntary led disability groups which provide their lived experiences to help develop more accessible assets.</p>
GENDER REASSIGNMENT / TRANS/TRANSGENDER IDENTITY <i>This includes anyone who has proposed, started or completed a process to change their gender from the one assigned to them at birth</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>The assets will be open to all, however, are likely to have no impact on those who have undergone gender reassignment or who identify as trans/transgender.</p>

<p>MARRIAGE OR CIVIL PARTNERSHIP <i>Marriage is a union between two people, while civil partnership is a form of legal recognition for a relationship</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>The assets will be open to all, however, are likely to have no impact on either marriage or civil partnership.</p>
<p>PREGNANCY AND MATERNITY <i>This refers to the period during and after the birth and is linked to maternity leave in the employment context or protection against maternity discrimination for 26 weeks after giving birth</i></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>Research tells us that social exclusion is a particular issue for those who are pregnant or on mat/pat leave and this fund is designed to support social inclusion which will, in turn have a positive effect upon these individuals.</p>
<p>RACE <i>Including ethnic origins, nationality, colour, and minorities such as gypsy/travellers, refugees, migrants and asylum seekers</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>The assets will be open to all, however, are likely to have no impact on race.</p>
<p>RELIGION OR BELIEF <i>Refers to any religion, belief, or philosophical belief, including a lack of religion or belief</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>The assets will be open to all, however, are likely to have no impact on either religion or belief.</p>

<p>SEX - GENDER IDENTITY <i>Men and women, boys and girls, and those who self-identify their gender, including non-binary people</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>The assets will be open to all, however, are likely to have no impact on sex and gender identity.</p>
<p>SEXUAL ORIENTATION <i>A person's identity in relation to the gender or genders to which they are, or are not, sexually attracted to</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Community based assets supported by this fund will be designed to increase accessibility to goods and services for all. Building assets will foster social connections, which have a positive impact on building community connection and belonging, helping to break down barriers and removing social isolation.</p> <p>The assets will be open to all, however, are likely to have no impact on sexual orientation.</p>

<p>4.3 Fairer Scotland Duty</p>			
<p><i>This duty places a legal responsibility on organisations to actively consider how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions</i></p>			
<p>Is the proposal strategic?</p> <p style="text-align: right;">Yes - the fund is designed to meet deliverables in both NSET & the RES, along with SOSEs own action plan.</p> <p><i>If not, go to section 4.4</i></p>			
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have</p>			
	<p>Impact</p>		<p>Please explain the potential impacts</p>
	<p>No impact</p>	<p>Positive impact</p>	

<p>LOW AND/OR NO WEALTH <i>This includes having enough money to meet basic living costs and pay bills, but not having any savings to deal with any unexpected outgoings and little to no provision for the future</i></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The development of assets in a local context means that services are more accessible & therefore costs associated with accessing goods and services.</p> <p>The fund is also designed to develop low/no cost access to the outdoors, therefore benefitting wellbeing.</p> <p>Community organisations are able to create inclusive growth because they are generating income, employing local staff and benefitting local supply chains, which therefore generates more localised opportunities for those living and working in a specific place.</p> <p>Community wealth building is a core criteria & desired outcome of the fund.</p> <p>As an indirect consequence, the investment into community-based organisations will enable them to enhance their volunteering, training, upskilling and job creation opportunities through good asset development.</p>
<p>MATERIAL DEPRIVATION <i>This includes being unable to access basic goods and services such as financial products like life insurance, electrical goods, leisure and hobby activities, heating, and so on</i></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The development of assets in a local context means that services are more accessible & therefore costs associated with accessing goods and services are reduced.</p> <p>The fund is also designed to develop low/no cost access to the outdoors, therefore benefitting wellbeing.</p> <p>Community organisations are able to create inclusive growth because they are generating income, employing local staff and benefitting local supply chains, which therefore generates more localised opportunities for those living and working in a specific place.</p>

				Community wealth building is a core criteria & desired outcome of the fund.
AREA DEPRIVATION <i>Where someone lives (e.g., rural areas), and where someone works (e.g., accessibility of transport)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The development of assets in a local context means that services are more accessible & therefore costs associated with accessing goods and services are reduced.</p> <p>The fund is also designed to develop low/no cost access to the outdoors, therefore benefitting wellbeing.</p> <p>Community organisations are able to create inclusive growth because they are generating income, employing local staff and benefitting local supply chains, which therefore generates more localised opportunities for those living and working in a specific place.</p> <p>Community wealth building is a core criteria & desired outcome of the fund.</p>
SOCIO-ECONOMIC BACKGROUND <i>Social class, including parents' education, employment and income</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The development of assets in a local context means that services are more accessible & therefore costs associated with accessing goods and services are reduced.</p> <p>The fund is also designed to develop low/no cost access to the outdoors, therefore benefitting wellbeing.</p> <p>Community organisations are able to create inclusive growth because they are generating income, employing local staff and benefitting local supply chains, which therefore generates more localised opportunities for those living and working in a specific place.</p> <p>Community wealth building is a core criteria & desired outcome of the fund.</p>

LOOKED AFTER and CARE EXPERIENCED PEOPLE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The development of assets in a local context means that services are more accessible & therefore costs associated with accessing goods and services are reduced.</p> <p>The fund is also designed to develop low/no cost access to the outdoors, therefore benefitting wellbeing.</p> <p>Community organisations are able to create inclusive growth because they are generating income, employing local staff and benefitting local supply chains, which therefore generates more localised opportunities for those living and working in a specific place.</p> <p>Community wealth building is a core criteria & desired outcome of the fund.</p> <p>Much of the voluntary sector has agreements with employability groups that provide work experience and volunteering in a supported manner for looked after/care experienced individuals. This is not, however, a target for the fund.</p>
CARERS <i>Paid and unpaid, including family members</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Research tells us that carers are the most socially excluded in society. However, there is no provision of respite, so this fund is unlikely to have a positive impact on carers.</p> <p>It is possible, however that assets will be developed in a way that do benefit carers, but possible impacts are unknown at this stage.</p>
HOMELESSNESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The existence of homelessness is not a specific target of the fund, however, the generation of affordable housing could be an indirect consequence, which has potential to impact homelessness.</p>
ADDICTIONS and SUBSTANCE ABUSE				<p>The fund is not designed to specifically impact those with addictions and substance abuse.</p>

	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
THOSE INVOLVED WITHIN THE CRIMINAL JUSTICE SYSTEM	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The fund is not designed to specifically impact those who have been involved in the criminal justice system

4.4 Environmental sustainability, climate change and energy management				
<i>How will the proposal/policy/project/plan affect the environment and carbon usage?</i>				
	Impact			Please explain the potential impacts
	No impact	Positive impact	Negative impact	
THE ENVIRONMENT e.g., carbon usage, pollution etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A key element of the fund is about the progression of NZ and how the development of assets contributes positively towards providing a more sustainable building/asset. Each applicant must demonstrate how their project will benefit the environment.

5. Mitigating actions and recommendations

Consider:

- Could you modify the proposal to eliminate discrimination or reduce any identified negative impacts? If necessary, consider other ways in which you could meet the aims and objectives of the proposal
- Could you modify the proposal to increase equality and, if relevant, reduce poverty and socio-economic disadvantage?
- Describe any modifications which you can make without further delay (e.g., easy, few resource implications such as information in different formats and languages etc.)

Considering alternatives and mitigation			
Are you able to reduce any potential negative impacts identified above? None identified			
EQUALITY CHARACTERISTIC / SOCIO-ECONOMIC FACTOR	MITIGATION	RESOURCE IMPLICATIONS <i>Financial, people, health, property, etc.</i>	APPROVED? Yes / No

6. Conclusions and planned action

Is further work required?	No
What action is to be taken?	There will be a review at the end of the pilot to gauge what improvements could be made in the longer-term roll out of the fund
Who will undertake it?	Kate Musgrave/Jan Pringle/Kathy Cremin
When will it be done?	Towards the end of the 12 month pilot
How will it be monitored, by whom and when/how often? <i>(e.g., through service plans)</i>	Kate Musgrave/Jan Pringle. Annually, taking learnings and making adjustments based on evidence.

7. Recommendations and reasoning

Select which applies:

- Implement proposal with no amendments (as a positive impact is explicitly intended and very likely)
- Implement proposal taking account of mitigating actions (as outlined above)
- A negative impact is probable or certain for some groups, but the policy can nevertheless be justified as a proportionate means of achieving a legitimate aim
- Reject proposal due to disproportionate impact on equality, poverty, health and/or socio-economic disadvantage

Reason for recommendation:


It is concluded that the fund is designed so that there are no negative impacts on any sector of the community and there are a wide range of generalised benefits for a wide sector of the community.

8. Ongoing Monitoring

How often will this proposal/policy/project/plan be monitored and reviewed, with Equality in mind?	Annually
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What stages of monitoring will be implemented? <i>Eg: collecting and analysing information, identifying inequalities, investigating the causes of these and removing any discrimination or barriers to economic progression.</i>	
How will you monitor?	
How and how often will you analyse the results?	

9. Approval and Publishing

Signed by Project/Policy Lead:	Kate Musgrave
Role:	Head of Enterprising Communities
Date:	31/5/23
Signed by Fair Work and Equalities Lead:	
Date:	31.05.23
Publishing Date:	