# EQUALITY & FAIRER SCOTLAND DUTY (EqFIA) IMPACT ASSESSMENT FORM

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| **Name of Business Unit** | Innovation and Place |
| **Name/designation of person(s) responsible for managing/ conducting this process** | Garry Williamson |
| **Date Complete** |  |

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| **Name of Policy / Function / Service / Strategy / Action Plan / Programme / Project etc.** | HALO Kilmarnock | |
| **Is it (\*delete as applicable)** | \*New |  |
| **Is the policy contracted out? (\*delete as applicable)** | \*No |  |
| **If yes, who delivers this policy for the organisation?** |  | |
| **Is responsibility for delivery shared with others? (\*delete as applicable)** | \*Yes |  |
| **If yes, who are your partners?** | The HALO Kilmarnock Limited | |

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| **EQUALITY** | | | |
| **Could there be possible impacts or effects in respect of the following protected groups?** | | | |
| **Age** | **Yes** | **Disability** | **Yes** |
| **Gender Re-Assignment** | **No** | **Marriage & Civil Partnership** | **No** |
| **Pregnancy & Maternity** | **No** | **Race** | **No** |
| **Religion or Belief** | **No** | **Sex** | **No** |
| **Sexual Orientation** | **No** | **Human Rights** | **No** |

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| **FAIRER SCOTLAND DUTY** | |
| **Could there be possible impacts or effects in respect of disadvantaged areas/places and/or groups?** | |
| **Groups, including the protected groups considered within the Equality section above**  **(for example, young people, disabled people)** | **Yes** |
| **Areas/Places**  **(for example, rural areas, communities experiencing disadvantage)** | **Yes** |

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| **EO Champion review by** | Jennifer Paul and Ailsa McDermid | **Date** | 04/09/23 |
| **SRO name and email approval on file** | Derek McCrindle | **Date** | 19/09/23 |

**Identify ALL the Aims of the Policy/Project (consider these questions to prompt answers)**

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| 1. What is the purpose of the policy/project? (consider explicit and implicit aims)  2. Who does the policy/project affect? Is it located in an area of socio-economic disadvantage?  3. Who does the project benefit directly? (e.g. employees/service users; equality groups, other stakeholders)  4. What results/outcomes are intended? |

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| HALO Kilmarnock is a transformational brownfield regeneration project that aims to re-establish the site as a key centre of employment for the Ayrshire region and tackle some of the growth challenges present.  The HALO Kilmarnock Limited (THKL) worked with East Ayrshire Council (EAC) and the Ayrshire Growth Deal (AGD) to develop a project for a £75 M low carbon, mixed use urban community project with outcomes of jobs, economic growth, skills development, access to housing and proximity to transport networks. THKL seeks to address market failure at this location and, through working in partnership, make a significant contribution to place making in the Ayrshire region. It can be considered one of the current regeneration projects of national significance alongside Michelin in Dundee and the redevelopment of Hunterston in North Ayrshire.  The first phase of the project is the HALO Enterprise and Innovation Centre (HEIC). The low carbon building opened in April 2022 and extends over four floors with total lettable accommodation of 45,865 sq. ft. The main building occupier is international financial services company PRA group with a range of smaller SME businesses base on the HALO#RockMe trading floor of the building.  As a local authority East Ayrshire has experienced multi-generational economic challenges with recent economic baseline data highlighting (data sourced through [SDS Regional Skills Assessment](https://www.skillsdevelopmentscotland.co.uk/what-we-do/skills-planning/regional-skills-assessments) updated November 2022):   * East Ayrshire had the second lowest productivity level of all the Scottish local authorities in Scotland. * East Ayrshire relies heavily on employment in the foundation economy with over 24% of employment in human health and social work activities.   Yet East Ayrshire has also seen progress in the years since the project commenced with recent data (as above) demonstrating:   * East Ayrshire has an economic activity rate higher than the Scottish average (78.1% compared to 76.2%). * East Ayrshire has a higher employment rate than the Scottish average (75.2% compared to 73.1%). * Gross Annual Earnings are higher in East Ayrshire than the Scottish average (£629.60 compared to £622.00).   Looking at the anticipated beneficiaries for the HALO project, disadvantaged groups are specifically highlighted and there is regular monitoring of results / outcomes in areas such as:   * direct and indirect job creation and retention levels of 532 by 2025/26 with specific consideration of green jobs, living wages, youth employment, and jobs for long term unemployed. e.g. [partnership with Onecom](https://www.onecom.co.uk/blog/halo-scotland-partners-with-onecom-to-connect-kilmarnock-development) to enhance employability of young people; [NASA Astronaut sharing story](https://www.scotsman.com/business/nasa-astronaut-touches-down-in-ayrshire-innovation-centre-4267317) with children on benefits of STEM * Supporting HALO Based Companies to grow and relocate within the Ayrshire region * HALO will engage, through a range of skills, education and other outreach activities with young people and other residents in the Region by 2030 * Carbon and other emissions will be monitored in line with emerging Scottish Government Guidance   This relates directly to measurement through the [AGD benefits realisation planning](https://www.ayrshiregrowthdeal.co.uk/wp-content/uploads/2022/02/22.02.28-AGD-Benefits-Realisation-Plan.pdf) (p49). |

## **Consider the Evidence (data and information) - (consider these questions to prompt answers)**

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| 1. What information or data would it be useful to have? What data (quantitative and qualitative) is available? (in-house/external) How reliable/valid/up-to-date is it?  2. What does the data/information tell you about   * Different needs? * Different experiences? * Different access to services, information or opportunities? * Different impacts/different outcomes? * Socio-economic disadvantage by group or place?   3. Are there any gaps that you should fill now/later by further evidence gathering/commissioning or by secondary analysis of existing data?  4. Are there any experts or stakeholders you should involve/consult now? Have you involved/consulted any experts already? What were their views? |

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| In considering the HALO project, there are a number of reliable sources of data that have been considered including:   * [SDS Regional Assessments](https://www.skillsdevelopmentscotland.co.uk/media/49100/rsa-ayrshire.pdf) which details a range of socio-economic factors for Ayrshire with additional detail provided at a Local Authority Level (produced annually; last report November 2022) * Ayrshire Growth Deal PMO produce monthly reports outlining progress aligned to projects including HALO (July 2023) * SE participate in the Economy and Skills Working Group for East Ayrshire which holds meetings approx. every month outlining specific challenges and opportunities for the area and calls on the quantitative and qualitative experiences of residents and businesses. (Tracking document updated April 2023) * HALO has undertaken regular monitoring of its activity with specific consideration of areas such as new visitors to the site, events held and engagement work through its partners.   Specific to the HALO project, SE recognise areas such as youth employment as a challenge locally with participation levels (encompassing education, employment and training) lower (91.9%) than the Scottish average (92.4%). In addition, a higher proportion of East Ayrshire residents are registered as core or work limiting disabled (31.9%) than the Scottish average (27%). This aligns with economic inactivity trends with 26.7% of 16-64 year olds compared to 22.9% nationally.  There is also a recognition of SIMD data highlighting that 3.6% of national data zones designated most deprived exist within East Ayrshire. (This data has all been sourced through the SDS Regional Assessment provided above) |

**Assess the likely impact on different groups - (consider these questions to prompt answers)**

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| 1. Does your analysis of the evidence indicate any possible adverse impact on a particular group (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation) or does it breach human rights legislation. Mandatory human rights due diligence is required for some projects. Please see [guidance](https://scotent.sharepoint.com/sites/Intranet/Corporate/Corporate-cfogroup/Corpmgt-risk/Pages/Due-diligence.aspx). 2. If it is adverse,  * Does this amount to unlawful discrimination? (See guidance)  1. In what areas does it have an impact? E.g. access to information,   experience of services?  4. Even if there is no evidence of adverse impact, is there an opportunity to actively promote equality or foster good relations between different groups**?**  5. Is socio-economic disadvantage evident from any particular group or area? |

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| There is no identified adverse equality impact on any protected groups from the overall HALO project.  In terms of socio-economic disadvantage, as referenced in section 2, there are two primary disadvantaged groups which have been identified in the form of young individuals and those who are long term unemployed, often related to health challenges/disabilities. The HALO project has specifically identified a number of opportunities through its delivery partners to positively impact on these issues and address the socio-economic disadvantage apparent in the area e.g. working with Barclays to launch [Eagle Lab](https://home.barclays/who-we-are/our-strategy/backing-the-uk/thriving-local-economies/our-kilmarnock-pilot/) which works to support local businesses and entrepreneurs, key tenant [PRA Group](https://www1.ayrshire.ac.uk/news-events/news/2022/pra-group-supports-ayrshire-college-technology-students/) investing in Ayrshire College technology students. We have already started to see positive trends in terms of impact with projects run with East Ayrshire Council generating results. |

## **Consider alternatives - (use these questions to prompt answers)**

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| 1. How can you change your proposal in a way that is proportionate, and will   * Remove unlawful discrimination or comply with human rights? * Reduce any adverse impact? * Advance/promote equality? * Foster good relations between different groups? * Help us achieve our published equality outcomes (See guidance)? * Support the reduction in socio-economic disadvantage by groups or areas.   3. Can the aims be met in some other way? What can you do now/later?  4. If the project involves procuring a service or product is there any scope to encourage suppliers to have a greater focus on equality for example signing up to the Business Pledge? Are there any positive action activities you could consider which might address disadvantage experienced by protected groups/areas, like targeting women owned businesses, applying reserved contracts or Community Benefit Clauses? Are there any other project specific actions you could state to help with our equality duties e.g. monitoring of uptake of the service to identify under-representation or encouraging certain groups to participate in the project (see guidance)?  5. What are you recommending? |

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| As part of its overall aims, the HALO project aims to support the reduction in socio-economic disadvantage for disadvantaged groups in a disadvantaged area. One of the key impact measurement areas for HALO looks at the creation of jobs in areas of direct disadvantage considering youth employment and those who are current long term unemployed.  Working with HALO, both directly and through regional economic partnership activity, we have actively highlighted the benefits of signing up to the Scottish Business Pledge and encouraging their occupants to do the same. This work has included highlighting the support available through the Workplace Innovation team in Scottish Enterprise. This work will continue.  As an active partner in regional economic development, HALO are also aware of the work being delivered as part of the Community Wealth Building approach to economic development. This includes addressing procurement opportunities, understanding their use of land and assets as a local asset and consideration of Fair Work practices.  Through direct partnership engagement, Halo has acted as a benchmark in driving forward active relationships with local anchors and tackling socio-economic disadvantage. This is demonstrated through the behaviours of their anchor tenant PRA and the support offered to [Ayrshire College technology students](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww1.ayrshire.ac.uk%2Fnews-events%2Fnews%2F2022%2Fpra-group-supports-ayrshire-college-technology-students%2F&data=05%7C01%7CBrian.Connolly%40scotent.co.uk%7C7a5580c40c1d43e864b708db4275fd82%7C50374495fdde4d04bc5c574982680e19%7C0%7C0%7C638176847731721171%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=FxzojbmGkwyFeDyQcebOqZ5YMkQ941pNhl27kHB7KXU%3D&reserved=0). In addition, we have seen Barclays establish a “[Thriving Local Communities Pilot](https://home.barclays/who-we-are/our-strategy/backing-the-uk/thriving-local-economies/our-kilmarnock-pilot/)” in Kilmarnock which looks to offer interventions such as the Life Skills Programme which has directly supported the creation of new apprenticeships and positive destinations for school leavers.  As implementation of the Halo project progresses, Scottish Enterprise will use its involvement to identify further ways in which the disadvantaged groups and the area can be supported to reduce levels of socio-economic disadvantage. |

## **5. Involve/Consult relevant stakeholders if appropriate - (consider these questions to prompt answers)**

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| 1. What are the views of the people who are likely to be affected or who have an interest about   * Whether you have identified the right issues? * Whether you have proposed suitable modifications? * Whether your proposals will meet their needs?   2. Should you involve people in the re-design of the policy?  3. How will you consult once changes have been made?  4. Whom do you need to get views from? (internally/externally/different geographical locations)  5. What methods will you use? (consider “hard to reach” groups)  6. What formats will you use for communicating with different groups? |

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| Alongside direct engagement with HALO, we recognise the opportunity to consider this project as part of the wider Ayrshire Growth Deal delivery and where key tenants can help drive solutions, specifically in the areas of youth and long-term unemployment. HALO are an important regional partner with funding sourced across local authorities, Scottish Government and SE to deliver their ambitions. The AGD process undertook significant community and stakeholder engagement with a view to ensuring assets developed met local needs. This detail is considered through the [AGD Benefits Realisation Plan](https://www.ayrshiregrowthdeal.co.uk/wp-content/uploads/2022/02/22.02.28-AGD-Benefits-Realisation-Plan.pdf).  SE has retained ongoing relations with HALO, both through the development of the initial building and the additional opportunities in areas such as the Net Zero Accelerator programme with Net Zero Scotland and East Ayrshire Council. As an organisation, SE are now co-located within the HALO premises.  As the HALO project develops further, there is significant opportunity to engage with regional anchors who have ties into community structures such as Community Planning Partnerships. Communication formats include the potential to deliver events on site (with clear examples of how this can be tracked) e.g. [SE are hosting Ayrshire based events in the HALO building](https://www.eventbrite.co.uk/e/selling-on-global-platforms-shopify-tickets-677374293747?aff=ebdsoporgprofile) alongside running specialist surgery drop-ins, and also leverage existing communication structures such as locality planning groups. These interventions allow HALO to demonstrate its ability to facilitate community development and ensure full utilisation of its space. |

## **6. Decide whether to adopt this policy/project - (consider these questions to prompt answers)**

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| 1. What were your findings from the consultation/involvement?  2. Taking into account all of the data, information, potential impact issues and consultation feedback, what will you recommend? (Choose & state one option)  **Reject the policy** – there is evidence of actual/potential unlawful  discrimination, breach of human rights or no support for socio  economic disadvantage identified.  **Accept the policy** – The EIA demonstrates the policy is robust with  no adverse impacts and all opportunities to promote equality/foster  good relations and address disadvantage have been taken.  **Modify the policy** – Adjust the policy to remove barriers or better  promote equality and fairness  **Continue with the policy** – Issues with the policy have been  identified but you wish to continue with the policy. Clearly set out  justification for doing this. Compelling reasons will be needed.  If the Assessment is on a high level policy/strategy state here if further assessments need to be carried out on projects emanating from the policy/strategy and inform project managers. |

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| Scottish Enterprise has identified opportunities to address socio-economic disadvantage in Kilmarnock/East Ayrshire through the HALO project and has continued with the project as approved by the Scottish Enterprise Board in June 2019. Noting that this assessment has been completed in its final form after the Board approval, Scottish Enterprise believes HALO offers a clear demonstration of working with local partners to address needs, overcome socio-economic boundaries and encouragingly drive partner behaviour. |

## **7. Make Monitoring (and review) Arrangements - (consider these questions to prompt answers)**

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| 1. How will you know what the actual effect of the policy/project is at policy level and how does it contribute to national progression with minimising socio-economic disadvantage?  2. In what ways will you monitor? e.g. continuously or irregularly, quantitative methods such as surveys, qualitative methods such as interviews  3. How often will monitoring information be analysed?  4. When will you review the policy/project taking into account any monitoring information? |

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| As outlined above, HALO is subject to detailed and regular monitoring as part of its funding conditions through the Ayrshire Growth Deal with the Smart Outputs tracking stored in SharePoint. Monthly updates are provided to the Ayrshire Programme Management Outputs where activity is delivered.  In addition, SE sit as observers on the HALO Board, which meets on a quarterly basis. This enables us to better understand steps taken to ensure that opportunities to address socio-economic disadvantage are being identified and addressed. |

## **8. Equality Impact Assessment review**

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| Please forward the completed document to your equality champion for review. This should then be approved by the SRO and returned to your champion for publication on the Scottish Enterprise external website. |

## **9. Summary of Actions**

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| List any actions agreed and indicate dates for review. |

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| * + 1. SE will continue to ensure regular project updates are received via the Ayrshire Growth Deal Monitoring Reports and will review these updates to ensure appropriate progress can be demonstrated in addressing areas and groups affected by socio-economic disadvantage.     2. SE will continue to sit on the HALO Board as observers whilst SE loan funding remains in place and will oversee the progress of the project.     3. Through the engagement structures and the ongoing engagement that takes place, SE will highlight further opportunities for HALO to address socio-economic disadvantaged areas and groups. |