

Equality Impact Assessment: initial screening

What is being assessed by whom?

Name of the policy¹
European Regional Development Funds 2014 – 2020: Green Infrastructure
Name of person leading the assessment²
Chris Nevin, People and Places Unit
Names of other team members
Karen Morrison (Forth Area, Ops), Jimmy Hyslop (Strathclyde and Ayrshire Area, Ops), John O’Neil (People and Places), Jason Watts (Rural Resources) and Maren Ebeling (Rural Resources)
Is this a new or existing policy? New <input checked="" type="checkbox"/> Existing being reviewed <input type="checkbox"/> If existing, then please check to see whether a previous EqIA is available to provide a basis for this assessment.

Initial screening

	Yes	No
Does the policy impact on people? (e.g. on service users, businesses, employees, wider community)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Will it have a significant effect on how other organisations operate?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does it relate to an area where SNH has set equality outcomes³ ?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does it relate to an area where there are known inequalities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

*If you answered **Yes** to any of the above, please proceed to Stage 1 of the EqIA form.*

*If you answered **No** to all of these, you do not need to carry out an EqIA so proceed to sign and complete the statement below.*

An EqIA is not needed **Date:**

¹ The term policy is shorthand for policies, provisions, criteria, functions, practices and activities including the delivery of services.

² Person leading on the policy development

³ Through the delivery of our services people who are under-represented as a result of a protected characteristic are more able to visit and experience the outdoors

Our workforce broadly reflects the diversity of the population of Scotland

Our workforce welcomes, values and promotes diversity

The gender pay gap is reduced

Signed	Date
Lead officer:	
Responsible officer ⁴ :	

Please now publish the initial screening section of the form in eRDMS file B239231 and email confirmation to diversity@snh.gov.uk. Please also retain a copy with your policy documents.

⁴ Person with overall responsibility for the policy.

Equality Impact Assessment: Assessing Impact

Stage 1. The purpose of the policy, service, activity etc.

<p>What is the purpose of the policy?</p>	<p>Investing in green infrastructure provides a wide range of benefits including improving people's health, creating better places, supporting economic growth and providing opportunities for community engagement in their local environment. Scottish Natural Heritage (SNH) plans to be Lead Partner for a 2014 – 2020 European Regional Development Funds (ERDF) programme of Green Infrastructure (GI) projects across Scotland. Funding of £15m is sought from ERDF for a programme valued at £37.5m+ overall. The proposal fits with ERDF objectives to improve the urban environment, meets Scottish Government (SG) aspirations to improve green space in our towns and cities, especially close to areas of deprivation and contributes to SNH's new Corporate Plan goals, particularly improving health and well-being, and reducing health inequalities. The ERDF programme also includes a horizontal theme to promote equal opportunities and prevent discrimination through the delivery of the programme.</p>
<p>Who does the policy affect? (employees, customers, equality groups, stakeholders)</p>	<p>Set within the context of the SG's overall Structural Funds Programme, the GI Programme will engage local people and communities of interest in a series of significant projects in urban Scotland. The programme will engage representative groups including equality groups, stakeholders and individuals in shaping the design and development of the individual GI projects to be implemented by delivery partners.</p> <p>The delivery of the GI programme through individual projects will also provide local people and groups with protected characteristics with opportunities for employment, training, skills development, volunteering, etc. Encompassed within the programme will be measures to support those with disabilities, health inequalities and those with caring responsibilities as particularly referenced in the SG Structural Funds Equality Impact Assessment Record to engage in all aspects of the programme and projects.</p>

<p>What results/outcomes are intended?</p>	<p>The Green Infrastructure Programme aims to:</p> <ul style="list-style-type: none"> • Improve the quality, accessibility and quantity of green infrastructure in our towns and cities. • Provide increased and better opportunities for people to improve their health and well-being. • Address inequalities through the creation and improvement of green space for communities in areas of multiple deprivation (SIMD) and/or for communities living in proximity to vacant and derelict land (VDL), as well as for those who are under-represented as a result of a protected characteristic. • Provide increased opportunities for people to experience and value nature and promote greater use of green space by local communities and communities of interest including equalities groups. • Contribute to economic regeneration, providing benefits to people and businesses by investing in green infrastructure. <p>A menu of ERDF Programme specific indicators is set out in the regulations and from these output, results and performance indicators have been agreed with SG for annual reporting, namely:</p> <p>A. Number of projects delivering new/improved green infrastructure B. Increase (ha) in open space created or rehabilitated across urban areas where projects located C. % of the urban population that is satisfied with the quality of green space.</p>
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Stage 2. Relevance to the needs of the general equality duty

Please consider which aspects of the policy are relevant to the three needs of the general equality duty

	Comment
<p>Eliminate unlawful discrimination</p>	<p>In carrying out its Public Sector General Duty, SNH aims to develop and deliver a GI Programme that will consider the role of individuals with protected characteristics and ensure that there is no scope for unlawful discrimination in their engagement in the development and delivery of individual GI projects.</p> <p>Almost all of the delivery partners are public sector organisations so they will have equal regard to the delivery of their Public Sector General Duty in relation to eliminating unlawful discrimination.</p>
<p>Advance equality of opportunity</p>	<p>The need and demand for the suite of GI projects making up the programme has been identified through the development of multiple strategies and plans across economic, social and</p>

	<p>environmental spheres of interest. As a result, to date there has been significant public sector driven consultation about the projects, giving an opportunity for those with protected characteristics to become involved and help to shape the scope of the projects.</p> <p>Equality of opportunity will be further advanced through the development and delivery of the projects by ensuring best practice in local community engagement, particularly targeting SIMD and VDL areas, but also through engagement with equal opportunities groups, locally and nationally, to ensure that delivering the projects will involve where possible, people with protected characteristics.</p>
Foster good relations between groups of people	<p>The individual GI projects will provide, at each stage of their development, hands-on opportunities for people from different groups to volunteer or work together to deliver quality environmental improvements for the benefit primarily of local communities - from shared decision making, to delivery, to celebration. The range of projects concentrated in the Central Scotland Green Network area but also encompassing the urban centers of Inverness, Dundee and possibly Aberdeen, will give people with protected characteristics and others the opportunity to work side by side and develop a shared understanding and passion as a means to break down prejudice.</p> <p>Creation of a better network of good quality green spaces in urban areas will also provide an improved facility for individuals and groups to enjoy the outdoors on a regular basis, with consequent benefits for fostering good relations, health, well-being and quality of life.</p>

Stage 3. To which of the equality groups is this policy relevant?

All	<input checked="" type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Age	<input type="checkbox"/>	Gender reassignment	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Religion and belief	<input type="checkbox"/>
Race	<input type="checkbox"/>	Marriage and civil partnership ⁵	<input type="checkbox"/>

If you decide that the assessment is not relevant to some groups, please say why below.

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⁵ In relation to unlawful discrimination in employment

Stage 4. Evidence

Please consider what evidence is available to help you identify the impact the policy may have on people amongst the relevant groups you have identified? Both quantitative (statistics etc.) and qualitative (event feedback etc.) are equally valid. Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, [Scottish Government Evidence Finder](#), the views of equality groups, as well your own experience of working in this area etc.

Remember to consider whether this requires you to consult relevant equality groups. Where it is not possible to gather new information in time to inform the assessment, consider including such actions in your plans to monitor and review the policy.

Protected characteristic	Evidence	Source	Gaps and actions taken
Age	<p>In 2011, Scotland's unemployment rate for 18-24 year olds was 18.9%, higher than that of the UK as a whole (17.9%).</p> <p>In 2011, at 61.4% youth unemployment in Scotland was higher than for any other age group.</p> <p>About 38% of Scottish adults and 30% of Scottish children fail to meet agreed physical activity guidelines.</p> <p>The proportion of people visiting the outdoors at least</p>	<p>The Position of Scotland's Equality Groups – Revisiting Resilience in 2011, Communities Analytical services – http://www.scotland.gov.uk/resource/Doc/1124/0121151.pdf</p> <p>Local Area Labour Markets in Scotland, Statistics from the Annual Population Survey 2011 – http://www.scotland.gov.uk/resource/0039/00396572.pdf</p> <p>Labour Market Briefing September 2013 – http://www.scotland.gov.uk/resource/0043/00433991.pdf</p> <p>Scottish Government Website – http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid/Age/AgeESLL</p> <p>http://www.scotland.gov.uk/Resource/0042/00421587.pdf</p> <p>Scottish Health Survey 2012</p> <p>Scottish Recreation Survey 2012</p> <p>Scottish Household Survey, 2013 http://www.gov.scot/Publications/2014/08/7973/11</p>	<p>Young people are the largest unemployed group in Scotland today. In line with the emphasis placed by the EU in the 2014 – 2020 programme to the Youth Employment Initiative, the GI Programme will target young people with opportunities to engage in the projects for training, apprenticeships, skills development, volunteering, etc as well as GI users and members of the local community.</p> <p>Creating more attractive green spaces in Scotland's urban areas should provide more opportunities for young people, as well as adults, to increase their physical activity.</p> <p>The GI Programme and projects will not indirectly discriminate against the older Scottish generation. They will be given the same opportunities as</p>

	<p>once a week between 2009 and 2011 varied from 34% in South Lanarkshire to 65% in Moray.</p> <p>In 2013, 46% of adults in Scotland visited Scotland's outdoors one or more times a week, an increase from 42% in 2012. 16% never visited the outdoors.</p> <p>68% of adults in Scotland have access to a useable local green space that is within a five minute walk from their home.</p> <p>36% of adults use their local green space either every day or several times a week. 24% of adults do not use their local green space at all.</p> <p>The proportion of adults who never visit the outdoors or use their local green</p>		<p>every other age group and will have help tailored to meet their specific requirements.</p> <p>Looking at the statistics of adult visits to the outdoors, and in particular, their local green spaces, improving the quality, attractiveness, accessibility and connectedness of these green spaces, particularly in the most deprived areas, should offer an opportunity to increase use and enjoyment for adults, with consequent health, well-being and quality of life benefits.</p> <p>Recreational walking for 30 minutes has been identified as the most prevalent form of physical activity so high quality local green infrastructure will facilitate maintenance and improvement of these attainments.</p>
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	<p>space falls as the level of deprivation in the area falls (for green space this ranges from 31% in the 20% most deprived areas to 18% in the least deprived).</p> <p>78% of adults participated in sport and exercise (including recreational walking) in the last four weeks (2013). This was an increase from 74% in 2012. Walking for 30 minutes (for recreation) was by far the most prevalent activity with 65% of adults having done this, an increase of 7% from 2012.</p>		
Disability	<p>25% of adults in Scotland state that their ability to participate in outdoor recreation is limited by a long-term illness, health problem or disability,</p>	<p>Scotland's People and Nature Survey 2013/14 Special Interest Report No. 2 Participation in Outdoor Recreation: Under-represented Groups (Scottish Natural Heritage) http://www.snh.gov.uk/docs/A1480512.pdf</p> <p>Scottish Recreation Survey 2011 Fact Sheet - http://www.snh.gov.uk/docs/B1121005.pdf</p>	<p>The individual GI projects would be scoped and design to be as inclusive as possible to increase participation by disabled users, e.g.: limiting path gradients, designing in seating and resting points for those with restricted mobility, signage and interpretation that conforms to best</p>

	<p>with 12% stating that their participation is limited 'a lot' and a further 14% that it is limited 'a little'.</p> <p>Adults with a long-term limiting illness, health problem or disability made an estimated 21.4 million visits to the outdoors between March 2013 and February 2014. As a group, they are significantly less likely than average to participate in outdoor recreation or to do so on a regular basis: 63% (compared to 82% of all adults) visited the outdoors in the 12 months prior to SPANS interview and 35% (compared to 50% of all adults) visited the outdoors at least once a week during that period.</p> <p>37% of adults with a long-term illness, health problem or disability didn't visit</p>	<p>Sadler, S. 2008. Barriers to accessing Scottish Natural Heritage Services - http://www.snh.org.uk/pdfs/customercare/Barriers%20to%20SNH%20Services.pdf</p> <p>http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid/Disability</p>	<p>practice for those with impaired vision, etc.</p> <p>Young people with a disability are less likely to leave school with the same level of qualifications as someone with no additional support needs. The GI programme would aim to provide opportunities for disabled people, particularly young disabled people, to extend their learning and vocational experience, with opportunities which may lead to college or apprenticeship places.</p> <p>Being focused on Scotland's urban areas, the GI Programme will offer the higher proportion of disabled people or those with a long term limiting illness the opportunity to engage with the projects and enjoy the benefits of the improved green infrastructure.</p>
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	<p>the outdoors at all in the 12 months prior to the SPANS interview, rising to 48% of those with a condition which limited their participation 'a lot'.</p> <p>The employment rate for disabled people was 46.3% compared to an overall employment rate of 70.7%.</p> <p>In 2012 21% of the rural population reported having a disability or long term limiting illness compared with 26% in urban areas.</p> <p>23.8% of school leavers with additional support needs achieved one or more Highers or better compared to 60.1% of those with no additional support needs.</p>		
Gender	The unemployment rate for men over 16 years in Scotland	Labour Market Briefing September 2013. Available from http://www.scotland.gov.uk/resource/0043/00433991.pdf	The GI programme is a capital programme which will be implemented in different areas by a

	<p>during September 2013 was 7.6% and for women 7.2%.</p> <p>The number of females starting a Modern Apprenticeship in 2012-2013 was 11,040. The number of males during September 2013 was 14,651.</p> <p>The number of females in training for a modern apprenticeship in 2012-2013 was 12,006 and number of males was 23,900.</p> <p>The number of females achieving a modern apprenticeship during this time was 8,538 (76%) and males was 11,383 (77%)</p> <p>Women make up over 90% of the lone parent population.</p> <p>In 2010 the highest percentage of</p>	<p>Skills Development Scotland Modern Apprenticeship Summary Info. Available from http://www.skillsdevelopmentscotland.co.uk/media/744202/modern_apprenticeships_summary_information_2012-13.pdf</p> <p>The Position of Scotland's Equality Groups – Revisiting Resilience in 2011, Communities Analytical services. Available from http://www.scotland.gov.uk/resource/Doc/1124/0121151.pdf</p> <p>Glasgow Caledonian University – Gender Mainstreaming Technical Assistance Report – http://www.scotland.gov.uk/Topics/Business-Industry/support/17404/Post2013CohesionPolicy/Evaluation/EvaluationofSDMs http://www.gcu.ac.uk/wise/wisefacts/</p> <p>Scottish Household Survey, 2013 http://www.gov.scot/Publications/2014/08/7973/11</p>	<p>range of methods, e.g.: contractors, third sector enterprises, delivery partner direct labour, volunteering, etc. As the work will be largely land-based, this is an area which traditionally may have been favoured more by males. The delivery partners will be encouraged to ensure that female participants are targeted to develop more balanced gender equality in land-based skills, including considering the particular needs of lone parents.</p> <p>The emphasis placed by the EU in the 2014 – 2020 programme on Gender Mainstreaming will be reflected in the mechanisms for the development and delivery of the individual delivery projects.</p> <p>The GI programme will offer volunteering opportunities for local people and communities of interest, giving men the scope to participate and address the volunteer gender gap as evidenced by the Scottish Household Survey, 2013.</p>
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	<p>women in the labour market worked in public administration, education and health which accounted for 46.3%. The lowest percentage worked in agriculture and fishing and was only 0.8%.</p> <p>Levels of volunteering vary according to gender across all age groups. Overall, in 2013, more women (30%) than men (25%) volunteered in the last 12 months.</p> <p>Levels of volunteering vary according to economic status with fewer people from lower socio-economic groups volunteering compared with higher income groups.</p>		
Gender reassignment	The Equality Act 2010 defines gender reassignment as a	http://www.glasgow.gov.uk/index.aspx?articleid WHITTLE, S. TURNER, L. ALALAMI,	The GI Programme itself and through delivery partners, most of which are public sector service organisations,

	<p>person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.</p> <p>European Structural Funds 2007 – 2013 did not include a participant characteristic for sexual orientation or gender reassignment. This has led to a significant gap in the evidence base for this protected characteristic in relation to the current programmes. This is something which the ESF 2014 – 2020 Programmes will address.</p>	<p>M. (2007) Engendered Penalties: Transgender and Transsexual People's Experiences of Inequality and Discrimination. Available from http://www.pfc.org.uk/pdf/EngenderedPenalties.pdf</p>	<p>will encourage equality for all groups, understanding and addressing the barriers and challenges that transgender people face.</p>
Marriage and civil			

partnership			
Pregnancy and maternity	There are estimated to be around 440,000 pregnant women in Britain each year.	<p>Equal Opportunities Commission, Greater Expectations – Summary Final Report, EOC’s Investigation into Pregnancy Discrimination, 2005 - http://www.equalityhumanrights.com/uploaded_files/eoc_pregnancygi_summary_report.pdf</p> <p>http://www.tommys.org/Page.aspx?pid=377</p>	<p>As the GI Programme is helping to deliver the SG European Structural Funds programme, the aim is to promote equal opportunities for both men and women. SNH would encourage everyone to take part in the delivery partners’ projects regardless of whether or not they are pregnant or approaching a period of maternity leave. We would encourage them to return to the project or the same position they held after their maternity leave.</p> <p>As the GI projects will be delivering improved local green spaces, pregnant women and those caring for young children should benefit from the improved experience of space for play, relaxation, less environmental pollution, etc.</p>
Race	The European Structural Funds have dedicated a substantial amount of time into researching the possible impacts of the new Structural Funds policy on the protected characteristic Race & Ethnicity, particularly in	<p>EUROPEAN COMMISSION (2011) Communication from the Commission to the European Parliament, The Council, the European Economic and Social Committee and the Committee of the Regions: An EU Framework for National Roma Integration Strategies up to 2020. Available from http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52011DC0173:en:NOT</p> <p>GLASGOW CITY COUNCIL (2013) Mapping the Roma Community in Scotland – http://www.scotland.gov.uk/Topics/Business-Industry/support/17404/Post2013CohesionPolicy/Evaluation/EvaluationofSDMs</p>	<p>The GI programme and projects will deliver improvements in urban areas of Scotland which will tend to be more racially diverse. Delivery partners will be encouraged to ensure that race is not a barrier to participation.</p> <p>Through the delivery of the GI Programme, the individual projects in diverse urban areas, have the potential to be more integrative by ensuring that good design makes</p>

	<p>relation to the growing Roma population in west central Scotland as statistically Roma are the largest ethnic minority and most socially excluded group in Europe.</p> <p>Adults in Scotland's BME population made an estimated 6.9 million visits to the outdoors between March 2013 and February 2014. Although this group is just as likely as adults of white ethnicity to visit the outdoors for recreation, they are less likely to do so on a regular basis: 42% (compared to 50% of adults of white ethnicity) reported that they had visited the outdoors at least once a week between March 2013 and February 2014.</p>	<p>Scotland's People and Nature Survey 2013/14 Special Interest Report No. 2 Participation in Outdoor Recreation: Under-represented Groups (Scottish Natural Heritage)</p> <p>http://www.snh.gov.uk/docs/A1480512.pdf</p>	<p>areas appealing for different cultural groups and that a programme of outreach and celebration engages all minority groups.</p>
Religion or	2001 the Scottish	http://www.scotland.gov.uk/Topics/People/Equality/Equalities/	Religion or belief is not a participant

belief	<p>Government statistics indicate that self-employment was highest for Sikhs (33%) and Muslims (29%) and the lowest self-employment rate recorded was for Roman Catholics.</p> <p>In 2011, the economic activity rate and employment rate was highest amongst those identifying their religion as Church of Scotland or no religion. The economic activity and employment rate was lowest amongst Muslims.</p>	<p>DataGrid/Religion</p> <p>The Scottish Government Equality Outcomes: Religion and Belief Evidence Review, 2013 http://www.scotland.gov.uk/Resource/0042/00420970.pdf</p>	<p>characteristic which is measured by the European Structural Funds. Everyone regardless of religion in Scotland will be offered the same opportunities to take part in the GI Programme and delivery projects, and to benefit from the improved green infrastructure in urban areas.</p>
Sexual orientation	<p>The integrated household survey January to December 2012 experimental statistics showed that for 16 – 24 year olds heterosexual / straight people are less likely to be in employment compared with those</p>	<p>Scottish Household Survey, 2013 http://www.gov.scot/Publications/2014/08/7973/0 http://www.scotland.gov.uk/Topics/People/Equality/Equalities/DataGrid/SexualOrientation</p> <p>JOLOZA, T. et al. (2010) Measuring Sexual Identity: An evaluation Report. Office for National Statistics. Available from: http://www.ons.gov.uk/ons/rel/ethnicity/measuring-sexual-identity---evaluation-report/2010/sexual-identity.pdf</p>	<p>The SG confirms that there is a lack of statistical evidence available in Scotland relating to sexual orientation in the last round of European Structural Fund programmes. It is understood that this is something that SG will address, so the GI Programme and projects would follow suit.</p> <p>However, the Scottish Household Survey, 2013 identifies that</p>

	<p>identifying themselves as gay / lesbian.</p> <p>1.3% of adults in Scotland identify themselves as lesbian, gay or bisexual. The Scottish Household Survey 2012/13 data (aggregated) indicate that 47% of lesbian/gay/bisexual people visit the outdoors at least once a week compared to 44% of heterosexual people.</p>		<p>heterosexual people are less likely to visit the outdoors.</p>
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Additional comments:
Please Include here any further general comments as supporting evidence, for example, derived from consultation with equality groups and/or stakeholders etc.

Stage 5. The significance of the potential impacts

Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the policy offers opportunities to promote equality and/or foster good relations.

Protected characteristic	Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
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Age	<p>This policy will have a positive impact on all members of society regardless of age as the green infrastructure created in local communities will be accessible to all ages.</p> <p>Equality of opportunity in relation to age will be advanced for younger age groups in line with the EU SF 2014 – 2020 programme’s Youth Employment Initiative by giving opportunities for training, apprenticeships, volunteering, etc, particularly for young unemployed or under employed people through the various project delivery mechanisms, thereby helping to address high youth unemployment.</p> <p>However, the impact on older people will also be positive as they will have equal opportunity to participate in the programme and projects.</p> <p>With the emphasis on connecting green spaces in a functional network, older and younger age groups with less access to cars, are more likely to benefit from being confident at using improved quality green spaces for active travel.</p>	+	M
Disability	<p>The green infrastructure created or improved will be designed for different disabilities, e.g.: shallow path gradients, clear signage, sensitive seating and resting points, to ensure that there is equal opportunity to access the green spaces for the benefit of health and well-being.</p> <p>The beneficial impact will also be felt through the involvement of disabled people in the design and decision making process, as well as delivery.</p>	+	M
Gender	<p>Improving the quality of local green infrastructure should have a beneficial impact for both sexes, but particularly women with higher lone parent and caring responsibilities, as good quality, well connected green spaces are a free and easy way access opportunities for improved health and well-being, outdoor learning, recreation, active travel, etc.</p> <p>In the training and volunteering opportunities provided, there will be an emphasis on not encouraging gender specific roles giving scope for all for training and qualifications, thereby reducing gender stereotyping.</p> <p>It is recognised that particular emphasis is being placed by the EU in the 2014 – 2020 programme to Gender Mainstreaming, so this will be reflected in the development, delivery and monitoring of the GI projects by SNH as the Lead Partner.</p>	+	M

Gender reassignment	At this stage of individual project development is it not easy to say what the impact will be for the gender reassignment protected characteristic, but by promoting an open approach to community involvement in the development and delivery of project, this should afford equal opportunity and eliminate unlawful discrimination as a basis for involvement.	+	M
Marriage and civil partnership	At this stage of individual project development is it not easy to say what the impact will be for the marriage and civil partnership protected characteristic, but by promoting an open approach to community involvement in the development and delivery of project, this should afford equal opportunity for involvement.	+	M
Pregnancy and maternity	<p>The impact of the improved and better connected local green infrastructure projects should be enjoyed by those in society who are pregnant or have caring responsibilities for young children, as improved access and accessibility should benefit them greatly in terms of health and well-being.</p> <p>As the GI programme delivery partners are mostly public sector bodies, they should be fully aware of the legal requirements relating to pregnancy and maternity of those involved in the projects, ensuring that there is no unlawful discrimination and there is equal opportunity.</p>	+	M
Race	<p>The GI programme and projects will deliver improvements in urban areas of Scotland which are more racially diverse. The impact of delivery partners being encouraged to ensure that race is not a barrier to participation is that there should be opportunities for engagement irrespective of a person's race or ethnicity.</p> <p>Delivery partners will be encouraged to involve representatives from different racial or ethnic representative groups which are particularly pertinent to a local area, e.g.: Roma populations in Govanhill, to ensure that the green infrastructure established (such as improved routes and green spaces) break down barriers between communities and offer opportunities to reflect local cultures and develop a shared understanding.</p>	+	M
Religion or belief	With a concentration of projects in west central Scotland with traditional issues in relation to religion and a changing landscape of religions, the GI programme should offer an opportunity for people of all religions or beliefs, or none, to participate in the programme regardless of their religion or belief.	+	M

Sexual orientation	Although the European Structural Funds do not target members of society with a particular sexual orientation, through the GI Programme, everyone will be afforded equal opportunities for engagement thereby promoting good relations.	+	M

Stage 6. Action needed to fulfil the needs of the general equality duty

Please consider the results of your impact assessment, what mitigating or positive action do you recommend in order to fulfil the three needs of the general equality duty? This will involve considering whether the evidence indicates that there is likely to be a differential impact⁶ on particular equality groups, and particularly whether this impact is disproportionately negative. Remember that it is lawful under the Equality Act to treat people differently in some circumstances, for example taking positive action or putting in place single-sex provision where there is a need for it. It is both lawful and a requirement of the general equality duty to consider if there is a need to treat disabled people differently, including more favourable treatment where necessary.

Needs of the general equality duty	Mitigating or positive actions needed, recommended or planned for each protected characteristic. (Age, Disability, Gender, Race, Sexual orientation, Gender reassignment, Pregnancy and maternity, Religion or belief)
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⁶ Suggests that a particular group has been affected differently by a policy, in either a positive, neutral or negative way.

<p>– Eliminate unlawful discrimination, victimisation or harassment</p>	<p>Only positive impacts have been identified above. However, this depends upon the delivery partners (who are mostly public sector organisations) also having regard to their general equality duties in ensuring that the engagement of protected characteristic groups eliminates unlawful discrimination, victimisation or harassment.</p> <p>SNH is aware that SG will be providing Lead Partners with guidance on:</p> <ol style="list-style-type: none"> 1. completing an Equality Impact Assessment, 2. the protected characteristics and the barriers these particular groups face; and 3. Gender Mainstreaming; <p>and this is awaited with interest. When these are received, any different approaches will be taken on board and shared with delivery partners.</p> <p>This situation should be monitored at key milestones during the project development and delivery process, including:</p> <ul style="list-style-type: none"> • finalisation of the project proposals including delivery mechanisms; • tendering procedures; • community consultation and engagement in design, delivery, celebration and use of green infrastructure projects; • setting up a framework to capture information on participation of groups with protected characteristic and Gender Mainstreaming in line with EU SF monitoring and reporting; • Inspections and indicator reporting; • Mid-term review in 2018/19.
<p>2. Advancing equality of opportunity</p>	<p>Only positive impacts have been identified above. However, this depends upon the delivery partners (who are mostly public sector organisations) also having regard to their general equality duties in ensuring that the engagement of protected characteristic groups advances equality of opportunity.</p> <p>As above, this situation should be monitored at the key milestones described above and bearing in mind the various guidance documents that SG will provide to inform this area.</p>

<p>3. Fostering good relations</p>	<p>Only positive impacts have been identified above. However, this depends upon the delivery partners (who are mostly public sector organisations) also having regard to their general equality duties in ensuring that the engagement of protected characteristic groups fosters good relations.</p> <p>As above, this situation should be monitored at the key milestones described above and bearing in mind the various guidance documents that SG will provide to inform this area.</p>
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Stage 7. Taking account of the results of the assessment

Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:

- **No major change** – your assessment demonstrates that the policy is robust. There is no potential for unlawful discrimination and you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review
- **Adjust the policy** – this involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue the policy** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the policy** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.

Option selected	Justification
No Major Change	<p>The GI programme as a whole, in terms of delivering a range of significant green infrastructure projects across urban Scotland focussing on SIMD and VDL areas, should provide a significant benefit for local communities and protected characteristics groups. Therefore, the policy is robust and through our mostly public sector delivery partners, the general duty of ensuring that there is no unlawful discrimination as well as advancing equal opportunities and fostering good relations should be standard.</p> <p>However, as Lead Partner, SNH will monitor the delivery partners to ensure that processes and procedures have these requirements built in to ensure best practice in engaging protected characteristic groups and particularly targeting young people with employment and training opportunities in line with the SG’s Structural Funds programme.</p> <p>This will be shaped by the awaited SG guidance in relation to Gender Mainstreaming, the framework for monitoring the characteristics of participants, and the guidance on the barriers that these groups face.</p> <p>With these elements in place, the policy should require “No Major Change” using the criteria provided.</p>

Stage 8. Summary of agreed actions resulting from your assessment

What action, by whom, will be undertaken as a result of the impact assessment.

No.	Action	Person responsible	Timescale
1.	SG Guidance on EqIA; protected group barriers; and Gender Mainstreaming to be provided to Lead Partners	Scottish Government Structure Funds Department – Jamie Dunsmore?	TBC
2.	SNH as Lead Partner to ensure that SG guidance above is communicated with confirmed delivery partners and built into their project development and delivery processes as a general duty and in relation to targeting, e.g.: youth employment and gender mainstreaming.	SNH Project Team and Board	Once SNH has been confirmed as Lead Partner and delivery projects have been selected – mid-April 2015?
3.	Develop a monitoring and evaluation plan linked to indicator reporting, financial reporting, milestones, etc.	SNH Project Team with the Structure Funds Department and SNH Project Board	Q4 2014/15 and Q1/2 2015/16
4.	Develop baseline data as a platform for monitoring and evaluation	SNH Project Team and delivery partners	2015/16
5.	Work with delivery partners to consider their need for individual EqIAs for each of their projects	SNH Project Team reporting to the Board	March 2015
6.	Work with delivery partners to ensure that their procurement processes ensure equality of opportunity for protected characteristics groups	SNH Project Team reporting to the Board	Q1, Q2 2015/16 onwards
7.	Work with delivery partners to ensure that community consultations, volunteering opportunities and celebrations ensure equality of opportunity for protected characteristics groups.	SNH Project Team reporting to the Board	Q1, Q2 2015/16 onwards
8.	Through established monitoring and review practices (at milestones described above and as otherwise directed), ensure that learning points about engagement of protected characteristic groups are identified and taken on board by revising project development and delivery as necessary.	SNH Project Team and Board	Ongoing from mid-April 2015

9.	SG references a complaints procedure if Lead Partners of delivery partners fail in their general duty, so guidance on this should be sought and criteria addressed in the monitoring and review process	SNH Project Team with SG Structure Funds Department	March 2015
10.	Standing agenda item for Project Board to review the EqIA for the GI Programme	SNH Project Board	Meetings (quarterly?)
11.	Structural Funds Mid-term Review – review the EqIA for the Programme and individual projects to assess the impacts on protected characteristics groups and further refine the programme to promote inclusion.	SNH Project Team and Board	2018/19

Stage 9. Monitoring implementation and review

Monitoring and Implementation
<p>Stage 1 above described the indicators required by the EU and agreed with SG for the GI Programme. In addition, SNH will develop a monitoring and evaluation plan including additional project specific indicators to firstly, ensure that implementation by Delivery Partners is achieving SNH and SG’s GI objectives and agreed targets including for those of protected characteristic groups, and secondly, to assist in monitoring progress of the overall GI programme and individual projects. SNH will require annual monitoring reports for each project from delivery partners.</p> <p>The SNH Project Team will develop an evaluation framework so that we have a baseline and comprehensive set of data from which to evaluate the impact of the GI programme including the participation of protected characteristic groups. It is expected that this wider evaluation will take place at the start of the programme, prior to the SG mid-term review (Spring 2018) and prior to closure of the programme. The EU expects a report on the agreed results and equality impact indicators in 2023. This will be rolled out with delivery partners for data collection and analysis.</p> <p>SNH would plan to make use of the existing Scottish Household Survey and potentially adding modules to it to ensure comprehensive analysis of project outcomes.</p> <p>The actions to identify the baseline and mechanisms for monitoring and ensuring that this is built into appropriate governance structures, is detailed in Section 8 above. This will be reviewed and expanded when further information becomes available from SG.</p>

Stage 10. Procurement

The public sector equality duty for procurement requires bodies to consider how they can further fulfil the needs of the general duty in how they procure goods and services both through the award criteria and contract conditions. This applies to thresholds which most, if not all, our procurement falls below. However, EHRC guidance encourages public bodies to adopt these principles to help meet our broader obligations in relation to procurement and equality.

Consequently, if your proposal involves any related procurement of goods, services or advice, you should now consider how best to reflect the results of your impact assessment in the procurement process.

Award criteria at tender stage	TBC
How will you evaluate award criteria	TBC
Contract performance criteria	TBC

Stage 11. Authorisation

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, sex, pregnancy and maternity, gender reassignment, sexual orientation, race and religion or belief have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Advancing equality of opportunity;
- Fostering good relations

Yes No

I am satisfied with the equality impact assessment that has been undertaken for European Regional Development Funds 2014 – 2020: Green Infrastructure and give my authorisation for the results of this assessment to be published on the SNH website.

Name:	Ross Johnston obo Richard Davidson
Position:	Area Manager, Strathclyde and Ayrshire
Authorisation date:	23 February 2015

Note: if this EqIA is associated with a policy that requires Director, Management Team or Board sign-off, you should arrange for the results of the assessment to accompany approval of the policy. This is to ensure that decision-makers are given sufficient information to enable them to pay due regard to equality when making their decision.

Stage 12. Storing and publishing this EqIA

The regulations require that where an assessment has been made and the policy is implemented, the results of any assessment be published 'within a reasonable period' of the decision to apply the policy.

Please now publish this EqIA in eRDMS file B239231 and send the ID to the Equality and Diversity Team diversity@snh.gov.uk for quality assurance and publishing on the SNH website.