

**Supporting Good Decisions**

**Promoting Equality & Human Rights, Reducing Inequality and Protecting the Environment**

**Integrated Impact Assessment Form**

**Integrated Impact Assessment Form**

**Promoting Equality, Human Rights and Sustainability**

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| **Title of Policy/ Proposal** | Proposed East Lothian Local Economy Strategy |
| **Timescale for Implementation** | From April 2024 |
| **IIA Completion Date** | Feb 2024 |
| **Completed by** | Jamie Baker  Matthew Foulds  Steven Findlay (Stantec] |
| **Lead officer** | Jamie Baker |

**Section 1: Screening**

**1.1 Briefly describe the policy/proposal/activity you are assessing.**

Set out a clear understanding of the purpose of the policy/ proposal/ activity being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

The proposed East Lothian Local Economy Strategy 2024-2034 will replace the East Lothian Economic Development Strategy 2012-2022 (refreshed 2018). The strategy will be the key delivery document for the Grow our Economy objective in the 2022-2027 Council Plan, for the ‘Prosperous’ theme within the East Lothian Plan 2017-2027, will support the development and delivery of Local Development Plan 2, and the ongoing development of the Council’s key strategic development sites. The Strategy is designed to support the alignment of Council Services and actions around the continued development of East Lothian’s Economy. It identifies a set of principles and a shared vision developed in partnership with the key stakeholders in East Lothian’s economy, which all the local economy’s stakeholders must work together to collectively achieve.

The Strategy renews the Council’s vision for the local economy:

In 2034, East Lothian will be an increasingly thriving, sustainable, and inclusive economy.

We will adopt a joined-up approach to economic development, with all local economy stakeholders working together to give East Lothian’s people, communities, and enterprises the support they need to reach their potential and achieve their goals.

East Lothian will be recognised nationally and internationally as a great place to live, work, visit, learn, and invest and as a leading partner in delivering regional prosperity, community wealth, and driving forward Scotland’s just transition to a net zero economy.

It introduces new goals and objectives.

Goals:

1. To increase the number of businesses in East Lothian with growth and employment potential.
2. To reduce income inequality across East Lothian, and to improve access to employment in rural areas.
3. To increase the number of socially and environmentally responsible businesses in East Lothian, expand plural ownership of the economy, and grow community wealth.

Objectives:

1. To be the destination of choice for innovative, socially, and environmentally responsible businesses to set up, grow, and succeed.
2. To provide high quality opportunities for people to learn, develop skills, and grow their potential.
3. To build on East Lothian’s reputation as a great place to live, work, and learn by adopting a pro-business approach, seeking and supporting sustainable investment, and by empowering communities.
4. To capitalise on the economic opportunities of and take a leading role in the just transition to a net zero economy.
5. To maximise the opportunities of being a part of the Edinburgh and South East Scotland City Region.
6. To promote a successful, accessible, and sustainable tourism sector that provides quality experiences and benefits our local communities.
   1. **What will change as a result of this policy?**

The Council’s focus on business support and economic development will be updated by the review of this policy area.

* 1. **Deciding if a full Impact Assessment is needed.**

Please answer the following questions:

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| --- | --- | --- |
|  | **Yes** | **No** |
| 1. The policy/ proposal has consequences for or affects people e.g. how they can access a service? | X |  |
| 1. The policy/proposal has potential to make a significant impact on equality? | X |  |
| 1. The policy/proposal is likely to have a significant environmental impact? | X |  |
| 1. The policy/ proposal has implications for the storage/ collection of personal data? |  | X |

* If you have answered yes to questions 1 and 2 above, please proceed to complete the Integrated Impact Assessment. If you have answered No then an IIA does not need to be completed. Please keep a copy of the screening paperwork.
* If you have identified that your project will have a significant environmental impact, please proceed to complete the Integrated Impact Assessment. You will also need to consider whether you need to complete a Strategic Environmental Assessment.
* If you have answered yes to question 4, please seek further advice from the Data Protection Officer.

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**Section 2: Integrated Impact Assessment**

* 1. **Have those who are affected by the policy had the opportunity to comment on new proposals?**

Consultation was undertaken in order to develop the new strategy, this included open community-based consultation, focus groups and follow up sessions with businesses, questionnaires, one to one interview, and engagement with strategic partners, Councillors and other local politicians.

* 1. **What information/data have you used to inform the development of the policy to date?**

Evidence to inform the Local Economy Strategy was drawn from a range of sources including:

* **Socio-economic review**: a desk-based review of socio-economic data, including a review of data on demographics; economy, employment, and business; labour market characteristics; connectivity; housing and employment land; and the visitor economy. This involved data from the below sources:
  + Scotland Census
  + National Records of Scotland
  + Scottish Government Statistics
  + ONS: Annual Population Survey, BRES, ASHE
  + Inter Departmental Business Register
  + Scottish Annual Business Statistics
  + Scottish Index of Multiple Deprivation
  + Ofcom
  + CoStar
* **Stakeholder and community engagement**: including community consultations; business stakeholder workshops plus feedback sessions; ongoing engagement with the East Lothian Connected Economy Group; one-to-one discussions with key stakeholders and Council officials; sessions with Councillors, and participation at economic development events in East Lothian.
* **Community Wealth Building (CWB) audit**: an assessment of East Lothian’s current approach to CWB, based around the Scottish Government’s ‘five-pillars’ approach, and the development of a CWB Action Plan and Charter, which supplements and complements this Local Economy Strategy.
* **Strategic review**: a review of the key national, regional, and local strategic documents that influence East Lothian’s approach to developing the local economy.
  1. **What does the evidence/ research suggest about the policy’s actual or likely impact on equality groups and those vulnerable/ or experiencing socio-economic disadvantage?**

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| **Evidence** | **Comment** |
| Which groups are in in particular need of this service? | The aim of the Strategy is to ensure that economic activity and growth benefit the people, communities, and environment of East Lothian. Primarily by ensuring it results in well paid local jobs, local and circular supply chains, investment in infrastructure, and practices which do not harm the natural environment. Goals include securing Community Wealth Building for East Lothian and to address income inequality.  Positive outcomes may include expansion of payment of the real living wage, access to new types of employment, access to training and development, opportunities to start or grow a business etc.  Open community-based consultations were arranged in a range of venues and times to ensure access to a range of options to engage. Consultations were held alongside other ELC strategy and policy consultations, including the Poverty Plan, LDP2, and Trees and Woodland Strategy to increase the likelihood of ‘cross pollination’ of attendees. |
| What level of service uptake/ access is there from protected and vulnerable groups? |
| Can you identify positive outcomes for service users |
| What is the service user experience of those from protected or vulnerable groups? |
| What opportunity have those from protected groups had to co-produce or comment on the service/ plans? |

* 1. **How does the policy meet the different needs of groups in the community?**

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| **Equality Groups**   * Older people, people in the middle years      * Children and young people children * Women, men and transgender people (includes issues relating to pregnancy and maternity) * Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) * Minority ethnic people (includes Gypsy/Travellers, migrant workers) * Refugees and asylum seekers * People with different religions or beliefs (includes people with no religion or belief) * Lesbian, gay, bisexual and heterosexual people * People who are unmarried, married or in a civil partnership | The strategy is intended to act at a macro level within the East Lothian Economy and set expectations for actions, interventions, and investments that grow community wealth. It is intended that those with protected characteristics / equality groups in or in danger of falling into poverty would benefit from the implementation of the strategy, elements of which will be developed to e.g. promote opportunities for people from equality groups. |
| **Those vulnerable to falling into poverty**   * Unemployed * People on benefits * Lone Parents * Care experienced children and young people * Carers (including young carers) * Homeless people * Those involved in the community justice system * People with low literacy/numeracy * Families with 3 or more children * Those with a child/ children under 1 | As noted above, the Strategy aims to support the generation of community wealth through economic activity. The evidence base demonstrates that those in or vulnerable to falling / being pushed into poverty should be targeted for support. The Goals, Objectives, and actions under development will aim to address access to work, wage levels, skill and training, and business startup and growth. |
| **Geographical communities**   * Rural/ semi rural communities * Urban Communities * Coastal communities * Those living in the most deprived communities (bottom 20% SIMD areas) | Rural communities and those in the lowest SIMD quintiles are identified as requiring support to e.g. access employment, and specific actions are called for in terms of generating economic activity in e.g. rural areas. |
| **Communication Needs:**   * Gaelic Language Speakers * BSL users * English as a Second Language * Other e.g. DeafBlind, Plain English, Large Print | People with communication needs that require additional support or services to access work have been identified. |

* 1. **Are there any other factors which will affect the way this policy impacts on the community or staff groups?**

Realisation of economic benefit from the Strategy is likely to be highly dependent on external factors within the wider economy and on the financial capacity of the Council and its partners to carry out actions or make interventions.

* 1. **Is any part of this policy / service to be carried out wholly or partly by contractors?**

If yes, how have you included equality and human rights considerations into the contract?

Interventions / action / services associated with the Strategy may be carried out by contractors and / or other 3rd parties. Any procurement will be guided by corporate procurement procedures and the Corporate Procurement Strategy.

* 1. **Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?**

The Strategy will be made available on the Council’s website, the new ‘Invest East Lothian’ website, and some print copies will also be produced. Presentation of the Strategy in published form will be designed to be accessible to the general reader.

The council offers a Translation and Interpretation Service and will respond to requests for the Strategy to be available in the requested language. Services arranged include:

* Interpretation in a wide range of world languages.
* Phone interpretation
* Translation
* BSL signing
* Lip-speaking
* Braille

The service is provided by accredited interpreters and translators. All frontline staff are provided with language charts, which help clients with no English to identify their own language, so that interpretation support can be arranged.

Often, members of the public will let us know if they have any specific communication needs. However, it is the responsibility of individual service areas to find out if a customer needs communication support and to offer the appropriate translation and interpretation services.

Advice is provided via   [**translation@eastlothian.gov.uk**](mailto:translation@eastlothian.gov.uk) and to make a request for a translation or interpretation service individuals can complete the [**order form**](https://intranet.eastlothian.gov.uk/download/downloads/id/4122/order_form.docx) on the council intranet.

Services developed in relation to the Strategy will be assessed with regard need for communication support / access.

* 1. **Please consider how your policy will impact on each of the following?**

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| **Equality and Human rights**   * Promotes / advances equality of opportunity e.g. improves access to and quality of services * Promotes good relations within and between people with protected characteristics and tackles harassment * Promotes participation, is inclusive and gives people control over decisions which affect them * Preserves dignity and self-respect of individuals (does not lead to degrading treatment or stigma) * Builds support networks, resilience, community capacity |
| Promotes / advances equality of opportunity e.g. improves access to and quality of services.   * As noted above, the strategy is intended to act at a macro level within the East Lothian Economy and set expectations for actions, interventions, and investments that grow community wealth. It is intended that those with protected characteristics / equality groups in or in danger of falling into poverty would benefit from the implementation of the strategy, elements of which will be developed to e.g. promote opportunities for people from such groups.   Promotes good relations within and between people with protected characteristics and tackles harassment.   * Does not directly address.   Promotes participation, is inclusive and gives people control over decisions which affect them.   * Objective 6 of the Strategy is “To build on East Lothian’s reputation as a great place to live, work, and learn by adopting a pro-business approach, seeking and supporting sustainable investment, and by empowering communities”. In this context, local people or groups should e.g. be empowered to develop or contribute to plans for their area, be consulted about local developments, or have the opportunity to take on ownership or control of local assets.   Preserves dignity and self-respect of individuals (does not lead to degrading treatment or stigma).   * Does not directly address.   Builds support networks, resilience, community capacity.   * Plans to be developed based on this Strategy, e.g. transfer of public assets to community control or ownership, are likely to require community capacity building as part of that process, this would be considered under the relevant actions or workstream. |
| **Reduces Poverty**   * Maximises income and/or reduces income inequality * Helps young people into positive destinations * Aids those returning to and those progressing within the labour market * Improves employability skills, including literacy and numeracy * Reduces the costs of taking part in activities and opportunities * Reduces the cost of living |
| Comments:  Maximises income and/or reduces income inequality.   * Goal 2 within the Strategy is “to reduce income inequality across East Lothian, and to improve access to employment in rural areas”.   Helps young people into positive destinations / Aids those returning to and those progressing within the labour market. / Improves employability skills, including literacy and numeracy.   * Objective 2 is “to provide high quality opportunities for people to learn, develop skills, and grow their potential”. * Proposed actions include, “Direct Recruitment - Working with employability services, Anchor Institutions to review recruitment policies and practices to increase opportunities for employment and recruitment to recruit locally and where appropriate from priority groups such as young people, people with disabilities and long-term health problems, people experiencing poverty, people with caring responsibilities”.   Reduces the costs of taking part in activities and opportunities.   * Does not directly address.   Reduces the cost of living.   * Does not directly address. |
| **Protecting the Environment and Improving Sustainability**:   * Reduces the need to travel or increases access to sustainable forms of transport * Minimises waste / encourages resource efficiency / contributes to the circular economy * Ensures goods / services are from ethical, responsible and sustainable sources * Improves energy efficiency / uses low carbon energy sources * Protects and/or enhances natural environments / habitats / biodiversity * Promotes the transition to a low carbon economy * Prepares and/or adapts communities for climate change impacts |
| Comments:  Facilitating a just transition towards a net-zero economy is crucial for addressing the climate and ecological emergency. East Lothian is well placed to capitalise on this transition through job creation, business creation and growth, increased investment, cost savings, and building resilience. The transition to clean energy, natural capital and regenerative agriculture, and high-quality local food and drink are key areas of opportunity for East Lothian. The area is uniquely placed to take advantage of significant amounts of renewable energy production, opportunities for the development and delivery of clean heat to homes and businesses, and opportunities linked to hydrogen production, decarbonising of industrial processes, nuclear decommissioning, and improvements in agricultural productivity and diversification.  Objective 4 if the Strategy is “to capitalise on the economic opportunities of and take a leading role in the just transition to a net zero economy”. |

**Section 3.Action Plan**

What, if any changes will be made to the proposal/ policy as a result of the assessment?

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| **Changes to be made** | **Expected outcome of the change** | **Resources Required** | **Timeline** | **Responsible person** |
| In relation to 2.7 recommend that for ongoing communication of the strategy and updates on specific developments we should commit to at least an annual communications refresh to the community and business base. Either via digital newsletter and/or dedicated LES events if financial resources allow. | Greater awareness and trust raised within the local community to ongoing development of LES and opportunities that arise for the local economy.  Strengthens relationships and possible partnerships between ELC communities, third and private sectors to deliver projects that support the targets of the strategy.  ELC/ED continue to evaluate how LES objectives interacts and links to the other key national, regional and local strategies identified. | Staff time during annual review | Lifetime of the strategy | Service Manager |

**For consideration of the Head of Service**

Can you identify any cumulative impacts on equality groups or vulnerable people arising from this policy, when considered alongside other changes across other services?

This works should play a positive supporting part of delivering the Council Plan and targeted interventions to address poverty and inequalities.

**Sign off by Head of Service**

Name: Ray Montgomery

Date: 16/04/2024