

Equality outcome statement 2013 -17

We want the Highlands and Islands to be a highly successful and competitive region in which increasing numbers of people choose to live, work, study and invest. As an economic and community development agency Highlands and Islands Enterprise's (HIE's) influence can help ensure that sustainable economic growth also achieves equality for the people who live and work in our communities.

Equality outcomes sharpen our focus on how our activities affect people's lives. Considering delivery of our functions from the perspective of those affected by them helps us understand and identify ways to overcome the barriers people experience, for example in accessing or retaining well-paid employment. This in turn helps us increase the reach and effectiveness of our activities, maximising the benefit of what we do for the people of the Highlands and Islands.

The Equality Act 2010 places on HIE a requirement (the General Duty) to consider the need to :-

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share protected characteristics and others who don't
- foster good relations between people who share protected characteristics and others who don't

The aim of the General Duty is to integrate equality into HIE's day to day activities. It applies across all of HIE's functions, including those carried out by others on our behalf. The Act applies in relation to the "protected characteristics" of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In addition to the General Duty, the Scottish Government has defined Specific Duties which set out how we must demonstrate progress in achieving the General Duty. One of these Specific Duties requires HIE to publish equality outcomes by 30 April 2013 and to report progress by 30 April 2015. The suite of outcomes must address the General Duty in relation to all of the protected characteristics.

HIE has developed a suite of outcomes which we aim to achieve through the delivery of our functions. In developing the outcomes we have considered a range of evidence, taking into account what people have told us about their experiences, published statistical evidence and research and through the involvement of equality-representative groups. For example we considered research commissioned by HIE which explored the attitudes of young people about living, studying and working in the Highlands and Islands. It explored reasons underlying a pattern of out-migration and revealed how young people's views differ when taking into account their age group, gender or race, whether they have a disability and in relation to their personal identity or beliefs.

We considered statistical and demographic evidence which describes the social and economic circumstances in which people live and work and we took into account views expressed in community consultation across Highland, carried out in conjunction with partner agencies.

We asked our employees in our staff survey to tell us if they have experienced disadvantage on account of a range of factors, including the protected characteristics.

All of these were instrumental in helping us define outcome themes which we further developed in discussion with internal and external groups. Our external equality advisory panel is in its infancy yet we have already gained valuable insights into the perspectives of a range of people from its members, who represent the views of equality groups. Our discussions also highlighted the importance of achieving single-characteristic outcomes (e.g. focussing on youth) through activities which take into account all protected characteristics (e.g. considering the needs of young disabled people or young people of different ethnic backgrounds).

Further information on our approach to gathering and using evidence and to involvement is included in our Equality Mainstreaming Report April 2013.

Equality outcome 1 : an increasing number of young people aged 16-24 move into suitable employment in the Highlands and Islands as a result of HIE's influence and involvement

National Outcomes :

We realise our full economic potential with more and better employment opportunities for our people
Our young people are successful learners, confident individuals, effective contributors and responsible citizens

HIE priorities :

Supporting businesses and social enterprises to shape and realise their growth aspirations
Creating the conditions for a competitive and low carbon region
Developing growth sectors, particularly distinctive regional opportunities

General duty needs addressed

Advancing equality of opportunity

Protected characteristics covered

Age

Senior Responsible Officer : Ruth Sime, Head of Business Programmes

What evidence tells us

We know that young people's employment prospects in general have been disproportionately affected by the recession¹, with unemployment levels rising more for the 16 – 24 age group than other age groups. Youth unemployment varies by geographical area across the Highlands and Islands with areas such as Orkney and Shetland more buoyant than Argyll and the Islands, Moray and Highland.

Young people told us² in 2009 that suitable employment opportunities, including graduate level opportunities, wage rates and opportunities for career progression are significant factors in enabling them to continue to live in or move to our area. Many young people choose to leave the area and there is an "age gap" in the population of the Highlands and Islands, with 18,500 fewer young people, particularly young women, aged 15–30 than would be expected when compared with the national population distribution. The population gap and outmigration vary by geographical location.

Our research also told us that young disabled people were more concerned than others about accessing services and employment opportunities. Young gay and lesbian people were less concerned about economic issues but were more likely to want to leave the area. Information from Stonewall³ indicates that workplace culture can be a contributing factor towards young LGBT people leaving rural areas.

The research also told us that young people have different perception of living in the Highlands and Islands in general and living in the islands and in fragile areas in particular. For example they have less positive views of the islands and fragile areas offering job opportunities, good pay, access to courses and an environment where it's OK to be different. Living in these areas was viewed more positively in relation to having pride in the area, being good place to bring up a family, safety, being a teenager and valuing young people.

Activities to achieve the outcome

HIE employment – appointing young people through work experience, internships, placements and apprenticeships

HIE's appointment of young people through the Graduate Placement and Modern Apprenticeship Schemes is now reflected in an increase in the proportion of HIE employees in the 16-24 age group, which now represents 4.8% of the workforce. We will continue to monitor the number of appointments and placements within HIE's own workforce, including equality monitoring across all protected characteristics. This information will be included when reporting HIE's annual employee information.

Businesses and social enterprises - promoting youth employment / training

HIE facilitates graduate and summer placements within businesses /social enterprises and we will monitor, by protected characteristics, pre-employment status and the employment, retention and

¹ <http://www.scotland.gov.uk/Resource/0039/00396371.pdf>

² <http://www.hie.co.uk/regional-information/economic-reports-and-research/archive/youth-migration.html>

³ http://www.stonewallscotland.org.uk/documents/city_lights__final.pdf

positive destinations of those appointed.

HIE also supports businesses offering a range of demand-led training and employment opportunities. HIE will encourage businesses where appropriate to adopt equality monitoring and provide guidance to promote inclusive employment practices.

Account management – encouraging businesses and social enterprises to engage in youth employment

HIE's account managers are key to engaging effectively with the business community. We will equip them to support businesses and social enterprises around the youth employment agenda by raising their awareness of the benefits of and incentives to employing young people. We will explore delivering this through a range of face to face activities and website / intranet tools and information.

STEM – encouraging young people to choose science, technology, engineering and maths careers, including non-traditional career choices for young men and women

We will build on current monitoring of the gender, age and ethnic representation of STEM Ambassadors, including aiming to meet a target of women Ambassadors, to ensure that we provide suitable role models for young people. We will ensure that non-traditional role models are visible in marketing and career promotion across HIE's literature and website.

Youth migration – encouraging young people to remain in or return to the HIE area.

Suitable employment opportunities and access to higher education are significant factors in attracting and retaining young people in the Highlands and Islands HIE will continue to support UHI and is leading on projects such as the development of the Inverness Campus and the roll out of Next Generation Broadband to help make the region more attractive to young people. We will explore means of measuring the youth "age gap" to assess progress against benchmark data in meeting the needs of young people in the area.

Arrangements for supporting resilient rural communities

Youth unemployment rates and the youth "age gap" vary by geographical location across the Highlands and Islands, impacting on local communities in different ways. We will report progress in achieving the youth employment equality outcome in all HIE areas, identifying particular issues faced or resolved in specific areas.

Opportunities to advance equality through procurement

A requirement for training and/or employment opportunities, such as Modern Apprenticeships, will be considered for capital project procurement requirements.

Equality outcome 2 : There is an increasing number of women in leadership roles in the Highlands and Islands

National outcome :

We realise our full economic potential with more and better employment opportunities for our people
We are better educated, more skilled and more successful, renowned for our research and innovation

HIE priorities :

Supporting businesses and social enterprises to shape and realise their growth aspirations
Creating the conditions for a competitive and low carbon region
Developing growth sectors, particularly distinctive regional opportunities

General duty needs addressed

Advancing equality of opportunity

Protected characteristics covered

Gender

Senior Responsible Officer : Ruth Sime, Head of Business Programmes

What evidence tells us

Business leadership and ownership

Women offer a wealth of talent and economic opportunity yet are currently under-represented at leadership levels in businesses in the HIE area, even in sectors with a predominantly female workforce.

Research commissioned by HIE and Scottish Enterprise⁴ indicated that even in sectors such as Tourism and Finance and Business Services, which have a greater proportion of women than men in the workforce, businesses are predominantly led by men.

SMEs comprise a significant proportion of the business of the Highlands and Islands. The Small Business Survey Scotland⁵ and Federation of Small Businesses survey⁶ both indicate that a much greater proportion of SMEs are led by men than by women. Men are also more likely to have owned their business for longer and to own more businesses. Research indicates that there is a more equal gender balance in social enterprise governance⁷ than in the private sector although women are still under-represented on boards.

The “double-glazed glass ceiling”

The concept of the “double glazed glass ceiling” reflects the additional barriers to participation which some women face in rising to senior levels in business. Many women feel that under-representation in business is compounded for women who are disabled, lesbian⁸ or from an ethnic minority background⁹.

Evidence gaps identified

Much of the available evidence on women and leadership is at a Scottish level and is not available for the Highlands and Islands, which has a different demographic profile. For example, although it is known that EU Accession country workers, who represent a significant proportion of the workforce of the Highlands and Islands, are economic migrants with a high rate of economic activity, there is little information on the proportion of migrants who work at senior levels in business, particularly by gender.

HIE business leadership support

HIE delivers entrepreneurship and leadership programmes for HIE account managed businesses. Participant monitoring indicates that women represent a smaller proportion of participants than men, broadly reflecting the current gender balance of women in leadership positions in growth sectors.

HIE Employment

HIE’s leadership team comprises a greater proportion of women than men. However there is also a

⁴ <http://www.hie.co.uk/regional-information/economic-reports-and-research/archive/equality-and-diversity.html>

⁵ <http://www.scotland.gov.uk/Topics/Economy/ASBS/Report2012>

⁶ <http://www.fsb.org.uk/Member-Survey-2012>

⁷ “Gender balance in the governance of social enterprise”: Local Economy 27(8), pp 831-845

⁸ “The double-glazed glass ceiling; lesbians in the workplace”

⁹ Working it out for Black and Minority Ethnic Women in Scotland; Winnet8:

<http://www.winnet8.eu/web/page.aspx?refid=208>

greater proportion of women than men at lower and middle grades. Working with the Close the Gap project we asked our employees to help us identify ways in which we can address this pattern. Our employees identified a number of barriers, particularly in relation to location and travel, with gender differences more pronounced in discussions relating to flexible working practices and work-life balance.

Activities to achieve outcomes and monitor progress

HIE Leadership mapping

HIE will carry out leadership demographic mapping of HIE's account managed businesses in 2013. This will give us benchmark data by gender, age, race and disability of the leadership of growth businesses across the HIE area.

HIE's Business Leadership and Entrepreneurial programmes

HIE's delivery of leadership and entrepreneurial programmes will take into account the needs of both men and women in accessing and benefiting from the programmes.

Participation rates by gender have been benchmarked across a range of programmes. Participation rates will continue to be monitored and reviewed against benchmark data. Equality monitoring across other protected characteristics will be introduced to provide richer data.

We will gather participant feedback of the experiences of men and women on the programmes to ensure that they meet the needs of all participants.

Leadership case studies

To increase the visibility of successful female business leaders in the Highlands and Islands we will develop and promote a range of case studies, reflecting where possible men and women from diverse backgrounds.

Arrangements for supporting resilient rural communities

Leadership Programmes and events to support leaders and emerging leaders across the Highlands and Islands will take into account the needs of participants in rural communities to ensure fair access and benefit. Where possible case studies will reflect a geographical spread of role models.

Opportunities to advance equality through procurement

Consideration will be given to opportunities to maximise equality when procuring providers for HIE's leadership programmes.

Equality outcome 3 : as an employer HIE promotes inclusive working practices which recognise the diverse ways that working in dispersed locations affect employees, particularly in relation to the protected characteristics.

National outcome :

We realise our full economic potential with more and better employment opportunities for our people

HIE priorities :

Supporting businesses and social enterprises to shape and realise their growth aspirations
Creating the conditions for a competitive and low carbon region

General duty needs addressed

Advancing equality of opportunity

Protected characteristics covered

All

Senior Responsible Officer : Karen Moncrieff, Head of Human Resources

What evidence tells us

The staff survey 2012 asked employees about their views of working for HIE, including whether they felt disadvantaged on account of a range of factors such as working pattern or location or in relation to characteristics such as age or gender. The majority of staff did not identify areas of disadvantage, but for those who did work location was a factor cited.

HIE's corporate objective, Office of the 21st Century, explores ways of working, sharing information and collaborating which make it easier for employees to communicate and work across HIE's locations. This is not just about technology but about how technology interacts with our people and culture. We will also explore the evidence to help inform a range of HR and organisational policies as part of our HR plan.

Our equality outcome aims to ensure that all employees are able to benefit from the Office of the 21st Century and other associated policies.

Analysis of equality monitoring information showed that work location was more likely to be reported as a source of disadvantage by employees in certain age groups, by women rather than by men and by disabled employees. This information along with organisational needs will help inform how we deliver the project so that benefit is experienced by all employees.

Activities to achieve outcomes and monitor progress

Implementation of the Office of the 21st Century Project (O21C)

HIE will continue the roll out of the O21C project to make it easier for employees to communicate and work across HIE's office locations through the use of technology and encouraging collaboration and cross team working.

Staff survey – understanding the views of HIE employees

HIE's staff survey is an invaluable source of information about employees' views. We will use subsequent surveys to identify staff views about disadvantage and work location to enable comparison with 2012 benchmark data.

We will incorporate analysis by equality characteristics as standard in staff survey reporting requirements.

We will involve HIE employees in interpreting staff survey results on work location, including identifying areas for action.

Arrangements for supporting resilient rural communities

We will ensure that survey analysis and employee involvement in exploring disadvantage by work location is representative of the range of HIE's work locations.

Opportunities to advance equality through procurement

We will ensure that equality monitoring and reporting is included as a requirement of procurement for staff surveys.

Equality outcome 4 : Partner outcome within Highland

- a) The population of Highland have an increased understanding of hate incidents and of their impact on individuals and communities.
- b) People feel more confident in reporting hate incidents that have experienced or witnessed
- c) people who report hate incidents feel satisfied with the response received from public agencies
- d) individuals within protected groups feel safe and secure within their local community

National outcomes :

We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

HIE priorities :

Strengthening communities and fragile areas

General duty needs addressed

Eliminating discrimination ,harassment or victimisation
Advancing equality
Fostering good relations

Protected characteristics covered

All
(criminal aggravations are covered by legislation specifically for disability, race, religion, sexual orientation and gender re-assignment)

Senior Responsible Officer : Rob Clarke, Head of Policy, HIE

Partner Lead : Moira Paton , NHS Highland

What evidence tells us

Hate incidents reported to Northern Constabulary in 2011/12 showed an increase on the previous year, although the rate of reporting of hate incidents and crimes in Highland is low. However it is recognised that the actual number of instances arising is likely to be greater than that reported. Tackling non-reporting of hate incidents and crimes is an important step in improving the lives of those who experience them.

Equality groups such as Stonewall report that, although around two thirds of LGB people surveyed in 2008 experienced verbal abuse only 6% of homophobic incidents or crimes were reported. The Equality and Human Rights Commission enquiry into disability-related harassment indicated that harassment is a commonplace experience for disabled people, but a culture of disbelief and systemic institutional failures prevent it from being tackled effectively.

Activities to achieve outcomes and monitor progress

The partnership group will focus on increasing community capacity and confidence to report incidents and on increasing the effectiveness of reporting. This may initially increase the number of incidents and crimes reported, whilst the overall aim is to reduce the incidence of crimes and incidents experienced.

Partner activities will include a survey to establish a baseline of awareness and attitudes, a “satisfaction” survey of those who report incidents and establishing a scrutiny panel to learn from incidents reported.

HIE will support the initiative with involvement in activities such as training third party reporting agencies and will seek to maximise opportunities to promote the initiative.

Raising awareness of the nature, scale and impact of hate incidents

HIE will use appropriate opportunities to promote the Hate Free Highland initiative in delivering our functions.

Encouraging reporting and signposting support for victims

We will ensure our complaints procedure incorporates reporting hate incidents or crimes where relevant and that information is available in HIE offices on third party agencies who provide support for victims.