

People Impact Assessment

People impact assessment identifies the contribution HIE's strategies, policies, programmes, etc. (the proposal) will make to addressing inequalities and socio-economic disadvantage. Identifying positive impact strengthens the case for approval and identifying potential adverse impact enables HIE to eliminate or mitigate negative effects in delivery. Most importantly this strengthens HIE's ability to influence and deliver inclusive growth, particularly those elements which relate to people and place.

There are three stages in assessment:

- Screening : screens out proposals which do not need assessment
- Assessment : identifies how the proposal is likely to address inequality and socio-economic disadvantage
- Action Plan : specifies action HIE will take as a result of the assessment

Proposal being assessed

Title of the proposal being assessed:	INTERREG North-West Europe Programme – Support Network for Social Entrepreneurs (SUNSE): Design and Establishment of Social Innovation Hubs		
Type of activity: (please tick as appropriate)	<input checked="" type="checkbox"/> at HIE's own hand	<input type="checkbox"/> third party intervention	<input type="checkbox"/> partnership activity
Type of proposal: (please tick as appropriate)	<input checked="" type="checkbox"/> new	<input type="checkbox"/> existing and being revised	
Group or Area Team delivering the proposal:	Strengthening Communities Directorate		
Name and role of person leading the assessment:	Helen Lavery Senior Project Manager – SUNSE		

A Screening

Question A1

Please tick any of the following which apply to your proposal:

- a) ☒ it contributes to achieving **one or more of HIE's equality outcomes 2017-21**:
- increasing the diversity of leadership and workforce participation in the Highlands and Islands
 - people better understand and experience the impact of positive community relations on population growth in empowered, capable and inclusive communities
 - growing the working age population in every part of the Highlands and Islands
- b) ☒ it contributes to any of the following in relation to any of the **protected characteristics** (age, disability, gender, gender-reassignment, marriage or civil partnership, maternity or pregnancy, race, religion or belief, sexual orientation)
- eliminating unlawful discrimination, victimisation or harassment
 - advancing equality of opportunity by:-
 - removing or minimising disadvantage for a group(s) of people
 - meeting the needs of particular groups which differ from the needs of others
 - encouraging participation in public life for a group(s) of people
 - taking account of disabled people's impairments
 - fostering good relations:-
 - by tackling prejudice
 - by promoting understanding between groups of people
- c) ☒ it addresses **known areas of inequality** such as the gender pay gap, youth out-migration, occupational segregation, in-work poverty, income inequality, inequalities in educational attainment
- d) ☒ it considers proposals of a strategic nature which might address **socio-economic disadvantage** relating to:
- communities within particular disadvantaged places
 - particular disadvantaged "communities of interest" such as disabled people, young people leaving care, etc.
 - people in rural, remote and island areas
- e) ☒ it uses **EU or other funding** for which assessment is mandatory

If you have ticked any of the options a) to e) above proceed now to the Assessment on page 4.

If you have **not** ticked any of the options a) to e) this indicates that your proposal is not relevant to equality and not likely to address at a strategic level socio-economic disadvantage. You should sign off the screening below.

Signing off the screening

You must confirm in relevant approval papers:

- a) that the proposal has been screened for impact in relation to equality and socio-economic disadvantage and that full assessment is not required
- b) if your proposal includes procurement activity above OJEU threshold levels, that there is no need to consider award or contract performance criteria related to equality
- c) if your proposal includes procurement activity related to a regulated contract over £50k, that you have considered whether to include community benefit or equality clauses in the procurement activity

Assessment of your proposal ends at this stage.

Name of person who carried out the screening:	
Job Title:	
Date of decision:	

This document must be retained with your strategy, policy or programme papers. Screening documentation is subject to the provisions of the General Data Protection Regulation effective from May 2018

B Assessment to address inequality and socio-economic disadvantage

Impact assessments will be published, demonstrating that HIE has paid due regard to equality in the development and delivery of HIE's functions. Assessments are subject to the provisions of the General Data Protection Regulation effective from May 2018

Question B1

What is the purpose of the proposal; how will it achieve this; who will benefit from it?

The Support Network for Social Entrepreneurs (SUNSE) is a North-West Europe Intreg funded programme. Through the partnership HIE will be collaborating with a range of partners from across NW Europe; in Wales, England, Ireland, Netherlands, France, Switzerland and Luxembourg.

SUNSE will support social entrepreneurs to start and grow their own social business (an enterprise that delivers both social and economic benefits). The support on offer will focus on individuals who are either underemployed (those willing to work longer hours or over-skilled for current job) or not in employment, in rural/remote/geographically excluded communities. Support and learning opportunities will be delivered through a network of 'social innovation hubs', offering individuals business skills, financial planning knowledge, links to wider business support networks and most importantly the confidence to take forward their own social business idea.

The social businesses that result from the programme will not only create career options for the individuals participating, but will generate wider employment opportunities and delivery of goods & services in rural areas, which are both vital to community resilience.

HIE are looking to commission consultancy support to design, set-up and help manage the delivery of four part-time/pop-up/virtual social innovation hubs across four geographical locations (Sutherland, Innes Gail, Lochaber, Skye & Wester Ross, Inner Moray Firth). Each hub will run for 18 months and will provide a range of on-site social business development support, for 2-3 days per month. Running in conjunction with the physical hubs, we expect the chosen consultants to provide a range of learning materials that can be accessed remotely/virtually. The hubs will allow participating individuals to develop social business ideas, giving them the skills and confidence to launch and run their own enterprises. The consultants will work closely with HIE to link in with other support agencies (Business Gateway, Social Investment Scotland, Social Enterprise Academy etc) and to ensure that best practice and learning can be drawn from the wider SUNSE transnational partnership.

The SUNSE project is centred around providing business development support in rural/remote/geographically excluded communities to allow the creation of new start-up social businesses, providing solutions to local social issues. The hubs and support will be developed in a way that will allow them to be accessible to individuals who might otherwise struggle to participate, taking into consideration travel constraints, childcare obligations etc. For these reasons, it can be assumed that the nature of the individuals who will benefit most from the programme may be: either younger or older, disabled, and women (pregnant and with young infants).

Question B2

What does evidence tell you about the likely impact of your proposal on different groups of people (younger or older people, men or women, disabled people etc.) or communities within particular disadvantaged places, including rural, remote or islands areas?

What the evidence tells you

Social businesses offer an alternative business model which takes into account equality, non-discrimination & the delivery of social benefits.

Business ownership by women in the social business sector is more common than in mainstream businesses. Social business is a viable option for women and SuNSE will ensure that it will not disadvantage women engaging with the project in order to start-up and grow businesses e.g. providing childcare for individuals where required or facilitating children being present within hubs. It will build on best practice in supporting female entrepreneurship and gain further learning from practices across the transnational partnership.

The project will specifically target and support underemployed/unemployed individuals. Effort will be made to ensure individuals are not disadvantaged or excluded due to remote geographical location, disability, access to transport and any other factors that might limit their ability to travel to specific geographical locations in order to participate.

Source of evidence

In Scotland, the recently completed 'Social Enterprise in Scotland Census 2017' found that the average differential between the highest & lowest paid worker in social businesses is 1:2.1 (much lower than regular private companies).

62% of social business in the Highlands and Islands are led by women.

As set out in the project objectives and regulated through eligibility criteria.

Question B3

If there are evidence gaps how will you fill these?

Question B4

Impact on People

Note below any positive or adverse impact which may occur as a result of the planned delivery of your proposal. Consider inadvertent consequences as well as planned benefits. Leave blank any groups you consider will not be disproportionately affected.

Tick any that apply

Nature of anticipated impact for groups of people likely to be affected

✓ Age - younger or older people, people of a particular age

Positive impact identified 😊

- By supporting individuals to participate by removing transport barriers, through either the location of hubs and/or creating digital/virtual content, it is likely that both younger and older people (who have limited transport options) will be positively impacted by the project.

Adverse impact identified ☹️

N/A

✓ Disability - people who have a disability (physical or mental health condition, long term illness)

Positive impact identified 😊

- Offering a flexible approach to hub location, learning options and being conscious of individual needs.

Adverse impact identified ☹️

N/A

Gender - men or women

Positive impact identified 😊

The flexible approach to learning opportunities and supportive peer environment may encourage women who have been out of the workplace for periods of time to consider alternative routes to employment.

Adverse impact identified ☐

N/A

Gender-reassignment - people who have undergone or plan to undergo gender re-assignment

Positive impact identified 😊

N/A

Adverse impact identified

N/A

Marriage or civil partnership - people who are married or in a civil partnership

Positive impact identified 😊

N/A

Adverse impact identified ☹️

N/A

Pregnancy and maternity - women who are pregnant, on maternity leave, breastfeeding etc

Positive impact identified 😊

Through a flexible approach to hub development and learning materials the programme will aim to accommodate the needs of new and/or breastfeeding mothers. This will be achieved by providing breastfeeding facilities in physical hub venues and flexible approaches to potential childcare needs.

Adverse impact identified ☹️

N/A

Race - people of diverse race, nationality or ethnicity
Positive impact identified 😊

N/A

Adverse impact identified 😞

N/A

Religion or belief - people of diverse faiths or beliefs
Positive impact identified 😊

N/A

Adverse impact identified 😞

N/A

Sexual orientation – lesbian, gay, bisexual or transgender people
Positive impact identified 😊

N/A

Adverse impact identified 😞

N/A

Question B5

General Equality Duty

In what way will your proposal contribute to the following? Tick any that apply and outline below how your proposal will achieve this.

☐ eliminating unlawful discrimination, victimisation or harassment

✓ ☒ advancing equality of opportunity (by removing/minimising disadvantage, meeting the needs of particular groups, encouraging participation in public life, taking account of disabled people's impairments)

The SUNSE project centres around enabling unemployed/underemployed individuals in rural/remote/geographically excluded communities to access relevant business development support, to allow the creation of new social businesses and find solutions to identified social issues. Through a flexible approach to hub (location, transport options) and learning resources development any barriers that might usually be faced by a number of groups (including: carers, disabled, the young and old), will be removed. The programme will be open to the needs of people who may not otherwise get access to employment opportunities.

✓ ☒ fostering good relations (by tackling prejudice or promoting understanding)

The programme will work and engage with a range of stakeholders across the Highlands and Islands and through its activities will promote and raise awareness of flexible ways to work with marginalised communities and groups of people.

Social businesses/enterprises, by their very nature, are created to provide support to particular groups that may be suffering forms of disadvantage, or discrimination. Social business provides a positive influence to the wider economy, modelling more ethical ways of doing business and can help us to become a more innovative and ethically minded society.

Question B6

Economic, social and cultural (human) rights

HIE is well placed to create the conditions in which economic, social and cultural rights can be realised, such as working towards:

- an adequate standard of living e.g. Minimum Income Standard, addressing poverty
- access to well-paid employment for all e.g. job creation or retention, income levels, real Living Wage payment
- just and favourable work conditions e.g. encouraging inclusive workforce practices
- social participation and community confidence e.g. inclusive capacity building and representation

In what way will your proposal help people realise their economic, social or cultural rights?

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The programme will support people to realise their economic, social and cultural rights through the following:

- The average differential between the highest & lowest paid worker in social businesses is 1:2.1 (much lower than regular private companies). Encouraging the development of social businesses will create stable and fair employment opportunities, for a range of individuals, in geographically marginalised areas.
- The project's focus is to encourage underemployed and unemployed individuals to create their own employment opportunities, increasing social participation and strengthening community resilience through new economic activity (services and products delivered).
- Through creating a network of peer support and raising awareness of social business, community confidence will grow, giving individuals the ambition and skill to address goods & service gaps within their own communities.
- Social business, by their very nature, will have some form of social benefit from their operations. Many of the resulting benefits improve standard of living, through access to goods & services, and promote social inclusion & participation.

Question B7

Impact of Place

Socio-economic impact

Public authorities, including HLE, are expected to consider how to address socio-economic disadvantage, when taking decisions of a **strategic** nature, such as economic development strategy, setting budgets for key investment choices, city / region deals etc.

In what way does your proposal address socio-economic disadvantage in communities within **particular disadvantaged places**?

The hubs that will be developed as part of the programme will focus on 4 specific geographical areas. One of these areas is Invergordon, the hub will support the development social business in a more urban disadvantaged setting, experiencing in town market failures, which have been identified as an area of regeneration through the Community Planning Partnership.

Parts of the area have localised pockets of deprivation, with higher than average rates of unemployment and social issues (drug and alcohol abuse). The project will encourage individuals to participate in a business development opportunities that they would ordinarily not have access to.

Social business has the potential to tackle some of the toughest social issues we face, and tackle them at source. As a result, they act as a mechanism for community empowerment, helping communities deal with the complex issues that they face.

In what way does your proposal address the specific nature of socio-economic disadvantage experienced by people in rural, remote and islands areas?

3 of the innovation hubs will be developed in more rural, remote and island regions: N.Uist, Gairloch and Sutherland. Each hub will be tailored towards the individuals participating in the programme, taking into consideration any travel constraints etc. The range of support required may differ across each of the geographical areas and this will be taken into consideration throughout development and implementation of each hub, shaping the learning materials on offer. Virtual material will be created to overcome boundaries created by large geographical areas and efforts will be made to make physical locations as easily accessible as possible.

The Highlands and Islands is already very significant in terms of the density of social enterprise located here, the region contains 21% of Scotland's social enterprises, but only 9% of the nation's populations.

Social businesses tend to start out from within local communities, in response to a perceived local need, or 'market failure'. They often fill a market gap that the private sector cannot (profit margins too low and risk too high) or that is beyond the statutory responsibilities of public authorities. The 2017 'Social Enterprise in Scotland Census' reported that in just over half of cases, respondents reported that there was no alternative source of supply in their absence.

The project will result in the creation of social businesses, operating in rural locations, creating employment opportunities, plugging goods & service gaps and addressing market failures.

Question B8 European Structural Fund Programmes only

Equal Opportunities - "to increase the opportunities within the programme for all groups and to prioritise and adapt support for groups facing particular disadvantages to participation"

Clarify precisely how the proposal takes account of and reflects the diverse needs of any target group(s).

Outline how the proposal will overcome any potential barriers to access to participation and how policies in place will make a positive difference.

Sustainable Development

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Many social businesses operate in environmentally sustainable sectors, such as local produce and goods, environmental services, renewable energy and sustainable tourism. These sectors make a very positive contribution to local and global environmental quality. It is more common for social businesses to understand and support sustainable development and to deliver on environmental sustainability, supporting local employment, local purchasing and giving environmental benefits back to the community.

Equal Opportunity and Non-Discrimination

Social businesses offer an alternative business model which takes into account equality, non-discrimination and the delivery of social benefits. In Scotland, the recently completed 'Social Enterprise in Scotland Census 2017' found that the average differential between the highest and lowest paid worker in social businesses is 1:2.1 (much lower than regular private companies), and business ownership is rooted in local communities.

Equality Between Men and Women

Business ownership by women in the social business sector is more common than in mainstream businesses (e.g. 62% of social businesses in the Highlands and Islands are led by women). Social business is a viable option for women, and the SuNSE project will ensure that it will not disadvantage women engaging with the project in order to start-up and grow businesses, e.g. providing childcare for individuals where required. It will build on best practice in supporting female entrepreneurship, taking learnings from across the SuNSE transnational partnership as well as closely aligned programmes currently engaged by HIE e.g. W-Power Project.

Social Inclusion - "to ensure that economic growth and tackling exclusion go hand in hand to help people overcome multiple barriers to employment and realise their full potential"

Demonstrate how the proposal will reconcile a commitment to social inclusion with a focus on improving the competitiveness and economic performance of the locality.

The project is focused on individuals currently not participating in the workforce or underemployed (either not currently working maximum hours or over qualified for role). Supporting these individuals into employment opportunities and creating wider economic growth within specific geographical areas will increase social inclusion through increasing employment rates.

Outline how it will reduce inequalities between the least advantaged communities and the rest of society.

The communities covered within the SuNSE project experience a range of social inequalities (due to geographical remoteness) and market failures. The project will aim to reduce these inequalities through supporting some of the most isolated members of the community to create their own employment opportunities, as well as employment opportunities for others, and will provide goods & services (through participants business development) that would not otherwise be available in the area.

Outline how the proposal will overcome any potential barriers to access to participation and how policies in place will make a positive difference.

The project will be designed in a way to overcome any potential access barriers, ensuring flexibility to approach throughout its duration. Hubs will be developed in the areas that participants are located, taking into consideration public transport links and ease of access (including considering requirements of disabled, young/old and other potentially disadvantaged groups). The programme will also have sufficient online/virtual material, that if a participant is unable to travel they will still be able to access support.

People Impact Assessment **C Action plan to address inequality and socio-economic disadvantage**

Financial and resource allocation decisions must take into account potential equality impact and, for strategic decisions, socio-economic impact. Proposals which include procurement activity at OJEU level must consider whether to include contract award or performance criteria related to equality. The action plan outlines actions which will address inequalities or disadvantage identified by the assessment. It must be included with relevant approval papers.

Title of the proposal assessed:

Summary of impact identified and action to be taken to ensure inequalities and socio-economic disadvantage are addressed

Potential impact to be addressed	Action to be taken	By whom	When
Range of individuals able to access the support hub/network	Ensure chosen consultants are aware and responsive to range of needs that potential participants have.	HIE Project Manager and Contracted Consultants	Ongoing
Women in Social Entrepreneurship	Support women who have care responsibilities or have been out of the workplace for extended periods of time to access the learning through a flexible approach to delivery.	HIE Project Manager and Contracted Consultants	Ongoing
Remote Communities	Ensure the support delivered is appropriate for each individual community and tailored to specific needs if required (sectors, skills gaps, learning pathways.	HIE Project Manager and Contracted Consultants	Ongoing
Disadvantages Communities	Ensure the support delivered is appropriate for each individual community and tailored to specific needs if required (sectors, skills gaps, learning pathways	HIE Project Manager and Contracted Consultants	Ongoing
Partner (Transnational learning)	Share HIE's PIA (completed and template), encourage partners to complete and compile shared learning/techniques to support a range of individuals (with specific needs) to participate.	HIE Project Manager and all SUNSE Partners	Ongoing

Arrangements to monitor and review impact over time

Monitoring and review arrangements

By whom

When

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Ongoing monitoring will be achieved through the SUNSE programmes 6 month reporting structure and regular updates from the consultants. The consultants will be required to report any specific access requests, how they were dealt with and whether there were any individual needs that were unable to be catered for.

HIE Staff and
Commissioned Consultants

Ongoing

Procurement

Proposal involves procurement activity at OJEU level

No

Award criteria to be included in tender

How criteria will be evaluated

Chosen consultants must have demonstrated that they are aware of the potential challenges/opportunities presented by the range of specific individual needs and are accommodating to those needs.

Through the tender scoring process and careful evaluation and regular review throughout the contract period.

Contract performance criteria

How delivery of performance criteria will be monitored

N/A

Community benefit or equality clauses to be included in the tender

How clauses will be evaluated

N/A

The full signed assessment is held with proposal papers and published on the HIE website.

Senior Responsible Officer (name):

Anne MacDonald

Job Title:

Head of Social Enterprise Development

Date of signing off completed assessment:

Anne MacDonald 5/3/19.

