Equalities in the budgeting process

- How were equalities issues taken into consideration in allocating budgets in 2012-13? (Please describe the process undertaken)

We have embedded equality in the work of Scottish Enterprise (SE) through the business case for the agenda with an explicit objective of:

*Helping to realise Scotland’s full economic potential by mainstreaming equal opportunities within the Organisation’s policies and practices as an employer and service provider.*

Pivotal in achieving this is the application of an equality impact assessment (EIA) methodology to all our projects, programmes and policies. As a result we carried out an EIA on our business planning process for 2011-2014 in September 2010 which concluded that guidance should be issued to the team compiling the plan and monitoring arrangements put in place to ensure that any cut or reduction in funding did not disadvantage any equality group.

This guidance was adopted by the team and a review of the resultant funding decisions was undertaken by our equality team. This concluded that no disadvantage was evident in the process or the decisions taken.

- Was the approach taken for the 2012-13 budget any different from that taken in 2011-12? (If YES, please describe what changed in your approach)

The approach was deemed to be successful so a similar approach was taken for the 2012-2015 business plan process. The guidance was updated to ensure that all new relevant legislation had been taken into account specifically the Equality Act 2010 ensuring the elimination of discrimination, promoting equality of opportunity and fostering good relationships between the protected characteristics.

- Can you provide any examples of how equalities considerations influenced agreed budgets? (Please provide up to THREE examples)

The areas of the business which have most relevance to equality (Globally Competitive Business & Globally Competitive Sectors) experienced either an increase in budget in 2012 or the budget remained static. The exception to this was our work on commercialisation which is the least relevant area for our work on equality.

Equalities in mainstream services

- For your three most significant mainstream services (in terms of cost), please provide details of—

  a) The total budget for this service in 2011-12 and 2012-13
The most significant services for SE in terms of cost and their budget over the period are as follows:

<table>
<thead>
<tr>
<th>Service</th>
<th>Budget 2011/12 (£m)</th>
<th>Budget 2012/2013 (£m)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Infrastructure Projects</td>
<td>55.3</td>
<td>49.3</td>
</tr>
<tr>
<td>RSA &amp; SMART Support</td>
<td>43.2</td>
<td>43.2</td>
</tr>
<tr>
<td>Equity Investments &amp; Loans</td>
<td>36.0</td>
<td>31.0</td>
</tr>
</tbody>
</table>

b) The impact (positive or negative) that this service has on equality groups

The Equity Investments & Loans service has the potential to have a positive impact on equality groups. Through an EIA we carried out on the Scottish Investment Bank in 2011, it highlighted for example, the need to consider ways in which these offerings could be Sharia compliant.

RSA & SMART could also have the potential to impact on equality groups due to the job creation element, specifically under RSA, but its budget was protected over the period and the effect on groupings is not an award criteria for the scheme. Business Infrastructure Projects have the minimal impact on groups as its focus is on infrastructure not people.

c) The impact (if any) that any budget changes have had on equality groups

We have concluded that no equality group will be adversely affected by these budget changes. The reduction in SIB funding will affect all groups equally and will not jeopardise the work on Sharia compliant funding.

Service provision for equalities groups

- For up to THREE services with a specific focus or provision for equalities groups, please provide details of—

  a) The total budget for this service in 2011-12 and 2012-13

Scottish Enterprise believes that mainstreaming should be at the heart of our equality work and as such we no longer have stand alone initiatives focusing on equality groups. The needs of groups are serviced through our EIA methodology. We do however work in partnership to address high level issues which are of importance to maximising economic growth. For example occupational segregation can inhibit growth in our growth industries and we are on the steering groups of the Close the Gap initiative: http://www.closethegap.org.uk/ and the Scottish Resource Centre for Women in Science, Engineering & Technology (SET): http://www.napier.ac.uk/businessactivities/servicesforbusiness/src/Pages/Home.aspx
b) The impact that this service has on equality groups

We will continue to prioritise our work on gender, particularly due to the disproportionate effect the current economic climate has on women’s employment. The work of Close the Gap and Women in to SET will continue to address this and also have the benefit of facilitating greater economic growth; a win:win situation.

c) The impact (if any) that any budget changes have had on equality groups

Our work on these partnerships has had no effect due to budget changes as no funding is provided from SE for these activities.

**Mainstreaming equalities**

- What specialist services or programmes have been, or are being altered, in the interests of mainstreaming?

As highlighted above we do not have specialist services or programmes on equality. Where we do have partnerships which could benefit our work, these are highlighted to relevant colleagues. For example the work of Close the Gap and SET has been promoted to our sector teams through guidance issued to them.

- What monitoring is in place to ensure that the relevant equality groups continue to access an appropriate service?

We will initiate monitoring arrangements as part of our EIA methodology at the project or policy level if required. We also monitor the uptake of our services for the first time by different groups and review on annual basis to ensure that groups are not being disadvantaged. This is reported in our equality report and the latest review can be viewed at page 17.


Chief Executive
Scottish Enterprise
26 July 2012