



EQUALITY IMPACT ASSESSMENT

SECTION ONE: ESSENTIAL INFORMATION

Directorate and Service:	External Relations & Partnerships Director, Policy & Strategy Service		Name of Lead Officer: Sarah-Jane Marsden		
			Team: Policy & Strategy		
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			Date started: March 2023		
Proposal/Project:	Our Place in Time Review and Refresh			Reference No. (if applicable):	
What is the Proposal?	Budget or Other significant Financial Decision	Corporate Policy/Plan (New or Change)	New or Changed HR Policy & Practice	New or Changed Service Delivery / Service Design	
	No	Yes	No	No	
Who Does the Proposal Affect?	Stakeholders	Partners	Members of the Public	Employees	Other, please specify:
	Yes	Yes	Yes	Yes	Everyone in Scotland and those visiting Scotland
The main aims and projected outcome of this proposal			Projected Outcome of this Proposal		
<p><i>“Our mission is to sustain and enhance the benefits of Scotland’s historic environment, for people and communities now and into the future.”</i></p>			<p>Culmination of outcomes below.</p> <p>The strategy is an ambitious document set out to shape the strategic direction of the sector and the historic environment as an asset, both tangible and intangible, to ensure alignment to Scottish Government priorities and</p>		

	<p>strategies, such as the Culture Strategy, and contribution to the National Performance Outcomes.</p> <p>Through the strategy there is increased focus on tackling inequality, on community empowerment, on digital, and on prioritising work to combat the effects of the climate emergency. This is through prioritising activity that supports recovery and renewal, which focuses on creating a more resilient and sustainable sector and helps to communicate the contribution that the historic environment makes to the economy, wellbeing, and net zero.</p>
<p>Priority 1: Delivering the transition to Net Zero</p>	<ul style="list-style-type: none"> • Reduced emissions from the historic environment • The historic environment is more climate resilient • Improved pathways for historic environment skills
<p>Priority 2: Empowering resilient and inclusive communities and places</p>	<ul style="list-style-type: none"> • Organisations that care for the historic environment have the right skills and are more resilient • Communities have more opportunities to participate in decision making about the historic environment • The historic environment is more diverse and inclusive
<p>Priority 3: Building a wellbeing economy</p>	<ul style="list-style-type: none"> • The historic environment makes a responsible contribution to Scotland's economy • The historic environment provides fair work • Increased engagement with the historic environment, with a focus on activities that enhance wellbeing

SECTION TWO: FINANCIAL INFORMATION – ONLY COMPLETE FOR BUDGET or OTHER SIGNIFICANT FINANCIAL DECISIONS

			COMMENTARY
Current spends on this Service (£'000s):	Total:	N/A	N/A
What is the dis-investment to this service budget (£'000s)	Per Annum:	N/A	N/A
What is the investment to this service budget (£'000s)	Per Annum:	N/A	N/A
Is this proposal a change to a charge or concession?	Dis-investment Total:	N/A	N/A
	Investment Total:	N/A	N/A
When will the saving/return on investment be achieved?	Start Date:	N/A	N/A
	End Date (if any):	N/A	N/A
Is this proposal a change to grant funding?	Dis-investment Total:	N/A	N/A
	Investment Total:		
Is this proposal a change to grant criteria?			N/A

SECTION THREE: EVIDENCE Please include any evidence or relevant information that has influenced the decisions contained in this EqIA. (This could include demographic profiles; social/household audits; research; national guidance or legislative requirements and how this relates to the protected characteristic groups)

A - Quantitative Evidence: This is evidence which is numerical and should include the number people who use the provision/potential to be impacted and the number of people from the protected characteristic groups who might be affected by changes to the service.

As a national strategy, the strategy should engage with enough aspects of people's lives, that it should impact everyone in Scotland, including international visitors.

National level information is available for cultural engagement and participation through the Scottish Household Survey. National level information is not available for the sector's workforce. The International Passenger Survey provides information on international visitors to Scotland, and includes country of origin, but does not report on protected characteristics. Information for Scotland from the IPS can be found here: <https://www.visitscotland.org/research-insights/about-our-industry/statistics>

Scottish Household Survey 2020: Culture and Heritage Report

Quality of data extremely high as official statistics publication

N.B. – Please be aware that this survey, whilst being the most recent information for Scotland available, was carried out during the Covid-19 pandemic where many venues and places, including historic attractions, were closed for extended periods of time, or were operating at enforced restricted capacity).

Survey can be found here: <https://www.gov.scot/publications/scottish-household-survey-2020-telephone-survey-culture-heritage-report/>

Cultural Attendance

From the 2020 survey, the most common places that adults attended were historic places (18 per cent) and the cinema (17 per cent). This is compared to the lower share of adults that visited the library (13 per cent), museums (12 per cent) and art galleries and theatres (8 per cent). 56 per cent of adults surveyed had not attended a cultural event or visited a place of culture in the last 12 months.

Gender

Attendance at a cultural event or place (excluding the cinema) in the last 12 months was similar between women and men. 40 per cent of women had attended or visited a cultural event or place compared to 39 per cent of men. 18 per cent had attended a historic place, with more men than women visiting a historic place (21 per cent compared with 15 per cent). 'Gender described in another way' and 'Refused' were not included in the published tables as all estimates for this sub-group were suppressed because of the small sample size.

Age

In 2020, notably higher portions of younger age groups attended cultural events or visited places of culture in the last 12 months than older age groups. A higher share of 16- to 24-year-olds (55 per cent) had attended or visited a cultural event or place compared to 23 per cent of those aged 75 and over. The breakdown for visiting a historic place can be seen below.

Adults	16 to 24	25 to 34	35 to 44	45 to 59	60 to 74	75 plus	All
Historic Place	17	20	23	20	15	6	18

Disability

In 2020, cultural attendance was lower among adults that reported having a disability. 28 per cent of those that reported a disability had attended or visited a cultural event or place compared with 43 per cent attendance for those that reported having no disability. The largest difference in attendance between these groups can be seen for trips to historic places (20 per cent and 9 per cent respectively).

Ethnicity

Cultural attendance by ethnicity can be seen below. For the purposes of analysis presented in this table, 'White: Other' includes Irish, Gypsy/Traveller, Polish and other white ethnic groups and 'Minority ethnic groups' includes mixed or multiple, Asian, African, Caribbean, or Black, Arab or any other ethnic groups

Adults	White: Scottish	White: Other British	White: Other	Minority Ethnic Groups	All
Historic Place	16	23	31	15	18

Sexual Orientation

In 2020, no statistically significant differences were observed for cultural attendance between adults of different sexual orientation. 44 per cent of heterosexual / straight adults had visited a cultural place or attended a cultural event compared with 50 per cent of gay, lesbian, or bisexual adults. No significant difference in cultural attendance was observed between heterosexual / straight adults and gay, lesbian, or bisexual adults, which included visits to historic places.

Religion

In 2020, cultural attendance (including cinema) was highest for those who said their religion was 'Other Christian' (51 per cent), and lower for those who said, 'Church of Scotland' (36 per cent) and 'Roman Catholic' (38 per cent). Attendance between adults that said their religion was 'Other Christian' and adults that were of 'Another religion' or no religion was found to be broadly similar. The 'Another religion' category groups together those who described their religion as Muslim, Buddhist, Sikh, Jewish, Hindu, Pagan or other for the survey analysts to have a base sample that was sufficiently reliable for analysis.

Adults	None	Church of Scotland	Roman Catholic	Other Christian	Another religion	All
Historic Place	20	12	11	25	17	18

Marital status

In 2020, cultural attendance (including cinema) was highest for single adults (49 per cent) and lower for widowed adults (25 per cent) and divorced / separated adults (37 per cent). Attendance between single adults and adults that are married or in a civil partnership was found to be broadly similar.

Cultural Participation

The survey asked respondents about their participation in cultural areas with a number being relevant, or potentially relevant, to the historic environment including photography, crafts, play music or an instrument, art, or sculpture, viewed cultural content online, and film making.

In 2020, 83 per cent of adults in Scotland participated in a cultural activity. Less than 1 in 5 had not participated in any cultural activity in the last 12 months. Adults participated in cultural activities more frequently than they had attended cultural events or places of culture, but it should again be recognised that this survey took place during 2020, at a time where many venues and attractions were closed, or access restricted, due to the COVID-19 pandemic.

Gender

In 2020, 88 per cent of women had participated in a cultural activity in the last 12 months compared with 78 per cent of men, though this varied by activity

Age

Cultural participation was broadly similar for all age groups in 2020. However, cultural participation (excluding reading for pleasure) was significantly higher in 16- to 24-year-olds than those aged 75 and over, 76 per cent compared to 44 per cent.

Disability

In 2020, if reading for pleasure is excluded, cultural participation between adults that reported having such a condition is lower than those reporting no disability, 53 per cent compared to 65 per cent. Participation was more similar across certain activities, such as crafts, film making and art or sculpture.

Ethnicity

Cultural participation between minority ethnic adults (80 per cent) was broadly similar to 'White: Scottish' adults (82 per cent). However, there was a notable difference between these groups for viewing cultural content online, with 24 per cent of minority ethnic adults reporting that they viewed cultural content online in the last 12 months whereas only 10 per cent of 'White: Scottish' adults reported doing so.

Sexual Orientation

Cultural participation was similar between adults of different sexual orientation, with 83 per cent of both heterosexual / straight adults and gay, lesbian, or bisexual adults having participated in a cultural activity in the 12 last months. No significant difference for different activities was observed between heterosexual / straight adults and gay, lesbian, or bisexual adults.

Religion

Cultural participation (including reading) across different religious groups was broadly similar.

Marital status

In 2020, cultural participation (including reading) across various marital statuses is broadly similar. However, when reading is excluded, single adults were observed to have the highest cultural participation (70 per cent) compared to the average (62 per cent) and other groups.

National Statistics

Quality of data all remarkably high as official statistics publications

Population Census 2011

At time of writing, the 2022 Consensus results have not been published. Information from the 2011 Population Consensus shows that:

- The estimated population of Scotland on 30 June 2011 was 5.25 million with 17% aged 65 and over. Scotland has an ageing population. In many areas an increase in older people is accompanied by a decline in younger people.

- The proportion of people in Scotland with a declared disability or limiting illness was 20% (1,040,000 people)
- Scotland has a 4% minority ethnic population, which varies across different areas of the country.
- 36 per cent of the population have no religion, followed by 32 per cent Church of Scotland, 16 per cent Roman Catholic, 5.5 per cent Other: Christian, 1.5 per cent Muslim, and other religions, including Hindus, Buddhists, Sikhs, and Jewish people, making up under 1 per cent.

Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021

- 2,601,800 people (aged 16 and over) were estimated to be in employment in Scotland.
- The employment rate for men was estimated at 75.8 per cent and the employment rate for women was lower, estimated at 70.7 per cent in 2021.
- The gender employment gap (which measures the difference between the employment rates for men and women) was estimated at 5.1 percentage points in 2021.
- The employment rate for men was higher than the rate for women for all age groups, except those aged 16 to 24.
- The employment rate for disabled people was estimated at 49.6 per cent. This is significantly lower than the rate for non-disabled people at 80.8 per cent.
- The disability employment gap was 31.2 percentage points in 2021.
- The employment rate for the minority ethnic group aged 16 to 64 was estimated at 62.1 per cent in 2021. This is significantly lower than the rate for the white group (73.9 per cent).
- The ethnicity employment rate gap was 11.7 percentage points in 2021.

Scottish Health Survey 2021

- 47 per cent reported living with a long-term condition. The proportion of adults living with a limiting long-term condition increased with age.
- 34 per cent said they had a long-term condition which limited their day-to-day activities.

B - Qualitative Evidence: This is data which describes the effect or impact of a change on a group of people, e.g., some information provided as part of performance reporting.

Social - case studies; personal /group feedback / consultation / research /other:

Qualitative research reports such as Heritage for Inclusive Growth (Royal Society of Arts, 2020) and Heritage, Health, and Wellbeing (The Heritage Alliance, 2020) have been consulted. Including reviewing the Our Place in Time case studies on the Built Environment Forum Scotland website:

<https://www.befs.org.uk/resources/historic-environment-case-studies/>

A thorough period of engagement and public consultation has been carried out for the strategy with the findings shaping the strategy's content and direction. Engagement has been carried out directly with a number of equality groups, including Deaf Action Scotland, Inclusion Scotland, Coalition for Racial Equality and Rights, Young Scot, West of Scotland Regional Equality Council, Developing the Young Workforce, Edinburgh Rape Crisis Centre, Shakti Women's Aid.

Best Judgement:

Has best judgement been used in place of data / research / evidence?

Yes

Who provided the best judgement and what was this based on?

The strategy is a product of extensive engagement with groups and individuals in the sector and beyond. Equalities Groups have been consulted. The strategy's Priorities, Outcomes and Actions have all been developed from this engagement.

What gaps in data / information were identified?

N/A as strategy is product of engagement

Is further research necessary?

No

If NO, please state why.

As this stage of development and drafting is complete, no further research is required. The strategy's progress will be measured and reported on, and this will necessitate research and analysis. As the strategy has outcomes with are focused on Equalities related areas, research and analysis will be undertaken in order to report successfully on them.

SECTION FOUR: ENGAGEMENT/CONSULTATION With individuals or organisations affected by the policy or proposal

Has the proposal / policy / project been the subject of relevant engagement/consultation?

Yes

If YES, please state who was engaged/consulted.

Summer 2022 Pre-Consultation Engagement:
 Architecture & Design Scotland, Aberdeen City Heritage Trust, Aberdeenshire Council, Archaeology Scotland, Architectural Heritage Fund, Architectural Heritage Society of Scotland, Argyll and Bute Council, Arts and Business Scotland, Ask Mona ,Association of Local Government Archaeological Officers UK , Barholm Castle ,Baseline Research, Bethan Gray, Broke Not Broken (Kinross) ,Built Environment Forum Scotland, Building Research Solutions Ltd ,Built Environment Smarter Transformation Scotland , Cables Wynd House (Edinburgh) ,Cabrach Trust ,Cairngorms.co.uk ,Capital Theatres ,Cawdor Castle Limited ,CENSIS , Centre for cultural value, Chartered Institute for Archaeologists , Church of Scotland – General Trustees, Cities & Local Growth Unit Scotland ,Coalition for Racial Equality and Rights ,Cockburn Association ,CODEAH, Coigach Community ,Comhairle nan Eilean Siar ,Community Enterprise Scotland ,Comunn Eachdraidh na Pàirce ,Conservation Officers Group (COG) ,Creative Carbon Scotland ,Creative Scotland, Crichton Trust ,Cromarty Arts Trust ,Crown Estate Scotland ,Culture Counts ,Developing the Young Workforce ,Development Trusts Association Scotland ,Dig Ventures

,Dumfries and Galloway Arts Festival ,Dumfries and Galloway Council ,Dumfries Conservation Area Regeneration Scheme (CARS) ,Dumfries Historic Building Trust ,East Lothian Council ,East Renfrewshire Council ,Edinburgh College of Art ,Edinburgh Council ,Edinburgh Napier University ,Edinburgh Rape Crisis Centre ,Edinburgh World Heritage ,Elgin Museum ,Fa 'side Women and Girls Group (East Lothian) ,Falkirk Council ,Fife Council ,Fife Historic Buildings Trust ,Fort Valley College ,Fuel Change ,Galloway Glens Landscape Partnership ,Generations Working Together ,Glasgow Building Preservation Trust ,Glasgow Caledonian University ,Glasgow City Council ,Glasgow City Heritage Trust ,Glasgow Life, Glasgow School for Business & Society ,Glenurquhart Rural Community Association ,Govanhill Baths ,Grand Bequest ,Gray, Marshall & Associates ,Heritage Alliance ,Heritage Trust Network ,Herriot Watt University ,High Life Highland ,Highland Council ,Highlands & Islands Enterprise ,Historic Churches Scotland / Heritage Trust Network, Historic Environment Scotland ,Historic Houses Scotland ,IDN ,Inclusion Scotland ,Institute of Conservation, Institute of Historic Building Conservation ,Inverness Business Improvement District ,Inverness City Heritage Trust ,John Gilbert Architects ,John Rae Society ,Keep Scotland Beautiful ,Kingsway Community Connections ,Landscape Institute Scotland ,Live Borders UK ,Make Your Mark ,Maryhill Burgh Halls ,Max Fordham ,Media Education ,Moat Brae ,Moder Dy ,MSDS Marine and MSDS Heritage ,Museums and Heritage Highlands ,Museums Association ,Museums Galleries Scotland ,Napier University ,National Galleries Scotland ,National Library of Scotland ,National Lottery Heritage Fund ,National Museums Scotland ,National Records of Scotland ,National Trust for Scotland ,NatureScot ,Northmavine Community Development Company ,Orkney Islands Council ,Perth and Kinross Council ,Planning Aid Scotland ,PVOTAL Consultancy Ltd. ,Renfrewshire Council ,Robert Burns Ellisland Trust ,Royal Incorporation of Architects in Scotland ,Royal Institute of Chartered Surveyors ,Royal Society of Arts- Media, Creative Industries, Culture and Heritage Network ,Royal Town Planning Institute ,Scotland's Churches Trust ,Scotland's Garden and Landscape Heritage ,Scottish Borders College ,Scottish Borders Council ,Scottish Civic Trust ,Scottish Council on Archives ,Scottish Futures Trust ,Scottish Government ,Scottish Land & Estates ,Scottish Property Federation ,Scottish Women's Budget Group ,Scran ,Seymourpowell ,Shakti Women's Aid ,Shetland Council ,Skills Development Scotland ,SLR Consulting ,Society of Antiquaries of Scotland ,South Islay Development ,South Lanarkshire Council ,South of Scotland Enterprise ,Stirling City Heritage Trust ,Stirling Council ,Stora Enso ,SURF ,Sustrans ,The Abbotsford Trust ,The Architectural Heritage Fund ,The Cockburn Association ,The Crichton Foundation ,The Glasgow School of Art ,The Institute of Conservation ,The Knowledge Connection for Business ,The Mass Timber Academy ,The No-Peds (Inverkeithing) ,The Outdoor Partnership ,The Scottish Council for Development and Industry ,The Stove Network ,Theatres Trust ,Tiree Community Development Trust ,TM Event Solutions ,Tomintoul & Glenlivet Development Trust ,UHI Orkney Research Centre for Archaeology ,UK2070 Commission ,Ullapool Museum ,Under One Roof ,University of Aberdeen ,University of Edinburgh ,University of Glasgow ,University of St Andrews ,University of Strathclyde ,University of the Highlands and Islands ,Urras an Taighe Mhòir ,Visit Scotland ,Volunteer Scotland ,Walsall Council ,War Memorials Trust ,We are Bright ,West Dunbartonshire Council ,West of Scotland Regional Equality Council ,Western Isles Archaeological Service ,Wild Women (Inverkeithing) ,Wilderness Insights ,York Archaeology.

Winter 2022 Public Consultation Engagement:

Aberdeen City Heritage Trust, Northumbria University, Aberdeen City Council , Regenerates, Federation of Small Businesses, Grampian Assn of Storytellers, Medico-Chirurgical Society, North of Scotland Archaeological Society, Green Hive, High Life Highland, , North of Scotland Archaeological Society, MAAC Studio Ltd, Cairngorms National Park Authority, Inverness BID, National Trust for Scotland, Galloway Glens Landscape Partnership, Dumfries and Galloway Council, Peter Pan Moat Brae Trust, Architectural Heritage Society Scotland, The Scottish Civic Trust, Association of Local Government Archaeological Officers UK, Stirling City Heritage Trust, Community Enterprise, Scotland Urban Regeneration Forum, Crown Estate Scotland, AOC Archaeology, West of Scotland Regional Equality Council (WSREC), Crown Estate Scotland, The Royal Incorporation of Architects in Scotland, Historic Houses Scotland, Glasgow Life, Scottish Council on Archives, Glasgow City Council, Argyll and Bute Council, Glasgow Building Preservation Trust, South Ayrshire Council, University of Strathclyde, Deaf Action, Skills Development Scotland, Bridge A Gap, MSDS Marine and MSDS Heritage, British Property Federation, Keep Scotland Beautiful, Blair Trust, Shetland Amenity Trust, Highlands and Islands Enterprise. Heritage Trust Network, Museums and Galleries Scotland, Scottish Borders Council, Church of Scotland, VisitScotland, Open Road Ltd, University of Aberdeen, Creative Scotland, National Museums Scotland, Aberdeenshire Council, Edinburgh World Heritage, Fife Council, Charts Argyll & Bute, Communities Housing Trust, Coalition for Racial Equality and Rights, Orkney Council, Glasgow Caledonian University, Highland Historian, Young Scot, Architectural Heritage Fund ClfA, CODEAH, Comhairle nan Eilean Siar, Development Trusts Association Scotland, Edinburgh City Council, Falkirk Council, Highland Council, Maryhill Burgh Halls Trust, Nature Scot, Napier University, National Lottery Heritage Fund, Historic Environment Scotland, Royal Town Planning Institute, Perth and Kinross Council, Scottish Maritime Museum, Society for the Protection of Ancient Buildings, Society of Antiquaries of Scotland, Stirling Council, University of the Highlands & Islands, Volunteer Scotland, The Whitthorn Trust, The Heriot Watt Energy Academy, Welsh Government

Public Consultation respondents:

Society of Antiquaries Scotland, Bòrd na Gàidhlig, Architectural Society of Scotland, Built Environment Forum Scotland, Forestry and Land Scotland, Glasgow City Council, Fife Council, Luing History Group, Royal Town Planning Institute Scotland, North of Scotland Archaeological Society, Creative Scotland, Barra Distillery, Edinburgh World Heritage Trust, Historic Houses, Archaeology for Communities in the Highlands, National Trust Scotland, Scottish Community Heritage Alliance, Museums Galleries Scotland, University Highlands and Islands, Friends of Kinnel, The Borders Council, Friends of Duff House,

	Royal Botanic Gardens Edinburgh, Association of Field Archaeologists, Coalition for Racial Equality and Equal Rights, Chartered Institute for Archaeologists, Shetland Council, Association of Local Government Archaeological Officers UK, Highlands & Islands Enterprise, Volunteer Scotland, East Lothian Council, Scotland Architectural Heritage Fund, Scottish Civic Trust, Wikimedia, Fife Historic Buildings, Argyll & Bute Council, Heritage Trust Network, Aberdeen City Council, Shetland Amenity Trust, Scottish Land and Estates, National Museums Scotland, Institute of Historic Building Conservation, Clutha Archaeology Group, National Federation of Roofing Contractors, South of Scotland Enterprise, Society for Protection of Ancient Buildings, Institute of Conservation, Scotland's Gardens and Landscape Heritage, Scottish Strategic Archaeology Committee, Improvement Service, Skills Development Scotland, Scottish Property Federation, Archaeology Scotland, Scotland Churches Trust, The Royal Incorporation of Architects in Scotland (RIAS), Visit Scotland	
If NO engagement/consultation has been conducted, please state why.		
How was the engagement/consultation carried out?	What were the results? Please highlight and embed any consultation report/s.	
Focus Group	Yes	<p>Focus groups were carried out with diverse groups and in different regions of Scotland for the both the period of pre-consultation engagement (Summer 2022) and during the period of formal public consultation (Winter 2022).</p> <p>The engagement report from the Summer Engagement can be found here: https://www.historicenvironment.scot/archives-and-research/publications/publication/?publicationId=b41bad26-6ac9-4fcd-bfed-af5800b5a31e</p> <p>The results of the focus groups during the period of public consultation over Winter 2022 can be found in the consultation analysis report which will be published alongside the strategy.</p> <p>All feedback and engagement from the focus groups has fed into the developing the strategy's content and direction, including its outcomes and actions.</p>
Survey	Yes	<p>The strategy was publicly consulted on for 12 weeks from 28 November 2022 to 20 February 2023. An online survey was hosted on the Historic Environment Scotland Citizen Space page during this time: https://haveyoursay.historicenvironment.scot/development-partnership/our-place-in-time-refresh-consultation/</p> <p>The survey received 137 formal written responses. The analysis from the public consultation will be published alongside the strategy.</p>

Questions were asked on how the strategy would impact on different protected characteristics. The results are below:

	Positive impact	Negative impact	No impact	No response
Age	57 (42%)	6 (4%)	27 (20%)	46 (34%)
Sex	31 (23%)	4 (3%)	54 (39%)	48 (35%)
Sexual orientation	31 (23%)	3 (2%)	54 (39%)	49 (36%)
Gender reassignment	27 (20%)	3 (2%)	59 (43%)	48 (35%)
Disability and long-term conditions	51 (37%)	5 (4%)	34 (25%)	47 (34%)
Race	42 (31%)	3 (2%)	43 (31%)	49 (36%)
Pregnancy / maternity	37 (27%)	5 (4%)	47 (34%)	48 (35%)
Marriage and civil partnerships	29 (21%)	3 (2%)	57 (42%)	48 (35%)

(Figures might not add to 100% due to rounding)

Overall, a much higher numbers of respondents felt there would be a positive impact rather than a negative impact across all characteristics. However, a considerable proportion of respondents felt there would be no impact or did not provide a response to this question.

While respondents were supportive of the actions to involve more young people in the historic environment, a few respondents in the third sector with an interest in the heritage felt that the strategy should also make reference to older people.

There were a small number of references – mainly from individuals – about the lack of reference to individuals with disability and long-term conditions, with comments about the need to ensure that all historic buildings offer access to people with disabilities.

		<p>Other groups felt to have been excluded in the strategy included:</p> <ul style="list-style-type: none"> • Women • Minority ethnic groups • Religions <p>The responses have all been analysed and have contributed to the development of the final draft of the strategy. The strategy has included more actions and outcomes relating to equalities, diversity, and inclusion as a result.</p>
Display / Exhibitions	No	
User Panels	No	
Internal/Public Event	Yes	<p>A number of public events have been held during both periods of engagement, including online events. A staff event for Historic Environment Scotland was held during the period of public consultation.</p> <p>Outputs from these events have contributed to the development of the strategy.</p>
Other: please specify		
Has the proposal / policy / project been reviewed / changed as a result of the engagement/consultation? If yes – identify changes -	Yes	<p>Pre engagement informed the consultation draft, the final version has been informed by the Winter public consultation engagement and the written responses to the public consultation. The release of the strategy will be accompanied by a 'You Said, We Did' report outlining the changes made as informed by consultation.</p>
Have the results been fed back?	Yes	<p>The strategy will be publicly launched with press and media planned. It will have a presence on the HES website.</p>
Is further engagement/consultation recommended?	No	

SECTION FIVE: PARTNERS / OTHER STAKEHOLDERS

Which sectors are likely to have an interest in or be affected by the proposal / policy / project?		Describe the interest / affect.
Business	Yes	Business operating in the heritage sector in either a first or secondary capacity are likely to be both interested and affected. A Business Regulatory Impact Assessment has also been carried out and will be published alongside the strategy.
Local Councils/Community Planning Partners	Yes	As decision-makers and asset owners of the historic environment local councils will be both interested and affected. Community Planning Partners with their interest in planning and place-making will also be interested. Local councils' input has been sought throughout the engagement and consultation process and their responses have contributed to the development of the strategy.
Wider Heritage/Conservation/Tourism Sectors	Yes	As a national strategy the heritage sector in Scotland will be interested and affected. The wider UK heritage sector may be interested. Conservation and tourism sectors in Scotland will be both interested and affected. Their input has been sought throughout the engagement and consultation process and their responses have contributed to the development of the strategy.
Voluntary / Other Sectors	Yes	The third and voluntary sectors who actively work with the historic environment are likely to be both interested and affected. Their input has been sought throughout the engagement and consultation process and their responses have contributed to the development of the strategy.
Other(s): please list and describe the nature of the relationship / impact.		Scottish Government policymakers across different Directorates are likely to be interested in the strategy as a national strategy and as a successor to Our Place in Time. The new strategy supports Scottish Government

priorities and aligns to Scottish Government plans and strategies, such as the National Planning Framework and the Culture Strategy, so no negative impacts have been identified.

SECTION SIX: ASSESSMENT OUTCOME

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

<p>No major change required</p>	<p>Yes</p>	<p>The strategy has been developed through extensive engagement and consulted with many groups, including a number of equality groups. The final strategy has a focus on reducing inequalities and has principles and outcomes based on equality, diversity, and inclusion.</p> <p>The strategy aligns to Scottish Government priorities, to Scottish Government strategies and plans, and to the National Performance Outcomes, which are based on reducing inequalities and making Scotland a fairer and more inclusive place. These government outcomes are aligned to the UN Sustainable Development Goals and ensure that the new strategy for the historic environment is aligned and supports these development goals.</p> <p>As a national strategy, it is anticipated that operational plans and actions plans will be formed underneath it, which are aligned to this strategy. They will need to undergo their own impact assessments.</p>
<p>The proposal has to be adjusted to reduce impact on protected characteristic groups</p>		
<p>Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups</p>		
<p>Stop the proposal as this is potentially in breach of equality legislation</p>		

SECTION SEVEN: ACTION PLANNING

Mitigating Actions: As a result of performing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes identified for employees, customers; participants; service users or other people who share characteristics protected by the Equality Act.

Identified Impact	To Whom	Recommendation to address the issues raised	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Equality Outcomes
None identified					

No Mitigating Actions

Where a negative impact on diverse individuals/ communities has been identified what is the justification for continuing with the proposal / policy / project?

None have been identified

**Are actions being reported to SMT?
If yes when and how?**

No

Date Reported to ELT:

N/A – The strategy will report to an executive steering group. There will be annual reporting.

SECTION EIGHT: LEAD OFFICER SIGN OFF

Lead Officer:

Signature:

Sarah-Jane Marsden, Policy Manager

Date:

21/04/2023

SECTION NINE: HEAD OF SERVICE/DIRECTORATE SIGN OFF

Head of Service

Signature:

Adam Jackson, Head of Strategy and Policy

Date:

27/04/2023