



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA

EQUALITY IMPACT ASSESSMENT (EQIA) - RESULTS

Title of Policy/Plan	Historic Environment Scotland Corporate Plan 2016-19
Summary of aims and desired outcomes of Policy	This is the first Corporate Plan for Historic Environment Scotland (HES) which is a new body created (in 2015) by bringing together the functions of Historic Scotland and the Royal Commission on the Ancient and Historical Monuments of Scotland. The Corporate Plan sets out the vision, values and strategic objectives for HES over the period 2016-19.
Assessment undertaken by	Governance and Performance Directorate of Historic Environment Scotland

Executive Summary

An Equalities Impact Assessment (EQIA) has been undertaken for Historic Environment Scotland's Corporate Plan 2016-19, which was issued for consultation between November 2015 and February 2016. Based on the results of the assessment, Historic Environment Scotland considers that the Corporate Plan creates opportunities for positive impacts on people with protected characteristics and will have no negative impacts.

This is the first Corporate Plan for Historic Environment Scotland which is a new body created (in 2015) by bringing together the functions of Historic Scotland and the Royal

Commission on the Ancient and Historical Monuments of Scotland.

The Corporate Plan sets out the vision, values and strategic themes for Historic Environment Scotland over the period 2016-19.

Our vision is that “Scotland’s historic environment is cherished, understood, shared and enjoyed with pride, by everyone.”

The Corporate Plan identifies five key outcomes:

- Scotland’s historic environment makes a strong contribution to the cultural, social, environmental and economic wellbeing of the nation and its people.
- Scotland’s historic environment is better known and understood.
- Scotland’s historic environment is cared for and protected.
- People value, celebrate and enjoy the historic environment.
- HES is a high performing organisation.

This EQIA drew on evidence from a range of sources, including evidence gathered to support the development of the Historic Environment Scotland Bill and the historic environment strategy for Scotland (Our Place in Time). The results of this EQIA demonstrate that the historic environment is important to people from all backgrounds and that people want to have an opportunity to engage with it in a range of ways, through working and volunteering in the sector, through visiting historic sites and through learning about Scotland’s places by understanding the story of Scotland.

The main barriers faced by people with a protected characteristic that were identified during this assessment were a lack of awareness of services and opportunities and a lack of confidence in accessing them.

The development and implementation of Historic Environment Scotland’s Corporate Plan provides a real opportunity to address these issues at a strategic level and to set the

framework for suitable activities where we lead, do and/or enable the actions of others.

The scope of this EQIA

Historic Environment Scotland staff developed this EQIA for the Corporate Plan, with advice and support from Scottish Government colleagues. In developing the evidence base, we took account of the existing evidence from recent related EQIAs, and drew on evidence from a range of sources, studies and discussion around equalities issues. These included:

- HES staff statistics, staff survey results and Human Resources policies and guidance.
- Discussion with Historic Environment Scotland staff.
- Scottish Household Survey, Scottish Government, 2014
- People, Culture and Heritage in Scotland, Scottish Government, 2013.
- Public consultation on HES Corporate Plan (November 2015 to February 2016).
- Findings from an equalities seminar and equalities survey undertaken to support the development of the historic environment strategy for Scotland (Our Place in Time) and the Historic Environment Scotland Bill (January 2014).

Between November 2015 and February 2016 HES undertook a public consultation on the Corporate Plan. As part of the consultation we issued a draft partial EQIA and asked consultees whether they thought the proposals might impact on people differently depending on characteristics such as age, disability, sex, marital status, pregnancy or maternity, race, religion or belief, sexual orientation or gender identity.

Feedback from the public consultation is published in the **Analysis of Consultation Responses Report**, published on HES website. The key points on equalities are summarised below.

- Seventeen respondents answered the question “Do you think any of the objectives in the corporate plan will impact

differently on people who share protected characteristics? The greatest number (11) commented that the objectives in the Corporate Plan will not impact differently on people who share protected characteristics. The respondents who thought the objectives may impact differently on different groups noted reasons including, that there are a number of barriers that inhibit public participation in the historic environment, these include institutional barriers, perceptions of barriers, skills and funding. They also noted the need to broaden access for all groups and the duty of HES to be inclusive and to engage with communities across Scotland on the issue.

- Sixteen people answered the question “are there any key issues or opportunities we should consider to make sure that the Corporate Plan works for different equality groups?” The majority (10) said there were no key issues or opportunities for HES to consider. Only one respondent in the voluntary sector felt there were any issues or opportunities and they suggested that HES should familiarise itself with the issue that some equality groups feel excluded.

These issues have now been referenced in the Corporate Plan and in the actions at the end of this report. We will be mindful of these as we implement the Corporate Plan.

To supplement the responses to the equalities questions in the public consultation (as summarised above), we:

- i. drew on lessons learned and evidence from the findings of the targeted equalities workshop which Scottish Government colleagues undertook in January 2014 and which HES officials took part in.
- ii. commissioned research to support our developing Corporate Plan and to inform our implementation. These studies on the barriers to access and on volunteering in the historic environment will report later in 2016.

- iii. drew on experience from our Human Resources colleagues who are members of the NDPB Diversity Forum and the Public Sector Equality and Diversity Network.
- iv. worked with third party representatives through the Built Environment Forum Scotland (BEFS) who have a particular interest in equalities issues. BEFS ran a consultation seminar on HES corporate plan in January 2016. BEFS are also running a Heritage and Diversity Seminar on 9 March 2016. The issues and findings from these will inform the implementation of our Corporate Plan.
- v. provided an opportunity to discuss equalities issues with participants at the HES Corporate Plan stakeholder workshop, organised by Holyrood Events, on 26 November 2015.

Responses to these discussions and events have informed the development of this EQIA which will accompany the final published Corporate Plan. This has supported our consideration of impacts for equality groups within the context of the public sector equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Better promote equality of opportunity; and
- Foster good relations.

Key Findings

This EQIA found that there are gaps in the evidence base about how people with protected characteristics engage with the historic environment. In particular there is a lack of equality monitoring statistics about HES visitors and other service users. Some conclusions can be drawn from national statistics such as the Scottish Household Survey, but there is a lack of information in the EQIA about some of the protected characteristics, for example sexual orientation.

In order to address these evidence gaps, we drew on information from recent related EQIAs, and we have

commissioned research on the barriers to access and to estimate the scale and range of volunteering in the historic environment. We have also made a series of recommendations to support the implementation of the Corporate Plan. These are set out at the end of this paper.

These materials have helped us to develop the content of the Corporate Plan and will continue to help us to identify barriers and opportunities and to build relationships as we implement the Corporate Plan over the next three years.

Consideration of the evidence from Historic Environment Scotland, from the Scottish Household Survey and from the various consultations has identified some encouraging figures. For example, in 2014 32% of men and 31% of women had visited a historic site in the last year. This has increased from 2013 when the figure for both men and women was 28%.

A full assessment of the rates of pay of men and women working in HES is still to be undertaken. However, within Historic Scotland (HES predecessor body) we know that where men and women are undertaking work of equal value they are paid a similar hourly rate and consequently the gender pay gap is low. We anticipate the situation is similar in HES and we will generate the evidence to support this when we publish our Equality Mainstreaming Report in 2017.

There are some groups that have increased difficulty in accessing the historic environment, for example older people and people with disabilities. We are currently undertaking research to identify the barriers to access and the scale and range of volunteering in the historic environment. This work is due to report later in 2016 and will inform our policy and practice.

Although there are many encouraging statistics, anecdotal evidence suggests there are problems across all groups with awareness and how to access the historic environment. For example:

- We are told some people say *heritage isn't for people like me*. Scottish Household Survey results support this by demonstrating that attendance at historic sites is lower amongst people from lower socio economic classes and with fewer formal education qualifications.
- We are told that there is an assumption among some that visiting a historic site is expensive.

Our ongoing work to improve our equalities monitoring data; our research on the barriers to access and participation; and our research on volunteering in the historic environment will help us better understand current participation and engagement, desirable participation and barriers to participation.

What is clear is that the historic environment matters to many different individuals and groups of people across Scotland and abroad. There is a real opportunity for us to tap into the interest of these individuals and groups, for example by working with equalities groups as we implement the Corporate Plan and as we develop our annual business plans.

Recommendations and Conclusion

This EQIA concluded that there is no evidence of a negative impact on any of the groups identified in the EQIA. It is noted that the Corporate Plan aspires to have a positive impact on all the groups identified in the EQIA, but that at this stage not all of these positive impacts can be evidenced.

We have identified a number of changes to the content of the Corporate Plan as a result of this EQIA. These have been taken on board in the drafting of the final version for publication. In addition, a number of issues highlighted during the EQIA will be considered when implementing the Corporate Plan. These actions are set out below.

During the lifespan of the Corporate Plan we will:

1. Review and improve our equality monitoring, data collection and its use – for board members, staff, visitors and other service users.
2. Review our policy and practice on the use of images in reports. Where possible, the Corporate Plan will make use of images that promote equality and tackle inequality.
3. Take account of the idea that heritage is for all when developing our Equality Outcomes.
4. Undertake research to improve our understanding of barriers to access and to help us think creatively about ways to address this.
5. Publish the Corporate Plan and all our reports in accessible formats.
6. Promote our commitment to volunteering through a specific commitment in the Corporate Plan. We will also undertake research to help us better understand the scale, range and opportunities for volunteering in the historic environment.
7. Make a clear commitment in the Corporate Plan that HES will promote the living wage through the activities we lead on and do; and the actions we enable others to do. The Corporate Plan now includes 1b. “building demand for traditional skills and materials, raising standards and promoting the living wage through our procurement activity”.
8. Include a strategic objective and a KPI on our commitment to equalities. Our Corporate Plan now includes KPI 11: **we actively promote equalities**. This tracks how well HES are performing in terms of mainstreaming equalities across the organisation, including monitoring and the publication of an Equality Outcomes and Mainstreaming Report. Strategic objective 5c states “We will encourage openness and transparency and promote equality”. We will do this by promoting diversity and opportunity for all through our policies, as an employer and as a service provider”.

Monitoring performance

Monitoring performance in delivering the Corporate Plan will be a key task for the Sponsor Unit within the Culture and Historic Environment Division of Scottish Government.

FINAL