

## Integrated Impact Assessment (IIA)

### Part 1 Scoping

#### 1 Details of the Proposal

<b>Title of Proposal:</b>	Borderlands Business Infrastructure Programme (Scotland): Coldstream.
<b>What is it?</b>	A new Policy/Strategy/Practice <input checked="" type="checkbox"/> A revised Policy/Strategy/Practice <input type="checkbox"/>
<b>Description of the proposal:</b> (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate).	<p>The Borderlands Inclusive Growth Deal is an agreement between the Scottish and UK Governments, and the five Borderlands local authorities i.e. Carlisle City Council, Cumbria County Council, Dumfries and Galloway Council, Northumberland County Council, and Scottish Borders Council. <a href="https://www.borderlandsgrowth.com/">https://www.borderlandsgrowth.com/</a></p> <p>The Deal will provide a total of £345m over 10 years for the Borderlands area with £150m available for the South of Scotland, comprising £65m from UK Government and £85m from Scottish Government. The Deal was signed in March 2021.</p> <p>The Borderlands Inclusive Growth Deal has five overarching Themes (Destination Borderlands; Improving Places; Enabling Infrastructure; Encouraging</p>

	<p>Green Growth; and Supporting Business, Innovation &amp; Skills). Business Infrastructure is part of the Supporting Business, Innovation &amp; Skills Theme.</p> <p>The objective of the Business Infrastructure Programme (Scotland) is to increase the supply of modern industrial premises in the South of Scotland and to facilitate private sector investment. In the Scottish Borders, a project to build-out vacant employment land at Coldstream will provide 333 sq. m. of new business space at a cost of £1,309,893. This project will be completed by March 2024. A follow-on project under the programme will see the servicing of land at Hawick in 2025-26.</p>
<p>Service Area: Department:</p>	<p>The development of the Business Infrastructure Programme (Scotland): Coldstream project business case has been led by Scottish Borders Council.</p>
<p><b>Lead Officer:</b> (Name and job title)</p>	<p>Stuart Kinross. Economic Development Officer.</p>
<p><b>Other Officers/Partners involved:</b></p>	<p>South of Scotland Enterprise.</p>
<p><b>Date(s) IIA completed:</b></p>	<p>15 November 2022</p>

## 2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

**Yes** UK Government Levelling-Up White Paper, Scottish Government National Economic Strategy, Borderlands Inclusive Growth Deal, South of Scotland Regional Economic Strategy, Scottish Borders Council Local Development Plan, SESPlan Strategic Development Plan, Scottish Borders Economic Strategy 2023.

## 3 Legislative Requirements

### 3.1 Relevance to the Equality Duty:

**Do you believe your proposal has any relevance under the Equality Act 2010?**

Yes.

Equality Duty	Reasoning:
<p><b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i></p> <p>Business Infrastructure Scotland will help to eliminate discrimination.</p>	<p>It is an explicit objective of the project to promote inclusive growth through creating employment opportunities for disadvantaged groups. In particular, the focus will be on supporting people who are currently excluded from the labour market in line with the aims of the Borderlands Inclusive Growth Deal.</p> <p>It is anticipated that the project's objectives to promote equality of opportunity described above will help the council's relationships with those who have the above equality characteristics.</p> <p>As the project develops, the project team will continue to consider accessibility for characteristics and groups identified under the Equality Act and Fairer Scotland Duty.</p>
<p><b>Promotion of equality of opportunity?</b> <i>(Will your proposal help or hinder the Council with this)</i></p>	
<p><b>Foster good relations?</b> <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i></p>	

	<p>The Coldstream project will promote inclusive growth as part of a wellbeing economy.</p> <p>The project will deliver employment opportunities, generating jobs and income in rural communities in need.</p>
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<b>3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)</b>				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
<b>Age</b> Older or younger people or a specific age grouping		<b>X</b>		<b>A business that applies for a tenancy will be looked upon favourably if it intends to employ a trainee.</b>
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		<b>X</b>		One of the project's objectives is to increase the number of highly productive jobs in the area. We will be liaising with all potential tenants about workforce mix and the potential to employ workers from a wide recruitment base and to participate in the Fair Work initiative.
<b>Gender Reassignment Trans/Transgender Identity</b> anybody whose gender identity or gender expression is different to the sex assigned to them at birth	<b>X</b>			One of the project's objectives is to increase the number of highly productive jobs in the area. It is intended that there will be a focus on creating employment for under-represented groups as part of the process for achieving this target. We will be liaising with all potential tenants about workforce mix.
<b>Marriage or Civil Partnership</b> people who are married or in a civil partnership	<b>X</b>			

<b>Pregnancy and Maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	<b>X</b>			The construction phase plans to create high-value apprenticeships that will be targeted at young people and those from more excluded, isolated communities. Community Benefits are likely to ensure that apprenticeships go to as many residents from the local area as possible.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	<b>X</b>			
<b>Religion or Belief:</b> different beliefs, customs (including atheists and those with no aligned belief)	<b>X</b>			
<b>Sex</b> women and men (girls and boys)	<b>X</b>			
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	<b>X</b>			
<p><b>3.3 Fairer Scotland Duty</b></p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				
<p><b>Is the proposal strategic?</b></p> <p>Yes</p> <p><b>If No go to Section 4</b></p>				

<b>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</b>				
	<b>Impact</b>			<b>State here how you know this</b>
	<b>No Impact</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	
<b>Low and/or No Wealth</b> – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.		X		Employment opportunities in the construction phase and beyond will provide higher value job opportunities. In addition, the Fair Work initiative will be promoted to businesses letting the premises and it will be an advantage for a potential tenant to employ a trainee. The aim is to ultimately raise the economic profile for this group of individuals by opening up opportunities to those who would be defined as belonging to them.
<b>Material Deprivation</b> – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies		X		
<b>Area Deprivation</b> – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)		X		The site of the project is accessible by public transport and by foot within the town. There is an aspiration to ensure that those who have previously been isolated from high value employment opportunities will be able to access these.
<b>Socio-economic Background</b> – social class i.e. parents' education, employment and income		X		The use of our in-house contractor means that no direct community benefits are being applied in this contract. However, this will ensure that the workforce is predominantly local and will be expanding in-house skills for longer term benefit to the local community & economy.
<b>Looked after and accommodated children and young people</b>	X			
<b>Carers paid and unpaid including family members</b>	X			
<b>Homelessness</b>	X			
<b>Addictions and substance use</b>	X			

<b>Those involved within the criminal justice system</b>	<b>x</b>			
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#### 4 Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

**Yes**

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

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<b>Signed by Lead Officer:</b>	Stuart Kinross
<b>Designation:</b>	Economic Development Officer
<b>Date:</b>	15/11/22
<b>Counter Signature Service Director</b>	Samantha Smith, Chief Officer Economic Development
<b>Date:</b>	15/11/22



## Part 2 Full Integrated Impact Assessment

### 5 Data and Information

#### What evidence has been used to inform this proposal?

(Information can include, for example, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic publications and consultants' reports).

Outline Business Case (OBC). Available on request.

UK Government.

<https://www.gov.uk/government/publications/levelling-up-the-united-kingdom>

Scottish Government.

<https://www.gov.scot/publications/scotland-national-strategy-economic-transformation-evidence-paper/>

<https://nationalperformance.gov.scot/>

Borderlands Inclusive Growth Deal.

<https://www.borderlandsgrowth.com/>

South of Scotland Regional Economic Partnership.

<https://sosrep.dumgal.gov.uk/article/21953/Regional-Economic-Strategy>

Skills Development Scotland.

<https://www.skillsdevelopmentscotland.co.uk/media/49109/rsa-borders.pdf>

University of Edinburgh.

*Development Opportunities in the Scottish Borders: Evolving Data-Driven Innovation and the Entrepreneurial Ecosystem. Preliminary Analysis Report.* Available on request.

Ryden.

*South of Scotland Property Market 2022.* Available on request.

Scottish Borders Council.

Climate Change Route Map. Available on request.

**Describe any gaps in the available evidence,-then record this within the improvement plan together with all of the actions you are taking in relation to this** (e.g. new research, further analysis, and when this is planned)

N/a.

## **6 Consultation and Involvement**

**Which groups are involved in this process and describe their involvement**

Internal:

The Project Delivery Board will have a strategic overview of the project. It will be composed of senior officers from Economic Development, Capital Works, Estates, Regulatory Services, and Finance. It will meet every month.

At an operational level, the Project Delivery Team with officers from Economic Development, Capital Works, Estates, Procurement, HR, and Finance will work together on a regular basis on various aspects of the project.

External:

South of Scotland Enterprise.

Private sector businesses that are interested in the units.

Borderlands Partnership Board.  
Borderlands Programme Management Office.

**Describe any planned involvement saying when this will take place and who is responsible for managing the process**

There is on-going involvement in the project. Some stakeholders may change meaning that some new ones may come on board. The Project Manager will manage this process with assistance from officers across the Council.  
Monitoring, e.g. risk register and the evaluation framework, will be in place.

**Describe the results of any involvement and how you have taken this into account.**

Involvement is on-going and any developments that arise from it will be used to inform the on-going monitoring of the project.

**What have you learned from the evidence you have and the involvement undertaken? Does the initial assessment remain valid? What new (if any) impacts have become evident?**

(Describe the conclusion(s) you have reached from the evidence, and state where the information can be found.)

The available evidence shows that the initial rationale for the project remains valid. All evidence is held on our electronic filing system and is available to those officers who need to see it.

## **7 Mitigating Actions and Recommendations**

**Consider whether:**

**Could you modify the proposal to eliminate discrimination or reduce any identified negative impacts?**

(If necessary, consider other ways in which you could meet the aims and objectives of the proposal.)

Could you modify the proposal to increase equality and, if relevant, reduce poverty and socioeconomic disadvantage? N/a.

Describe any modifications which you can make without further delay (e.g. easy, few resource implications)

<b>Mitigation</b> Please summarise all mitigations for approval by the decision makers who will approve your proposal  All mitigations are provided within the risk register in the FBC. Risks and mitigations will remain under review.			
<b>Equality Characteristic/Socio economic factor</b>	<b>Mitigation</b>	<b>Resource Implications (financial, people, health, property etc)</b>	<b>Approved Yes/No</b>
Disability e.g., Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring			

## Monitoring and Review

State how the implementation and impact of the proposal will be monitored, including implementation of any amendments? For example what type of monitoring will there be? How frequent?

The Business Infrastructure Programme (Scotland) Coldstream project is being funded through the [Borderlands Inclusive Growth Deal](#). The Borderlands Programme Management Office oversees the development and delivery and effective day-to-day management of the deal (for

more details see ['how we work'](#)). As the Deal moves further into delivery, the Borderlands Programme Management Office will co-ordinate the collection of monitoring and evaluation information.

**What are the practical arrangements for monitoring? For example, who will put this in place? When will it start?**

The project has set out a monitoring and evaluation framework as part of the Full Business Case (FBC).

Monitoring and evaluation targets have been set out in the FBC.

**When is the proposal due for review?**

The Outline Business Case (OBC) has been approved with the FBC currently under scrutiny. This Integrated Impact Assessment is included within the FBC. Following approval of the FBC, we anticipate the project will be reviewed with the Borderlands Programme Management Office annually as part of the monitoring and evaluation process.

**Who is responsible for ensuring that this happens?**

The Borderlands Programme Management Office and the Project Delivery team within Scottish Borders Council.