Draft Equality impact assessment - Record

## Title of policy/ practice/ strategy/ legislation etc.

[Draft Environment Strategy](https://www.gov.scot/isbn/9781836917670)

## Minister

Cabinet Secretary for Climate Action and Energy

## Lead official

James Smith

## Officials involved in the EQIA: Name - Team

Environment Strategy

## Directorate – Division - Team

Environment and Forestry – Future Environment Division – Environmental Governance and Strategy

## Is this new policy or revision to an existing policy?

New policy

# Screening

## Policy Aim

The [draft Environment Strategy](https://www.gov.scot/isbn/9781836917670) sets out a holistic framework for delivering Scotland’s role in tackling the global crises of nature loss, climate change and pollution. The consultation draft of the Strategy can be found [here](https://www.gov.scot/isbn/9781836917670). The draft Strategy brings together the Scottish Government’s existing policy response to tackling nature loss, climate change and pollution, highlighting the importance of carefully managing synergies and trade-offs across these goals. It builds on these existing policies by outlining new priorities and proposals. These focus, in particular, on opportunities for supporting the economic and societal changes needed to help tackle these global crises in ways that create wider benefits for Scotland – supporting green jobs and industries, improving people’s health, tackling poverty and promoting social justice.

It sets out steps for supporting and enabling these changes in ways that will transform our country for the better, improving the lives of people across Scotland. The Strategy is designed to capture the wealth of opportunities that transitioning to a green economy, and shifting towards sustainable lifestyles, will create for Scotland’s prosperity and wellbeing – boosting a wide range of green jobs and industries, improving people’s health, tackling poverty and promoting social justice.

The Environment Strategy fulfils Ministers obligation under section 47 of the UK Withdrawal from the EU (Continuity) (Scotland) Act 2021 to prepare and publish an environmental policy strategy, with section 47 also requiring Scottish Ministers to have due regard to the strategies when making policies, including proposals for legislation.

*Vision and outcomes*

The vision for the draft Strategy begins by describing our 2045 vision for fulfilling our role in tackling the global crises of nature loss, climate change and pollution, helping to safeguard our shared planet for all life on Earth. We will harness the enormous opportunities this creates for Scotland to flourish as a fairer, greener and more prosperous nation.

The vision recognises that tackling these crises will depend on changes in Scotland’s economy and society. This, in turn, can help to transform Scotland for the better – for example by supporting green jobs and industries, supporting and enabling people and communities in Scotland to live sustainably – in ways that also tackle inequalities and poverty and create wider benefits for people’s health and wellbeing.

The draft Strategy aims to improve the wellbeing of everyone in Scotland. The aim of the draft Strategy is to ensure that everyone can enjoy the life-supporting benefits the environment provides. This includes improving people’s health and wellbeing, tackling poverty and inequalities, and supporting jobs and businesses in the transition to net zero by 2045. To achieve the draft Strategy’s vision, we have identified a set of outcomes that will contribute to this aim, these outcomes include:

* Scotland’s biodiversity is restored and regenerated
* We have ended Scotland’s contribution to climate change
* We minimise pollution and waste in our environment
* Scotland’s net zero, nature positive and circular economy thrives within the planet’s sustainable limits.

Two outcomes describe the positive transformations in our society and economy that will support these goals, while creating wider benefits for Scotland’s prosperity and wellbeing:

* Scotland’s society is transformed for the better by living sustainably, in harmony with nature.
* Scotland’s global environmental impact is sustainable.

The draft Strategy also sets out two cross-cutting outcomes, that inform policies across all of government, including:

* We build Scotland’s resilience to climate change and other global environmental risks.
* These transformations are achieved through a just transition and support climate and environmental justice.

The draft Environment Strategy also presents high-level pathways for driving progress towards the outcomes. These pathways summarise key existing policies while also identifying proposals and priorities to guide future policy development across the breadth of government. The pathways are followed by a summary of arrangements for monitoring and reporting progress towards the outcomes, in order to guide improvements to our approach.

To support the development of the Strategy, we have commissioned substantial new research focusing on the economy, society and global outcomes, which have been supported by stakeholder working groups with a wide range of stakeholders.

*Monitoring Framework*

An Initial Monitoring Framework was [published](https://data.gov.scot/environment/) in 2021 to identify the set of high-level indicators that will be used to monitor progress towards each outcome. These indicators were chosen to provide a strategic and accessible overview of progress – signposting, where relevant, to more detailed indicators set out in the individual strategies and plans that sit within the draft Environment Strategy framework. We launched a [website](https://data.gov.scot/environment/) in 2022 to report on the status and trends of indicators and explain what this tells us about our progress towards each outcome.

We intend to review and further develop the Monitoring Framework in order to address these areas. As part of this, we will reflect updates to the Strategy’s outcomes since the initial Framework was published. We will also take account of ongoing and planned work to develop nature restoration targets and circular economy targets. We look forward to working with stakeholders and public bodies as we take this forward.

## Who will it affect?

The Environment Strategy will apply across Scotland and does not specifically target sections of society, but its benefits will impact society as a whole. The wide scope of the draft Strategy will provide a positive impact on all individuals, including those persons with protected characteristics. There is evidence to suggest that the draft Strategy will help in promoting environmental quality and providing access to nature will give greater benefits to younger and older people, people with disabilities, women, women in pregnancy and maternity and race, as research indicates that poorer environmental quality and access to nature tends to be suffered alongside other disadvantages that impact disproportionally on certain groups.

The draft Strategy aims to improve the wellbeing of everyone in Scotland and ensures people can enjoy the life-supporting benefits the environment provides. This includes increasing access to greenspaces and improving air quality, which will create significant health benefits and help to tackle inequalities.

The draft Strategy brings together the Scottish Government’s existing policy response to tackling nature loss, climate change and pollution. These focus, in particular, on opportunities for supporting the economic and societal changes needed to help tackle these global crises in ways that create wider benefits for Scotland – supporting green jobs and industries, improving people’s health, tackling poverty and promoting social justice.

While this is a direct effect on everyone in Scotland, and potentially the world, it will have a positive impact on everyone in our society, including those with protected characteristics by:

* improving people’s health and wellbeing,
* tackling poverty and inequalities, and
* supporting jobs and businesses in the transition to net zero by 2045.

Whilst setting a clear direction of travel, both the draft Strategy and the pathways are high level in nature and as such cannot be assessed in detail. However, it is anticipated that everyone, including those with protected characteristics will benefit with there being no disproportionate impact on any particular group.

The actions that follow the publication of the Environment Strategy will be assessed for their impact on people and businesses, and further impact assessments, including Equality Impact Assessments, will be carried out where appropriate.

*Protected characteristics*

The scope of the equality impact assessment is to consider the impact of the Environment Strategy on a range of protected characteristics as listed in the Equality Act 2010:

* age,
* disability,
* sex,
* pregnancy and maternity,
* gender reassignment,
* sexual orientation,
* race, and
* religion or belief.

The public consultation will be conducted with a wide range of input from the relevant stakeholders and sectors to help inform our understanding on the potential impact of protected groups.

Any feedback received during the consultation will be considered as part of this assessment.

## What might prevent the desired outcomes being achieved?

Achieving the vision and desired outcomes of the draft Environment Strategy will be dependent on sustained action by public authorities and transformative change in our economy and society. This will depend on sustained political will and the acceptance of the need and benefits of change across society. Some of the change is also dependent on international cooperation and will require global collaboration, but as acknowledged by the draft Strategy, it is essential that Scotland’s global environmental impact is sustainable.

Many of the proposals and priorities in the draft Strategy will take many years to be implemented and will be subject to future legislation, budgets and the scale of what is required. There is a possibility that some of these might not be delivered if budgets and priorities change.

Consideration has been given as far as possible to the potential impact based on the evidence gathered during this equality impact assessment process leading up to the public consultation.

# Stage 1: Framing

## Results of framing exercise

So far, we have identified some high-level impacts from the strategy, which is the subject of this draft impact assessment. However, the design and implementation of some of the individual pathways progressed under the strategy, may require further consideration of the protected characteristics.

We are aware that there may be other impacts, either positive or negative, which have not yet been identified in this draft impact assessment, and we would therefore be grateful for any feedback during the consultation period.

The consultation can be accessed via [[Citizen Space](https://consult.gov.scot/environment-forestry/draft-environment-strategy/)](https://consult.gov.scot/environment-forestry/draft-environment-strategy/) with the consultation opening on 3 July and closing on 29 September.

## Extent/Level of EQIA required

The Scottish Government considers that an equalities impact assessment (EQIA) is required for this policy.

The Scottish Government is mindful of its obligation under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. Section 5 of the Equality Act 2010 places a requirement on public authorities to carry out an EQIA and there is a general duty for listed public authorities to promote equality by eliminating unlawful discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations between persons who share a protected characteristic and those who do not.

To deliver this obligation, the Scottish Government promotes a mainstreaming approach to equality to ensure that the impact of its policies, programmes and legislation on groups of people who share a protected characteristic are assessed by all areas and at all levels.

The Scottish Government must consider how the decisions we make meet the three needs of the Public Sector Equality Duty. Where any negative impacts are identified, we will seek to address and mitigate them, and we will seek to advance equality through the Environment Strategy by ensuring that any new or changing policy is informed and shaped by an equality impact assessment.

This draft equality impact assessment, and the data detailed below, should be considered in the context of its position as an overarching assessment of the overall environmental policy direction of the Scottish Government as set out in the draft Environment Strategy, and alongside the data provided in this draft equality impact assessment, which have been published separately to Environment Strategy.

Specifically, this draft equality impact assessment assesses any impacts of applying a proposed new or revised policy or practice against the needs relevant to a public authority’s duty to meet the Public Sector Equality Duty. The needs are to:

* eliminate discrimination, harassment and victimisation;
* advance equality of opportunity; and
* foster good relations.

The Environment Strategy will sit alongside existing high-level Scottish Government policy frameworks, including:

* The Biodiversity Strategy,
* The Climate Change Plan,
* The National Performance Framework,
* Scotland’s Economic Strategy,
* The Fairer Scotland Action Plan,
* The National Transport Strategy, and
* The National Planning Framework.

# Stage 2: Data and evidence gathering, involvement and consultation

This section includes the results of the evidence identified.

Evidence suggests that there are specific groups of people who will benefit more significantly from the draft Environment Strategy. The evidence also suggests that no groups of people will be disproportionately impacted by the Environment Strategy.

|  |  |  |  |
| --- | --- | --- | --- |
| **Characteristic[[1]](#footnote-2)** | **Evidence gathered and****Strength/quality of evidence** | **Source** | **Data gaps identified and action taken to address the data gaps** |
| **Age** | Air quality is more likely to impact children and young people more than adults, with more children being admitted to hospital with lung conditions such as asthma and chest infections. | [Respiratory Admissions Linked to Air Pollution in a Medium Sized City of the UK: A Case-crossover Study - Aerosol and Air Quality Research (aaqr.org)](https://aaqr.org/articles/aaqr-23-03-oa-0062) | N/A |
| Research has found that the amount of greenspace in the local neighbourhood had a positive impact on children’s mental health as it was associated with fewer behavioural difficulties. | [Research uncovers link between green space and children’s mental health – Bradford Teaching Hospitals NHS Foundation Trust (bradfordhospitals.nhs.uk)](https://www.bradfordhospitals.nhs.uk/research-uncovers-link-between-green-space-and-childrens-mental-health/) |  |
| The very young and the older people may be adversely affected by day-to-day changes in air pollution. | [Air quality: knowledge account](https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2020/02/environment-strategy-scotland-vision-outcomes/documents/air-quality-knowledge-account/air-quality-knowledge-account/govscot%3Adocument/air-quality-knowledge-account.pdf) | N/A |
| Even before birth, poor air quality increases the risk of poor health, which can cause the risk of babies being born smaller or having a low birth rate as well as being born premature. | [Air pollution and children's health — European Environment Agency (europa.eu)](https://www.eea.europa.eu/publications/air-pollution-and-childrens-health#:~:text=Before%20birth%2C%20ambient%20air%20pollution,as%20well%20as%20having%20an) | N/A |
| The health impacts of air pollution impact older people with increasing risk of stroke, dementia, cancer, multiple longer-term illness including respiratory and cardiovascular disease, and early death. | [Impacts of air pollution across the life course – evidence highlight note (london.gov.uk)](https://www.london.gov.uk/sites/default/files/2023-04/Imperial%20College%20London%20Projects%20-%20impacts%20of%20air%20pollution%20across%20the%20life%20course%20%E2%80%93%20evidence%20highlight%20note.pdf)[https://www.london.gov.uk/New review shows harmful health impacts of pollution before birth through to old age](https://www.london.gov.uk/New%20review%20shows%20harmful%20health%20impacts%20of%20pollution%20before%20birth%20through%20to%20old%20age) | N/A |
| The older population are less resilient to climate change and associated weather events. | [subm-older-context-climate-cso-helpage-international-annex-1.pdf](https://www.ohchr.org/sites/default/files/documents/cfi-subm/2308/subm-older-context-climate-cso-helpage-international-annex-1.pdf) |  |
| **Disability** | People with pre-existing health conditions (such as heart disease, lung conditions and asthma), may be adversely affected by day-to-day changes in air pollution. | [Air quality: knowledge account](https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2020/02/environment-strategy-scotland-vision-outcomes/documents/air-quality-knowledge-account/air-quality-knowledge-account/govscot%3Adocument/air-quality-knowledge-account.pdf) | N/A |
| Emerging evidence suggests that air pollution may also affect the brain and is possibly linked to dementia and cognitive decline. | [Health matters: air pollution - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/health-matters-air-pollution/health-matters-air-pollution) | N/A |
| There is emerging evidence of links between poor air quality and poor mental health, as well as links to specific mental disorders. | [Poor air quality found to affect mental health in many ways | University of Oxford](https://www.ox.ac.uk/news/2023-07-06-poor-air-quality-found-affect-mental-health-many-ways) | N/A |
| Research has found that increasing access to greenspaces and improved air quality helps to improve our mental wellbeing. The study found the beneficial role of greenness and access to green or blue spaces in reducing socioeconomic-related inequalities in mental health. | [Study funded by NIHR highlights inequalities in access to green spaces and mental health | NIHR](https://www.nihr.ac.uk/news/study-funded-by-nihr-highlights-inequalities-in-access-to-green-spaces-and-mental-health/34610) | N/A |
| Greenspaces, such as public green or open spaces in your local area, for example a park, countryside, wood, play area, canal path, riverside or beach, have substantial environmental and health and wellbeing impacts. | [Quality greenspace: knowledge account](https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2020/02/environment-strategy-scotland-vision-outcomes/documents/quality-greenspace-knowledge-account/quality-greenspace-knowledge-account/govscot%3Adocument/quality-greenspace-knowledge-account.pdf) | N/A |
| **Sex**  | 4 out of 5 women (82%) in the UK report feeling very or fairly unsafe after dark in a park or open space, compared with 2 out of 5 men (42%) | [Perceptions of personal safety and experiences of harassment, Great Britain - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/perceptionsofpersonalsafetyandexperiencesofharassmentgreatbritain/16februaryto13march2022) | N/A |
| **Pregnancy and maternity** | Poor air quality increases the risk of poor health, which can cause the risk of babies being born smaller or having a low birth rate as well as being born premature. | [Air pollution and children's health — European Environment Agency (europa.eu)](https://www.eea.europa.eu/publications/air-pollution-and-childrens-health#:~:text=Before%20birth%2C%20ambient%20air%20pollution,as%20well%20as%20having%20an) | N/A |
| A study found that raised levels of nitrogen dioxide (NO2) pollution that are commonplace around the world increased the risk of losing a pregnancy by 16%. | [Acute effects of air pollutants on spontaneous pregnancy loss: a case-crossover study - ScienceDirect](https://www.sciencedirect.com/science/article/pii/S001502821832154X) | N/A |
| **Gender reassignment** | Not applicable  |  | Evidence gaps likely exist where there is no published information on the impacts. Engagement with gender reassignment representatives via the consultation may identify more impacts. We are not aware of further relevant existing evidence at this time on gender reassignment for the Environment Strategy. |
| **Sexual orientation** | Not applicable  |  | Evidence gaps likely exist where there is no published information on the impacts. Engagement with relevant representatives via the consultation may identify more impacts. We are not aware of further relevant existing evidence at this time on sexual orientation for the Environment Strategy. |
| **Race** | Ethnically diverse communities are less likely to have access to green spaces in the UK.  | [What are paths worth and who's missing out? - Ramblers](https://www.ramblers.org.uk/who-has-access-our-paths) | N/A |
| People of black or mixed ethnicities are more likely to live in the most polluted places. | [Air quality exposure and inequalities study - part one - London analysis.pdf](https://www.london.gov.uk/sites/default/files/2023-06/Air%20quality%20exposure%20and%20inequalities%20study%20-%20part%20one%20-%20London%20analysis.pdf) | N/A |
| **Religion or belief** | Not applicable  |  | Evidence gaps likely exist where there is no published information on the impacts. Engagement with relevant representatives via the consultation may identify more impacts. We are not aware of further relevant existing evidence at this time on religion or belief for the Environment Strategy. |
| **Marriage and civil partnership**(the Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices - refer to Definitions of Protected Characteristics document for details) | Not applicable  |  | The Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices - refer to Definitions of Protected Characteristics document for details. This policy does not relate to work, so it is not necessary to assess the impact on marriage and civil partnership. |

# Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section requires you to consider the potential impacts – negative and positive – that your policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

## Do you think that the policy impacts on people on the grounds of their age? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination, harassment and victimisation |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity | X |  |  | The evidence indicates that people of all ages will benefit from the draft Environment Strategy through better health and wellbeing. However, there is likely to be an increased benefit for younger people and those aged 65 and over, as research suggests these groups are more likely to be impacted by poor environmental quality. |
| Promoting good relations among and between different age groups |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on relations among and between different age groups. |

## Do you think that the policy impacts disabled people? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination, harassment and victimisation |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity | X |  |  | The evidence indicates that people with disabilities will benefit from the draft Environment Strategy through better health and wellbeing. This will be done by promoting outcomes including increasing access to greenspaces and improving air quality. Research has shown that better access to greenspaces and improving air quality helps improve mental wellbeing and health, which will be of benefit to those people with disabilities, including people with respiratory diseases. |
| Promoting good relations among and between disabled and non-disabled people |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on relations among disabled and non-disabled groups. |

## Do you think that the policy impacts on men and women in different ways? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sex**  | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity | X |  |  | The evidence indicates that women will benefit from the development of human rights framework and draft Environment Strategy through better access to greenspaces. Research has found that air pollution has a greater impact on pregnant women than on some other groups. This can increase the risk of babies being born smaller or having a low birth rate as well as being born premature. |
| Promoting good relations between men and women |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on relations among men and women. |

## Do you think that the policy impacts on women on the grounds of pregnancy and maternity? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Pregnancy and****Maternity** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity | X |  |  | The evidence indicates that women on the grounds of pregnancy and maternity will benefit from the draft Environment Strategy through better access to greenspaces. Research has found that 4 out of 5 women (82%) in the UK report feeling very or fairly unsafe after dark in a park or open space, compared with 2 out of 5 men (42%). |
| Promoting good relations  |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on relations. |

## Do you think your policy impacts on people proposing to undergo, undergoing, or who have undergone a process for the purpose of reassigning their sex? Either directly or indirectly?

## (NB: the Equality Act 2010 uses the term ‘transsexual people’ but ‘trans people’ is more commonly used)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender reassignment** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on equality of opportunity. |
| Promoting good relations  |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on relations. |

## Do you think that the policy impacts on people on the grounds of their sexual orientation? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sexual orientation** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on equality of opportunity. |
| Promoting good relations  |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on relations. |

## Do you think the policy impacts on people on the grounds of their race? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Race** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity | X |  |  | The evidence indicates that the draft Environment Strategy will provide a positive impact to people on the grounds of their race through better health and wellbeing, as evidence suggests that people of colour are more likely to live in areas with high air pollution.  |
| Promoting good race relations |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on race relations. |

## Do you think the policy impacts on people on the grounds of their religion or belief? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Religion or belief** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on equality of opportunity. |
| Promoting good relations  |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on religion or belief relations. |

## Do you think the policy impacts on people on the grounds of their marriage or civil partnership? Either directly or indirectly?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Marriage and** **Civil Partnership[[2]](#footnote-3)** | **Positive** | **Negative** | **None** | **Reasons for your decision** |
| Eliminating unlawful discrimination |  |  | X | The evidence we have at this time suggests that the draft Environment Strategy is unlikely to have any impact on unlawful discrimination, harassment and victimisation. |
| Advancing equality of opportunity |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on equality of opportunity. |
| Promoting good relations  |  |  | X | The analysis of our evidence shows that the draft Environment Strategy is not expected to result in any impact on marriage or civil partnership relations. |

# Stage 4: Decision making and monitoring

## Identifying and establishing any required mitigating action

|  |  |
| --- | --- |
| Have positive or negative impacts been identified for any of the equality groups? | To date, positive impacts have been identified on everyone, including those with protected characteristics. However, we are aware that there may be other impacts, either positive or negative, which have not yet been identified, and we would therefore be grateful for any feedback during the consultation period.  |
| Is the policy directly or indirectly discriminatory under the Equality Act 2010[[3]](#footnote-4)? | The draft Environment Strategy does not directly or indirectly discriminate under the Equality Act 2010. |
| If the policy is indirectly discriminatory, how is it justified under the relevant legislation? | Not applicable  |
| If not justified, what mitigating action will be undertaken? | Not applicable  |

## Describing how Equality Impact analysis has shaped the policy making process

As a result of this draft equality impact assessment, no changes to the policy development relating to the draft Environment Strategy have been considered necessary. This is because there is no evidence to suggest that there will be a negative impact on any individual with a protected characteristic.

Consideration has been given as far as possible to the potential impact based on the evidence gathered during this draft equality impact assessment process leading up to the public consultation. Feedback received during the consultation period will be considered as part of this draft impact assessment.

The consultation can be accessed via [[Citizen Space](https://consult.gov.scot/environment-forestry/draft-environment-strategy/)](https://consult.gov.scot/environment-forestry/draft-environment-strategy/) with the consultation opening on 3 July and closing on 29 September. The consultation asks for any further information or evidence that should be considered in this draft impact assessment.

## Monitoring and Review

On present evidence, we do not believe that these measures are directly or indirectly discriminatory. So far, only positive impacts have been identified on everyone in Scotland and on the persons with the protected characteristics of age, sex, disability, pregnancy and maternity and race. However, feedback received during the consultation period will be considered as part of this draft impact assessment to determine if there are other impacts, either positive or negative, which have not yet been identified.

In the implementation of actions to support the aim of the strategy, these will either be subject to their own equality impact assessment or consideration of protected characteristics will be integrated into the governance structure, who will be responsible for the delivery of the draft Strategy’s actions.

# Stage 5 - Authorisation of EQIA

Please confirm that:

* This draft Equality Impact Assessment has informed the development of this policy:

 Yes [x]  No [ ]

* Opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e.:
	+ Eliminating unlawful discrimination, harassment, victimisation;
	+ Removing or minimising any barriers and/or disadvantages;
	+ Taking steps which assist with promoting equality and meeting people’s different needs;
	+ Encouraging participation (e.g. in public life)
	+ Fostering good relations, tackling prejudice and promoting understanding.

 Yes [x]  No [ ]

* If the Marriage and Civil Partnership protected characteristic applies to this policy, this draft Equality Impact Assessment has also assessed against the duty to eliminate unlawful discrimination, harassment and victimisation in respect of this protected characteristic:

 Yes [ ]  No [ ]  Not applicable [x]

# Declaration

I am satisfied with the draft equality impact assessment that has been undertaken for draft Environment Strategy and give my authorisation for the results of this assessment to be published on the Scottish Government’s consultation website.

Name: Tim Ellis

Position: Deputy Director, Future Environment Division

Authorisation date: 20 June 2025

1. Refer to Definitions of Protected Characteristics document for information on the characteristics [↑](#footnote-ref-2)
2. In respect of this protected characteristic, a body subject to the Public Sector Equality Duty (which includes Scottish Government) only needs to comply with the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment within the Scottish Government does not require assessment against the protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to work, for example HR policies and practices. [↑](#footnote-ref-3)
3. See EQIA – Setting the Scene for further information on the legislation. [↑](#footnote-ref-4)