



Equality Impact and Fairer Scotland Duty Impact Assessment Template

Part 1: Background

Section A	
Project name	TCD012 – Angus Fund – Mercury Drone Ports
What is the purpose of the project?	Mercury Drone Ports will create dedicated airspace for the use of drones beyond visual line of sight in Angus. This will enable both drone trials and commercial drone operations to take place.
Project owner	Angus Council
EqIA lead (person to complete the EqIA and will co-ordinate and involve stakeholders.)	Mark Davidson
EqIA contributors	Angus Council
Date of EqIA	23 November 2021 (revised version issued on 9 th September 2022)



Section B

How does the project:

- meet one or more of the general duties under the Equality Act 2010 and
- address socio-economic disadvantage or inequalities of outcome?

General duties	Please Explain
Eliminating discrimination, harassment and victimisation	<p>Angus Council is committed to eliminating issues related to discrimination, harassment and victimisation, in both the short and long term. This is demonstrated within the Angus Council equalities mainstreaming report and the equality outcomes (2021-2023) that Angus Council feel are key to addressing and making progress with these important issues. For example, we continue to prioritise gender based violence, hate incidents, narrowing the pupil attainment gap and have a particular focus on child poverty, amongst others, aligning them with the Scottish Government’s priorities. In addition, we are aware that with the continuing austerity measures, some equality gaps continue to widen, and we are committed to narrowing these gaps as much as possible within the resources we have.</p> <p>This commitment to narrowing the equality gap demonstrated by the fact that, one of the aims of the Tay Cities Region Economic Strategy (2019-2039), which was jointly developed by Angus Council and three other local authorities, was to create more businesses and better-paid jobs, increasing opportunity and addressing wealth distribution and wellbeing across the region. The investment in the Mercury Drone Ports contributes to achieving a number of the strategy’s aims, including encouraging new opportunities and higher paid jobs by providing facilities to promote the commercial adoption of drone technologies, thereby bringing new high-value job opportunities and businesses to more of the region’s population. The Mercury Drone project will also align local skills development with opportunities within key employment sectors and growth sectors, such as drones. The Mercury Drone Ports investment will look to do this by partnering with academic and industry partners emerging skills requirements will be identified and addressed within the local workforce.</p>



	<p>Both of these elements of the Mercury Drone Project, around job creation and skills development, contribute to Scottish Government’s Inclusive Growth Strategy and one of its key intended outcomes the relating to increased “participation” i.e. Inequality of opportunity to access work is addressed and job are fulfilling, secure and well-paid.</p> <p>The Mercury Drone Project</p> <p>The Council complies fully with all aspects of the Equality Act (2010), Public Sector Equality Duty (2011), Scottish Specific Duties (2012).</p> <p>We have comprehensive policies, processes and support in place in place to ensure our environments, activities and outcomes promote positive equalities and are free from discrimination, bullying and harassment. This includes positively focused policies on Equality, Diversity & Inclusion, clear policies and support on the Protection of Children and Adults at Risk, Policies on Dignity at Work and effective Positive Behaviour Management and Staff Discipline arrangements.</p> <p>The project will align with Angus Council and Angus Community Planning Partnership’s policies and objectives as outlined at the following link: https://www.angus.gov.uk/community_empowerment/planning_for_the_future/planning_for_the_future_of_angus</p> <p>The Community Plan is the Angus Community Planning and Locality Implementation Partnership tool put in place to tackle the things that matter most to people and will make a positive difference to people in Angus.</p> <p>The Mercury Drone Ports project will be fully inclusive in order to develop the use of this new technology amongst the widest possible basis in the region. The project will embed and reflect positive equalities practice at all stages and will not result in any form of discrimination, harassment and / or victimisation.</p> <p>The concessionaire procured to deliver the project will be required to follow the same policies as Angus Council.</p>
Advancing equality of	Angus Council ensures staff recruitment is conducted in line with a modern and effective Recruitment and

opportunity*

Selection policy and recruitment guidelines that embeds inclusivity at its heart. All recruitment is overseen by the Angus Council's Human resources and all individuals engaged in the recruitment and/or selection of staff and trainees will be in receipt of Recruitment and Selection training. All staff involved in the project will undertake two mandatory online equality and diversity training courses. These courses delivered internally on Angus Council's intranet. The courses outlines the managerial roles and responsibilities in ensuring the council is an all-inclusive organisation and non-discriminatory in its practices.

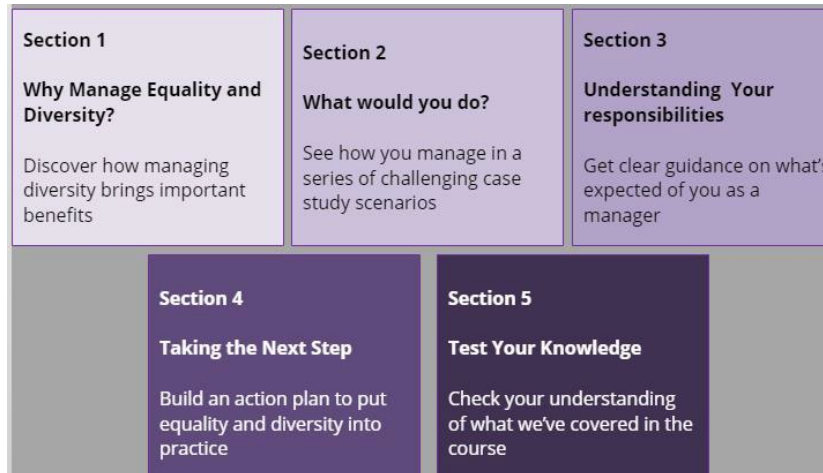
The two courses are structured as follows:

Course 1: Equality and Diversity Essentials

<p>Section 1</p> <p>Understanding Equality and Diversity</p> <p>Find out what equality and diversity mean, and why they're so important</p>	<p>Section 2</p> <p>What the Law Says</p> <p>Find out how the law applies in real situations.</p>	<p>Section 3</p> <p>What exists within Angus Council</p> <p>Find out about Angus Council's policies and guidelines</p>
<p>Section 4</p> <p>Breaking down the Barriers</p> <p>Learn how to break down negative stereotypes and preconceptions</p>	<p>Section 5</p> <p>Promoting Equality & Diversity</p> <p>Explore what you can do to promote equality and diversity in your workplace</p>	<p>Section 6</p> <p>Test Your Knowledge</p> <p>Check your understanding of what we've covered in the course</p>



Course 2: Managing Equality and Diversity



The Mercury Drone Ports Project will be accessible to all. Whilst no publicly available building is expected to be procured as part of the project, the concessionaire will ensure that the public drone experience (which will tour schools and community groups) is accessible to people of all abilities. The concessionaire will be asked to develop and deliver an inclusion strategy which will demonstrate how this experience will benefit a wide range of groups.

Fostering good relations
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All of the above activities and approaches are designed to remove discrimination and to foster good relations. This is built into all aspects of the culture and operation within the Council and will be extended to the Mercury Drone Ports Project and partners.

Fostering good relations is about the activities, the project and events supported, but it is also about how things



	<p>are done, and the work and learning culture developed and adopted. The Mercury Drone Ports (MDP) project will model the positive culture and activities of Angus Council and will operate in a way that engages, educates, encourages, and (where required) enforces inclusion and good relations as the standard expected in all of its dealings.</p> <p>MDP will be open to all and the concessionaire will actively promote the public drone experience to a wide range of groups.</p> <p>Providing these facilities, and creating and leading events, will encourage an increase of people being aware of, interested in, and going into the sector.</p>
<p>Socio-economic disadvantage</p>	<p>Scottish Index of Multiple Deprivation (SIMD) data shows persistent concentrations of deprivation in various areas of the Tay Cities Region. Areas of Dundee, Perth, Arbroath and Blairgowrie (Rattray) have been consistently amongst Scotland's 20% most deprived¹ postcode areas.</p> <p>MDP will address tackling inequality in the sector through the introduction of new measures in STEM learning and careers from early years onwards to increase access to public science engagement events by underrepresented groups, including a focus on audiences in areas of multiple deprivation and those impacted by rural isolation.</p> <p>In the context of addressing deprived areas and improving levels of STEM skills in children, the MDP directly aligns with the prioritises and actions in the Brechin and Montrose Locality Plan²:</p> <p><u>Economy</u></p> <ul style="list-style-type: none"> • Establishing an inclusive and sustainable economy

¹ <https://www.skillsdevelopmentscotland.co.uk/media/45888/final-skills-investment-plan-tay-cities-region.pdf>

² [Brechin and Montrose Locality Plan | Angus Council](#)



	<ul style="list-style-type: none"> • Creating a skilled and adaptable workforce with attractive employment opportunities • Creating attractive employment opportunities <p><u>People</u></p> <ul style="list-style-type: none"> • Enabling the best start in life for children and young people • Unlocking more opportunities for people to achieve success <p><u>Place</u></p> <ul style="list-style-type: none"> • Providing a reduced carbon footprint
Inequalities of outcome	<p>Angus Council monitors and reports on its equality outcomes on a biennial basis, and reports on these within its Equalities mainstreaming Report on its website.</p> <p>https://www.angus.gov.uk/media/equalities_mainstreaming_report_and_equality_outcomes_2019_2021</p>

**Advancing equality of opportunity*

The Equality Act recognises that sometime equality will only be achieved if people with different protected characteristics can be treated differently, for example, to reflect their needs. Advancing equality of opportunity, therefore, involves actively considering the need to: -

- Remove or minimise disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of people who share a protected characteristic that are different from the needs of people who do not share it e.g. taking account of disabled people’s disabilities.



- Encouraging people to participate in public life or in any activity in which participation by such people is disproportionately low e.g. ensuring that ethnic minority women participate in the running and decision making of community groups and are not simply members of such group.

Consideration must be given to all 3 of the above to comply with the need to advance equality of opportunity.

Examples of disadvantage or a failure to recognise and address different needs include:

- Under-representation in certain activities and in the take-up of certain benefits or services;
- Disproportionately experiencing poor health, inadequate housing, vulnerability to crime or poor educational outcomes;
- Under-representation in certain jobs and professions; and
- Disproportionately concentrated in certain low-status occupations or grades

Disadvantage is not defined by the Equality Act but may include exclusion, rejection, lack of opportunity, lack of choice or barriers to accessing services.

The Equality Act allows steps to be taken to take account of disabled people's disabilities. This makes it lawful to treat a disabled person more favourably than a non-disabled person. A disabled person can also be treated more favourably than disabled people with other impairments by relying on the positive action provisions.

**** *Fostering good relations***

There is no definition in the Equality Act of "fostering" and "good relations" but guidance suggests that the ordinary meanings of these terms should be used – to maintain, improve or grow. For example, fostering good relations between people with and without a visual impairment or between gay and straight people. The intention of fostering good relations includes:

- Increasing integration;
- Increasing diversity in civic and political participation (including volunteering) in the relevant community;
- Increasing reported confidence and trust in institutions; and



- Leading to a reduction in bullying, harassment, hate crime and violence against those who share a protected characteristic

Section C

a. Is it likely that there is no impact on any of the equality groups (having considered the above)? If yes, please explain why (based on evidence) if this is the case. There is then no need to complete Parts 2 and 3. However, in most cases it is expected that there will be positive impacts.

No



Part 2: Evidence and Impact Assessment

Section A			
Based on available evidence, consider what the positive or negative impacts of a policy change are on the protected characteristics. Evidence can be used from conferences, workshops, focus groups etc. - where appropriate, make sure that the equalities profile of these clients is gathered as part of the evidence gathering exercise.			
Protected characteristic	Positive impact	Negative impact	No impact
Disabled people	<p>The drone experience will be accessible to people of all abilities. Disabled people wishing to use the airspace for trials or commercial purposes will be supported by the concessionaire to do so.</p> <p>All work will be carried out in line with the Equality Act 2010.</p>		
Sexual orientation	<p>The project will support engagement with a wide range of stakeholders, to promote Drone Technology and promote training and employment opportunities on a wider basis for underrepresented groups.</p> <p>All project activities will be supported by clear expectations in respect of equalities, inclusion and the fostering of good relations.</p>		



<p>Women</p>	<p>Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or discrimination on the grounds of gender/sex/gender reassignment.</p> <p>The MDP project will engage with women to provide opportunities to communicate with peers and experienced staff, to help eradicate negative, gendered stereotypes and culture where it exists within the sector.</p> <p>All project activities will be supported by clear expectations in respect of equalities, inclusion and the fostering of good relations.</p>		
<p>Men</p>	<p>Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or discrimination on the grounds of gender/sex.</p> <p>The MDP project will engage with men to provide opportunities to communicate with peers and experienced staff, to help eradicate the negative, gendered stereotypes and culture where it exists within the sector.</p> <p>All project activities will be supported by clear</p>		



	expectations in respect of equalities, inclusion and the fostering of good relations.		
Transgendered people	<p>All project activities will be supported by clear expectations in respect of equalities, inclusion and the fostering of good relations.</p> <p>Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or discrimination on the grounds of gender/sex/gender reassignment.</p>		
Race (includes gypsy travellers)			All actions are available and accessible to all residents of Angus
Age (including older people aged 60+)	Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users		



	from discrimination, bullying, harassment or discrimination on the grounds of age.		
Children and young people	<p>Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or discrimination on the grounds of age.</p> <p>In addition, the public drone experience aspect of the project will visit schools and colleges, to inspire, educate and encourage them to gain knowledge, skills, training to necessary to find employment within the growing Drone sector. This positive impact also directly supports the priorities and objectives of the Brechin and Montrose Locality Plan³ to enable young people to have the greatest opportunity achieve success, make a strong start in life and create attractive employment opportunities.</p>		
Religion or belief	Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or discrimination on the grounds of religion or belief.		
Pregnancy & maternity	Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or		

³ [Brechin and Montrose Locality Plan | Angus Council](#)



	discrimination on the grounds of pregnancy and maternity.		
Marriage & civil partnership	Angus Council's Equality, Diversity & Inclusion and related policies, processes and activities protect users from discrimination, bullying, harassment or discrimination on the grounds of marriage or civil partnership.		

Section B			
Please also consider the impact of the project in relation to:			
	Positive impact	Negative impact	No impact
Looked after children and care leavers			There will be no impact from this project.
Privacy (e.g. information security & data protection)			There will be little impact from this project, and the strict and comprehensive privacy and GDPR procedures



			currently in place.
Economy	The Mercury Drone Ports Project will forge new levels of collaboration and existing expertise between industry and education to accelerate the pace of this new technology and crucially, to deliver benefit to businesses and the economy.		

Section C

Record the evidence used to support the assessment. It can include officer knowledge and experience, research, customer data and surveys, public engagement and feedback etc. The amount of evidence gathered should be proportionate to how relevant a particular policy or service is to equality. If there are gaps in evidence, record these.

Evidence used	Source of evidence
1.Equalities Mainstreaming Report and Equality Outcomes (2019 - 2021)	Angus Council
Evidence gaps	Planned action to address evidence gaps



Part 3: Recommendations

Section A		
<p>Recommendations should be based on evidence available at the time and aim to mitigate negative impacts or enhance positive impacts on any or all of the protected characteristics.</p>		
Recommendation	Lead person	Timescale
<p>The Project Manager will be provided access to Angus Council’s two online equality and diversity training courses, previously detailed in the “Advancing equality of opportunity” section of this document. The course outlines the managerial roles and responsibilities in ensuring the council is an all-inclusive organisation and non-discriminatory in its practices. The expectations is that the PM adheres to these same standards.</p> <p>One of the modules in this course covers Equality Act (2010), which will ensure the PM will be fully assessed on their awareness of bullying, harassment and discrimination expectations surrounding the project.</p>	<p>Angus Council TCD Board Chair</p>	<p>From Project Start Up</p>



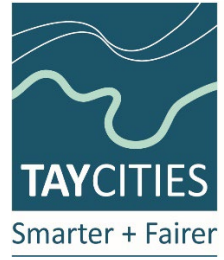
<p>2. The Project Manager will engage with the wide range of support, services and stakeholder engagement offered through Angus Council to support the equality outcomes of the MDP project and ensure compliance with the Equality Act (2010), Public Sector Equality Duty (2011), and the Scottish Specific Duties (2012).</p>	<p>Angus Council TCD Board Chair</p>	<p>From Project Start Up</p>
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Part 4: Equality Impact Assessment Summary Report

<p>What are the main impacts on equality?</p>
<p>The Mercury Drone Ports Project (MDPP) will promote and encourage diversity in the workforce and works with stakeholders and partners to ensure that it can tackle gender and other forms of inequality. This will help to with career paths, promote culture change to enhance diversity and develop progressive policies and practices.</p>
<p>In relation to a strategic decision, how will inequalities of outcome caused by economic disadvantage be reduced?</p>
<p>MDPP Partners will be invited to network with the range of diversity networks and participate in diversity events.</p> <p>The MDPP Project Manager will have awareness to be trained on diversity to ensure compliance with the Equality Act (2010), in order to gain assessed awareness of bullying, harassment and discrimination.</p> <p>The project will deliver increased engagement with females, BAME communities, those with disabilities and those from other protected characteristic groups as outlined above. This will be achieved primarily via the Drone Experience activities and through key partnerships with the likes of the Tay Cities Deal TCEP project, D&A College and Montrose Air Museum (who are running STEM courses in conjunction with the Montrose Air Cadets). The public drone experience will deliver a rolling programme of awareness and engagement activity within the protected characteristic groups. The concession operator procured will be expected to adopt and adhere to Angus Council's relevant equality & diversity / non-discrimination policies when operating drone port.</p>



What are the main recommendations to enhance or mitigate the impacts identified?
<p>The Project Manager will be responsible for the development of the actions for the project and EqIA and with the support from the Board of Directors, they will be responsible for the monitoring of the policy. Any changes to the service will include an accessibility review which will be conducted by the service manager and the EqIA will be updated accordingly.</p> <p>The project will deliver increased engagement with females, BAME communities, those with disabilities and those from other protected characteristic groups as outlined above.</p>



If there are no equality impacts on any of the protected characteristics, please explain.

N/A