

## Section 4 Integrated Impact Assessment

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### Summary Report Template

Each of the numbered sections below must be completed

Interim report	<input type="checkbox"/>	Final report	<input checked="" type="checkbox"/>	(Tick as appropriate)
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#### 1. Title of proposal

Edinburgh Economy Strategy

#### 2. What will change as a result of this proposal?

This strategy sets out the Council's vision and approach to ensuring a **stronger, greener, and fairer** Edinburgh economy. The strategy and its implementation will deliver actions to ensure that:

- Edinburgh businesses recover from pandemic and can thrive in an economy that is resilient, flourishing, and innovative.
- Edinburgh's just transition to net zero brings local jobs and high skilled opportunities which people from all backgrounds can access through education and retraining
- Everyone in Edinburgh has the opportunity to access fair work that provides dignity and security of income.

The strategy provides a cohesive framework for Council action to meet these goals through support for the city economy, building on a range of associated key Council plans including: The Council Business Plan, Edinburgh Partnership Community Plan, 2030 Climate Strategy, End Poverty Edinburgh Delivery Plan, 2030 Tourism Strategy, City Plan 2030, City Centre Transformation Plan, City Mobility Plan, and the Regional Prosperity Framework.

This IIA focuses on the overarching Edinburgh Economy Strategy and the intended impacts on citizens, communities and business, as outlined above.

#### 3. Briefly describe public involvement in this proposal to date and planned

Public involvement in the development of the Edinburgh Economy Strategy has included:

- A series of one to one interviews with business leaders and city employers
- 12 workshops with businesses and other stakeholders
- An online consultation open to all citizens, community groups, businesses and other stakeholders through the Edinburgh Consultation Hub receiving 80 full responses

In parallel to this work, the strategy development was further informed by review of findings from public consultation undertaken during 2021, including:

- Development of the Edinburgh 2030 Climate Strategy, which included input from 920 residents and other stakeholders who took part in the Council’s online survey, submitted a letter, or participated in one of the virtual focus groups held over the summer on the draft Climate Strategy
- Development of the Regional Prosperity Framework, for which 71 responses were received both in email format and through the Consultation Hub hosted by City of Edinburgh Council. In addition to the formal consultation, two additional online engagement sessions were organised. These informal events engaged around 47 individuals from around the region.
- Development of the Edinburgh Living Wage City Action Plan, and Council Fair Work Action Plan, informed by engagement work with employers and partner organisations

**4. Is the proposal considered strategic under the [Fairer Scotland Duty](#)?**

Yes

**5. Date of IIA**

**9 November 2021**

**6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. NHS, Council)**

<b>Name</b>	<b>Job Title</b>	<b>Date of IIA training</b>
Eleanor Cunningham (facilitator)	Lead Policy and Insight Officer	May 2018
Gareth Dixon (report writer)	Senior Policy and Insight Officer	Dec 2019
Chris Adams	Strategy Manager	May 2018
Kyle Drummond	Programme Development Officer	
Ciaran McDonald	Senior Policy and Insight Officer	Dec 2019
Elin Williamson	Business Growth and Inclusion Senior Manager	

## 7. Evidence available at the time of the IIA

### The evidence focuses on:

- The needs/risks of specific groups as well as potential benefits in relation to actions to:
  - Support a stronger economy during a period of renewal and adaptation, where the city's businesses and workers recover from the covid pandemic
  - Support Edinburgh's just transition to net zero brings local jobs and high skilled opportunities which people from all backgrounds can access through education and retraining
  - Ensure everyone in Edinburgh has the opportunity to access fair work that provides dignity and security of income.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Data on populations in need	<p><a href="#">Scottish Index for Multiple Deprivation (SIMD)</a></p> <p><a href="#">National Records of Scotland</a>, mid- year population estimates 2019 – includes households</p> <p><a href="#">Edinburgh By Numbers 2020:</a></p> <p>Scottish Fiscal Commission Economic Outlook.</p>	<p>Edinburgh has one of the fastest growing populations of any city in the UK. By 2043 the proportion of dependents (0-15 and 65+) will represent almost half of the population in Edinburgh (to 47.6%).</p> <p>By 2032, the average household size in Edinburgh is projected to fall leading to an increase in the number of households.</p> <p>The SIMD details the lowest 20%, 10% and 5% of areas in Edinburgh at the datazone level. The index uses a range of data including education, health, housing, crime, income and geographical access.</p> <p>The most deprived communities are in the peripheral areas of the city (e.g. Granton, Pilton, Niddrie, Saughton and Wester Hailes) furthest from the City Centre. These areas tend to have access to fewer public transport options.</p> <p>Unemployment in Edinburgh more than doubled during the early months of the Covid pandemic. Recent Scotland wide projections show that unemployment rates are expected to remain high throughout 2022 and not likely to return to pre-pandemic levels within the next five years.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Data on service uptake/access	Data on service uptake	The strategy actions will impact on multiple service areas and data on service uptake / access will be considered at service level when implementing relevant strategy actions.
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.	The Edinburgh Poverty Commission’s <a href="#">data and evidence paper</a>	<p>Evidence in Edinburgh shows that the risk of low income and deprivation is strongly associated with:</p> <ol style="list-style-type: none"> <li>1. Households with adults or children in with specific characteristics such as: <ul style="list-style-type: none"> <li>• BAME backgrounds</li> <li>• Disability</li> <li>• Families with 3 or more children</li> </ul> </li> <li>2. Unemployment: Some 74% of all unemployed people in Scotland are in poverty, compared to only 5% of people in households where all adults are in full time work.</li> <li>3. Limited or insecure working hours: 29% of households which rely on part time employment are in poverty, as well as 26% of multiple adult households where only one adult is in full time employment.</li> <li>4. Low pay: Pre Covid the majority (65%) of people in poverty in Edinburgh were in working households</li> <li>5. High housing costs: High housing costs in Edinburgh are estimated to have pushed 22,600 people in Edinburgh into poverty (29% of all people in poverty, more than double the Scottish average ratio).</li> </ol>
Data on equality outcomes	<p>Annual Population Survey</p> <p><a href="#">SCVO Disproportionate disruption SCVO May 2020</a></p> <p>Scottish Parliament – Economy and Fair Work Committee Evidence September 2021 – <a href="#">Women’s Enterprise Scotland</a></p>	<p>Data show challenges in Edinburgh relating to equality outcomes for people with protected characteristic in terms of employment, entrepreneurship, education, and the economic effects of the Covid Pandemic. Key findings include</p> <ol style="list-style-type: none"> <li>1. Employment: young people are less likely to be earning the living wage; disabled people are less likely to be in employment than non-disabled; the employment rate for the minority ethnic population is lower than the white population</li> <li>2. Employment in the STEM (Science, Technology, Engineering and</li> </ol>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<p>Mathematics) sectors: women and people from ethnic minority backgrounds and people with disabilities are underrepresented.</p> <ul style="list-style-type: none"> <li>• only 16% of girls are studying Computing Science at Higher level.</li> </ul> <p>3. Covid impact and recession have had a disproportionately high impact on women</p> <ul style="list-style-type: none"> <li>• 77% of people working in high exposure jobs in the UK are women. Women are more likely to work in sectors that have been affected by social distancing measures, and are also less likely to work from home during peak periods of social distancing, creating increased risk to their job retention and financial security.</li> <li>• Many women run businesses in those sectors which have been hit hard by Covid19 and have faced a double shift of work and caring commitments. Seventy-seven per cent have found it stressful managing a business during the crisis compared to 55% of men.</li> <li>• in Edinburgh employment shrank by 5% in over a year from Sept 19 to Sept 20. Males in employment fell by -2%, and females fell by -8%.</li> </ul> <p>4. Women in Edinburgh are over-represented in part-time work with almost three times as many women in part time employment compared to males.</p> <ul style="list-style-type: none"> <li>• Full time male to female ratio 25:16 (male:female) For every 25 full time male jobs in Edinburgh in September 2020 there are 16 women in full-time jobs, but for every 25 part time males jobs in Edinburgh there were 70 women were in part time employment (ratio 25:70).</li> </ul> <p>5. Ethnic minority groups were worse hit by recession and the economic impact from pandemic. Shut-down sectors showed an over-representation of Black and minority ethnic women (BME) workers.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Research/literature evidence	PCAN – Just transition Jobs tracker <a href="https://pcancities.org.uk/news/green-economy-how-transition-net-zero-could-affect-uk-jobs-across-country">https://pcancities.org.uk/news/green-economy-how-transition-net-zero-could-affect-uk-jobs-across-country</a>	<p>Approximately 6.3 million jobs in the UK, about one in five, are likely to be affected either positively or negatively by the transition to a green economy.</p> <p>The research shows that as we move towards a net-zero economy, the impact on jobs will not be felt equally across all groups and that actions will be needed to ensure that these changes help to reduce rather than widen existing social inequalities.</p>
Public/patient/client experience information	Edinburgh Economy Strategy Consultation Findings  Regional Prosperity Framework Consultation findings  2030 Climate Strategy Consultation Findings Report	<p>Findings from the major themes from consultation and engagement sessions showed a need for action to:</p> <ul style="list-style-type: none"> <li>• Stabilise and sustain businesses through continuing challenging trading conditions;</li> <li>• Put focus on achieving climate goals and a just transition to net zero</li> <li>• Improve access to fair work and ensure Edinburgh’s economy works for local people and communities; and</li> <li>• Improve access to skills and training, both to improve access to jobs and career pathways, but also to address skills shortages in current and emerging sectors</li> </ul> <p>Specific findings include:</p> <ul style="list-style-type: none"> <li>• <b>Business</b> – a need to be cognisant of the level of debt burden, the changing business landscape and the new ways of innovative working being grappled with by local businesses</li> <li>• <b>People and Workforce</b> – a need to improve access to skills and training is key, including upskilling and apprenticeships support for those with barriers to employability, action to address skills shortages and develop transferable skills.</li> <li>• <b>Climate</b> – respondents showed an appetite to place climate action and sustainability more centrally in the vision for the city’s economy</li> </ul>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<ul style="list-style-type: none"> <li>• Businesses felt <b>more information</b> is needed on how they could support and invest in future programmes, and how they would be impacted by changes</li> <li>• Concerns that the move to net zero could place <b>additional burdens</b> on small businesses, alongside many opportunities</li> <li>• There was support for a larger <b>circular economy</b> in Edinburgh, but still uncertainty about what this would mean for many sectors</li> <li>• Participants felt that <b>skills training</b> around retrofitting current buildings should be a priority, and generally agreed that skills development through apprenticeships and education providers was essential</li> <li>• Businesses felt they had a role to play in <b>engagement on change issues</b>, and that businesses would be key communicators in explaining to consumers to why change was necessary and how they could benefit from change.</li> <li>• Access to <b>top class infrastructure</b> was an emerging theme, to help drive forward the latest technologies and world leading practices.</li> <li>• <b>Support and promotion</b> of fair work employers was seen as important.</li> <li>• Supporting tourism and hospitality to <b>embrace the green economy</b> was emphasised upon.</li> </ul>
Evidence of inclusive engagement of people who use the service and involvement findings	Edinburgh Economy Strategy Consultation activities  End Poverty in Edinburgh Annual Report 2020/21	<ul style="list-style-type: none"> <li>• Consultation and engagement activity carried out for the strategy included workshops with businesses, and with providers of employability and skills support, as well as public consultation through the online hub.</li> <li>• Through this process the consultation process engaged with citizens and stakeholders who have experience of using business growth and employability skills services.</li> </ul>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<ul style="list-style-type: none"> <li>• Further insight to support the strategy was provided by ongoing engagement work carried out in support of parallel strategic and operational planning, including the End Poverty in Edinburgh Delivery Plan, with its a focus on responding to the lived experience of people in poverty in Edinburgh.</li> </ul>
Evidence of unmet need	Edinburgh Economy Strategy 2021	<ul style="list-style-type: none"> <li>• Latest data show that economic recovery from the impacts of the pandemic remains slow and uneven in Edinburgh</li> <li>• In addition to the unemployment challenges noted above, data show that: <ul style="list-style-type: none"> <li>○ Edinburgh businesses took on an additional £0.5bn in debt as a result of the pandemic, with many firms now struggling to service these higher debt levels</li> <li>○ Many tourism and hospitality businesses - which together account for more than 10% of all employment in Edinburgh - remain in survival mode and not yet in recovery. Almost half of businesses in this sector report that turnover levels in Autumn 2021 were lower than expected.</li> <li>○ Businesses are experiencing the highest rise in cost burden experienced since 2008, with two-thirds reporting an increase in running costs compared with Autumn last year</li> <li>○ Alongside high unemployment, Edinburgh businesses are also experiencing significant challenges in recruiting to key roles and filling much needed vacancies in some sectors.</li> <li>○ Recruitment challenges are highest in key sectors for Edinburgh such as social care, hospitality, arts and culture, and transport</li> <li>○ On average, Edinburgh remains a high employment, high wage economy, but there are deep inequalities, concerns around low pay, insecurity, exploitative contracts and limited opportunities for job progression for too many people.</li> </ul> </li> </ul>



Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
		<ul style="list-style-type: none"> <li>○ Pre-Covid, around one in ten (9%) of all jobs were casual, temporary or non-contract.</li> <li>○ In a survey of citizens 'work does not pay enough' was the single factor most commonly raised as a cause of poverty in Edinburgh - cited by 83% of all respondents.</li> <li>○ 27% of Edinburgh jobs do not provide workers with 'satisfactory' pay, contracts, or hours, and</li> <li>○ Approximately 37,000 Edinburgh workers are paid less than £9.50 ph, the current threshold set by the Living Wage Foundation</li> </ul>
Good practice guidelines	City of Edinburgh Council Consultation Policy  <a href="#">Improvement Service – Economic Development Improvement Guide</a>	<ul style="list-style-type: none"> <li>• Consultation for this Strategy was undertaken in line with the Council's Consultation Policy.</li> <li>• The strategy has been developed in alignment with the Economic Development Improvement Guide provided by the Improvement Service</li> </ul>
Carbon emissions generated/reduced data	<a href="#">Carbon Disclosure Project</a>  Public Bodies Climate Change Duties <a href="https://sustainablecotlandnetwork.org/reports">https://sustainablecotlandnetwork.org/reports</a>	In 2020, the city's emissions are predominantly made up of transport (31 percent), housing/domestic (29 percent), public and commercial buildings (23 percent), industry (17 percent) As noted above: <ul style="list-style-type: none"> <li>- There are groups at risk from fuel poverty (including people living in poverty, single older people, young families)</li> <li>- Car ownership and use of public transport are related to income level</li> </ul>
Environmental data	<a href="#">Global Warming of 1.5°C An IPCC Special Report, IPCC</a>  <a href="#">The Global Risks Report, World Economic Forum, 2020</a>	<b>Evidence supporting the need for action:</b> In 2018, the Intergovernmental Panel on Climate Change (IPCC) called for worldwide action to prevent global warming above 1.5°C, and in 2020, the World Economic Forum Global Risks Report put climate action failure, extreme weather and biodiversity loss as the top three highest risks for the world in terms of likelihood and impact.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<a href="#">2020 Challenge for Scotland's Biodiversity</a>  <a href="#">UKCP18 Science Overview Report, Met Office Hadley Centre, 2019</a>	<p>A range of scientific reports have highlighted the need for a step change in efforts to halt the loss of biodiversity and to restore the essential services that a healthy natural environment provides.</p> <p>The impact of carbon dioxide and other greenhouse gas emissions means that Edinburgh's climate is set to get warmer and drier in summer and milder and wetter in winter. Sea levels are rising and there is an increased likelihood of severe rainfall events (such as torrential downpours or flash flooding) and winter storms occurring more frequently.</p>
Risk from cumulative impacts	NA	This strategy is fully aligned with the Council's Business Plan and with other key strategies listed in the introduction and in the next row.
Other (please specify)	Evidence gathered through consultation and engagement on key strategies/plans which will help to deliver the Climate Strategy also informed the assessment, including (but not limited to) the CityPlan2030, City Mobility Plan and City Centre Transformation Strategy. Furthermore, intelligence from service areas' engagement on specific issues/topics of relevance was also taken into consideration.	Evidence of impacts is included in earlier rows
Additional evidence required		NA

**8. In summary, what impacts were identified and which groups will they affect?**

Equality, Health and Wellbeing and Human Rights	Affected populations
<p><b>Positive</b></p> <p>The Edinburgh Economy Strategy has been designed to deliver improved employment and wellbeing outcomes for all population groups in Edinburgh. Actions aim to:</p> <ul style="list-style-type: none"> <li>• Support businesses to be resilient and create good quality, well paid jobs</li> <li>• Increase the number of employers who offer real living wage and security of income for their workers</li> <li>• Improve other aspects of fair work in Edinburgh, including employee voice, awareness of workers rights, fair representation, respect at work, fulfilment, and opportunity to progress.</li> </ul> <p>In doing so, the strategy expects to drive particular improvements in outcomes for groups which are traditionally over-represented in low pay, precarious work, including women, young people, lone parents, people with disabilities, and people from minority ethnic groups.</p> <p>Alongside these, additional actions are in place within the strategy to provide additional employment support for people in targeted groups. This support aims to recognise and address specific barriers to employment experience by:</p> <ul style="list-style-type: none"> <li>• Young people</li> <li>• People with a disability or long-term health condition</li> <li>• Those with complex needs (homelessness, substance misuse, prison leavers, and others)</li> <li>• Parents</li> <li>• People facing in-work poverty</li> <li>• People with digital literacy barriers to employment.</li> </ul> <p>Within business support programmes, further projects aim to support entrepreneurship among people from targeted groups or areas of the city. these include programmes to:</p> <ul style="list-style-type: none"> <li>• Encourage entrepreneurship and business start up in deprived communities in Edinburgh</li> <li>• Specialised support for women in business</li> <li>• Encourage social enterprise business models.</li> </ul>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>• All population groups</li> <li>• Women</li> <li>• Young people</li> <li>• Minority Ethnic groups</li> <li>• People with disabilities or long-term health problem</li> <li>• Lone parents</li> <li>• People with complex needs</li> </ul>
<p><b>Negative</b></p> <p>By putting in place actions to encourage a stronger economy, and an economy making a transition to net zero, there is a recognised risk of potential negative</p>	<p><b>Negative</b></p> <ul style="list-style-type: none"> <li>• People working in carbon-generating</li> </ul>

<p>equality and wellbeing outcomes for some groups in the city. For instance:</p> <ol style="list-style-type: none"> <li>1. Unmanaged economic growth could be associated with poor quality, low pay, low security jobs which increase the risk of in-work poverty</li> <li>2. Unmanaged growth could put additional pressure on populations and areas of the city affected by high visitor numbers or poor-quality infrastructure.</li> <li>3. Cost of transition (heating, property, vehicles): there is a risk that people vulnerable to poverty may be negatively affected by the transition costs</li> <li>4. Risk of unemployment through a reduction in carbon-based employment, which may impact particularly on people employed in the manufacturing sector</li> <li>5. Risk that opportunities for employment, skills and training are not effectively targeted, potentially excluding disadvantaged or hard to reach groups</li> <li>6. Uncertainty for business in knowing what changes, investments, and technologies to move to and when</li> </ol> <p>In recognition of these risks, the strategy sets out actions to mitigate and to encourage a fair recovery from the economic effects of pandemic, and to promote a just transition to net zero.</p>	<p>sectors (non-green production)</p> <ul style="list-style-type: none"> <li>• People experiencing/at risk of poverty; people with disabilities; carers; young families; local businesses in key sectors</li> </ul>
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<p><b>Environment and Sustainability including climate change emissions and impacts</b></p> <p><b>Positive</b> There is a strong focus on the environment in this Edinburgh Economy Strategy. Actions seek to encourage businesses to adopt net zero emissions working practices, to promote the circular economy, and to support business growth in new net zero sectors of the economy.</p> <p>In doing so, the strategy aims to:</p> <ul style="list-style-type: none"> <li>• Reduce business climate emissions</li> <li>• Reduce costs associated with waste and resource inefficiency</li> <li>• Increase recycling, and ultimately</li> <li>• Improve the resilience of business, and the city as a whole, to adverse weather events (via reduced risk of flooding, disruption)</li> </ul>	<p><b>Affected populations / areas</b></p> <ul style="list-style-type: none"> <li>• All people/businesses</li> <li>• Those at greater risk of adverse health impacts from climate change of : older people and people in their middle years, children and young people, people with disabilities (including respiratory illness)</li> <li>• People at greater risk through deprivation/poverty include people from black and minority ethnic backgrounds, people with</li> </ul>
<p><b>Negative</b> Proposals in this strategy which relate to investment in infrastructure could have negative environmental impacts</p>	

<p>in the short term – for example through emissions associated with construction, yet will deliver benefits over the longer term – for example by reducing emissions from transport. Mitigating actions include considering environmental impact as part of implementing supporting plans and strategies through which these projects will be taken forward (such as City Plan 2030, City Mobility Plan, City Centre Transformation and others).</p>	<p>disabilities; people experiencing poverty; people living in areas of deprivation</p> <ul style="list-style-type: none"> <li>• People living in coastal areas or in areas at risk of flooding</li> </ul>
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<p><b>Economic including socio-economic disadvantage</b></p> <p><b>Positive</b></p> <p>The strategy sets out actions that aim to address socio-economic disadvantage and improve access to fair, secure work in Edinburgh. In doing so, the strategy seeks to:</p> <ul style="list-style-type: none"> <li>• Reduce the number of workers in Edinburgh who are paid below the real living wage</li> <li>• Improve job security and income security</li> <li>• Improve access to employment and opportunities for progression</li> <li>• Reduce achievement gaps between deprived and other areas of the city, and</li> <li>• Make sure people from all areas and all backgrounds in Edinburgh can benefit from the city’s economic success.</li> </ul>	<p><b>Affected populations / areas</b></p> <p>All people; businesses; people in/at risk of poverty; people who are unemployed or experiencing fuel poverty (subgroups as above); young people through increased job opportunities</p> <p>Groups with barriers to employment including those with disabilities, long term health conditions, complex needs, or people who need support with digital literacy</p>
<p><b>Negative</b></p> <p>The strategy and/or supporting plans seek to mitigate the following potential risks:</p> <ul style="list-style-type: none"> <li>• Costs for citizens and businesses arising from the transition to net zero or to fair work</li> <li>• Risk that opportunities for employment, skills and training are not effectively targeted, potentially excluding disadvantaged or hard to reach groups</li> <li>• Risk of unemployment and the need for reskilling during the transition from carbon-based to green jobs</li> <li>• Uncertainty for business in knowing how to make the transition to fair work or to a net zero economy</li> <li>• Risk that business opportunities for Edinburgh in a net zero economy are missed due to lack of available finance, skills, or available workforce.</li> </ul>	

**9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?**

The strategy and its implementation plan will be developed by the Council and city partners identified in the strategy. As part of the Council's [terms and conditions of contract](#), any external contractors will be required to comply with equal opportunities and the public sector equality duty; and must assist the Council in achieving its sustainability commitments by taking account of the Council's Sustainable Procurement Policy.

**10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

Changes will be communicated using methods that are considered appropriate to the range of audiences, as well as being proportionate. The Edinburgh (City of Edinburgh Council and Health and Social Care Partnership) British Sign Language (BSL) plan demonstrates commitment to improve services for BSL users with actions across a range of themes and services. The Council's Interpretation and Translation Service is also available for those who require materials in different languages and can also offer an audio, Braille, large print and various computer formats on request through Happy to Translate.

**11. Is the policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this.**

n/a

**12. Additional Information and Evidence Required**

The impacts identified in this IIA will help to inform the detailed development of workstreams outlined in the implementation plan.

**13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Use the findings of this IIA to inform development of implementation workstreams and associated risk registers; future stakeholder engagement; and the monitoring and evaluation of progress.	Service area / city partner leads	Ongoing in line with implementation programme	Ongoing in line with implementation programme
In the course of the strategy's implementation, there may be strategic decisions, stand alone supporting plans, pipeline projects and business cases which would require a separate IIA to be carried out.	Relevant Heads of Service across lead Council departments	Ongoing  In line with delivery timescales for individual actions	Ongoing in line with implementation programme

**14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

Mitigation/actions will be addressed through the strategy's implementation which will take account of phasing of actions/communications with businesses/people affected and specific actions required. Monitoring will be undertaken to mitigate against negative impacts as the plan is implemented

**15. How will you monitor how this proposal affects different groups, including people with protected characteristics?**

The governance framework and measuring success sections of the strategy describe how progress will be monitored. Any gaps or barriers emerging will be identified and addressed through this process.

**16. Sign off by Head of Service**

**Name**            **Paul Lawrence**

**Date**            **24/11/2021**

**17. Publication**

Completed and signed IIAs should be sent to [strategyandbusinessplanning@edinburgh.gov.uk](mailto:strategyandbusinessplanning@edinburgh.gov.uk) to be published on the IIA directory on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments).