

## Equality Impact Assessment (EIA) Template – Part 1

<b>Policy title and purpose (brief outline):</b>	<b>Innovation Wales</b>
<b>Name of official:</b>	<b>Alastair Davies</b>
<b>Department:</b>	<b>ES&amp;T - Innovation</b>
<b>Date:</b>	<b>26 July 2013</b>
<b>Signature:</b>	<b>Alastair Davies</b>

**1. Please provide a brief description of the policy/decision.**

**For example what is the overall objective of the policy/decision, what are the stated aims (including who the intended beneficiaries are), a broad description of how this will be achieved, what the measure of success will be, and the time frame for achieving this?**

Wales, in common with much of Europe and the rest of the world, faces many economic, social and environmental challenges. The current economic circumstances with rising costs and increasing competition highlight the importance of developing new employment opportunities and enhancing business competitiveness. Meanwhile, our public services face increasing challenges and calls for new delivery solutions as demands on them rise and budgets are squeezed. Resource and energy security are becoming recognised as growing issues across the world.

Innovation is one of the means businesses use to develop new products and services and bring them to market. Greater levels of innovation can allow the public sector to deliver more effective and efficient services. Innovation can also offer solutions to the environmental challenges we face.

People, businesses, academic institutions, hospitals, schools, the public sector and the Welsh Government all need to be more innovative to thrive in our competitive world.

Innovation Wales attempts to recognise and understand the role of innovation in the Welsh economy and sets out an aspiration to create the conditions that will lead to greater wealth and wellbeing for the people of Wales.

**2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?**

On 30 April 2012, we launched a 12 week consultation inviting stakeholders to contribute, in both English and Welsh, to the development of a new Innovation Strategy. The Call for Evidence, available in both large print and Braille, closed on 23 July and 134 official responses were received. Four events were held across Wales in accessible venues in June and July 2012 in Merthyr Tydfil, Swansea, Aberystwyth and Llandudno to promote and discuss the strategy. Over 60 participants attended these events from a range of organisations consisting of HE and FE, SMEs, large companies, local authorities, business advisers, sector specific business organisations, business associations and funding and investment bodies.

In November 2012, a second 4 week consultation was launched in both English and Welsh, again inviting stakeholders views on a summary document that had been produced following the evidence received from the call for evidence. The document was available in both large print and Braille. An event was held in conjunction with the Life Science Sector team in an accessible venue in Cardiff to discuss and promote this document.

Contact was made with each of the protected characteristic groups at each stage of the consultation process.

**3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?**

In March 2012, our strategy for science, *Science for Wales*, laid out a plan for a step-change in Wales' academic performance across the sciences. It also recommended a new, forward-looking innovation strategy for Wales to deal with the commercial exploitation of R&D and the promotion of innovation.

As previously mentioned, the Welsh Government invited stakeholders to contribute to the development of a new Innovation Strategy and were asked to identify issues and suggest ways in which innovation could help improve the economic prospects and well-being of the people of Wales.

All responses and a summary of the responses to the consultation can be found at:

<http://wales.gov.uk/consultations/businessandconomy/120430innovation/?lang=en>

An equal opportunities monitoring form was available and promoted on the call for evidence website and users were encouraged to complete the form.

A literature search was conducted by the Welsh Government Library to ascertain whether there are any figures, statistics, research or barriers on innovation, R&D and science subjects in relation to the protected characteristic groups. An example of the information requested was the number of staff working within innovation, R&D and science organisations broken down by any of the protected characteristics, and also any research identified to improve the situation in terms of any disproportionate representations that may have been found.

In addition, summary literature review reports carried out by DTZ on both race and disability are available on the WEFO website. They review the implementation provisions of the West Wales and the Valleys ERDF Convergence Programmes and also the East Wales ERDF Competitiveness Programmes. The summary documents relating to innovation and R&D can be found in Appendix 1 in the following links:

<http://wefo.wales.gov.uk/developing/impactassessments/westwalesvalleysrdeia/:jsessionid=8650C89BD8F680E71E6849FC37253275?lang=en>

<http://wefo.wales.gov.uk/developing/impactassessments/eastwalesrdeia/:jsessionid=8650C89BD8F680E71E6849FC37253275?lang=en>

Participants in all three EU funded Innovation department business support programmes are requested to complete the relevant WEFO approved equality and diversity monitoring forms. The data gathered relates to welsh language ability, disability, gender, ethnic origin and age.

EU funded programme data will be analysed by the end of 2013 which will help to determine a trend analysis and provide some meaningful data on innovation users.

People wishing to attend an Innovation related event are required to register on our CRM system which requests basic equality based data and whether any special arrangements, for example, access and food requirements, will be required.

Events organised by the department have procedures in place to account for the needs of those with protected characteristics and basic personal data is collected at events. A full equal opportunities monitoring form is required once an enquiry becomes an applicant.

***It is important to note any opportunities you have identified that could advance or promote equality.***

## **Impact**

**Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the**

protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people  <i>(Children and young people, up to 18)</i>	x			The strategy specifically makes reference to the fact that innovation should be given a prominent position in the curriculum and should feature strongly in the education of young people from an early stage
People 18-50			x	This policy applies equally to all age groups regardless of their age
Older people (50+)			x	This policy applies equally to all age groups regardless of their age

## 4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment			x	This policy applies equally to all, whether or not they have a disability
Hearing impairment			x	As above
Physically disabled			x	As above
Learning disability			x	As above
Mental health problem			x	As above
Other impairments issues			x	As above

## 4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male			x	Innovation Wales specifically sets out to broaden the definition of innovation, stating that regardless of gender, innovation is

				open to all in the economy. Both men and women are recognised and encouraged as innovators.
Female			x	As above

#### 4.4 Because they are transgender?

<b>Transgender</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence) / How might it impact?</b>
			x	There is no evidence surrounding this protected group which we have been able to use in the assessment of the impact this policy might impose. The intention of this strategy however is that it would apply equally to all and therefore it is not anticipated at this point that it would have any specific impact on transgender people.

#### 4.5 Because of their marriage or civil partnership?

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence)/ How might it impact?</b>
Marriage			x	There is no evidence surrounding this protected group which we have been able to use in the assessment of the impact this policy might impose. The intention of this strategy however is that it would apply equally to all and therefore it is not anticipated at this point that it would have any specific impact on whether a person is married or in a civil partnership.
Civil Partnership			x	As above

#### 4.6 Because of their pregnancy or maternity?

<b>Pregnancy and</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence) / How</b>
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<b>Maternity</b>				<b>might it impact?</b>
Pregnancy			x	There is no evidence surrounding this protected group which we have been able to use in the assessment of the impact this policy might impose. The intention of this strategy however is that it would apply equally to all and therefore it is not anticipated at this point that it would have any specific impact on this protected group.
Maternity (the period after birth)			x	As above

#### 4.7 Because of their race?

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence) / How might it impact?</b>
Ethnic minority people e.g. Asian, Black,			x	This policy is aimed at the global labour market regardless of ethnic origin
National Origin (e.g. Welsh,			x	As above

English)				
Asylum Seeker and Refugees			x	As above
Gypsies and Travellers			x	As above
Migrants			x	As above
Others			x	As above

#### 4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)			x	There is no evidence surrounding this protected group which we have been able to use in the assessment of the impact this policy might impose. The intention of this strategy however is that it would apply equally to all and therefore it is not anticipated at this point that it would have any specific impact on a person's religion or belief or non belief.

Belief e.g. Humanists			x	As above
Non-belief			x	As above

#### 4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			x	There is no evidence surrounding this protected group which we have been able to use in the assessment of the impact this policy might impose. The intention of this strategy however is that it would apply equally to all and therefore it is not anticipated at this point that it would have any specific impact on a person's sexual orientation.
Lesbians			x	As above
Bi-sexual			x	As above

**4.10 Do you think that this policy will have a positive or negative impact on people’s human rights? Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.**

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions			x	There is no evidence surrounding this protected group which we have been able to use in the assessment of the impact this policy might impose. The intention of this strategy however is that it would apply equally to all and therefore it is not anticipated at this point that it would have any specific impact on a person’s human rights.

***If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.***

***Only if there are no or negligible positive or negative impacts should you go straight to part 3 and sign off the EIA.***

## Equality Impact Assessment – Part 2

**1. Building on the evidence you gathered and considered in Part 1, please consider the following:**

**1.1 How could, or does, the policy help advance / promote equality of opportunity?**

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

**1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?**

**1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?**

## **2. Strengthening the policy**

**2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?**

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**

**2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.**

**(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**

### 3. Monitoring, evaluating and reviewing

#### How will you monitor the impact and effectiveness of the policy?

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

The EC has invited each region across Europe to develop a Research and Innovation Strategy for Smart Specialisation. This process is intended to identify the particular strengths and opportunities of each individual region. The Smart Specialisation methodology has been adopted to develop Innovation Wales. Part of the process involves undergoing a peer review by other EU regions which can lead to suggestions for strengthening the strategy. Innovation Wales was peer reviewed in March 2013 in the Czech Republic. The outcome of the peer review emphasised that Wales is ahead of the game when compared to the research and innovation strategies of other European regions.

A Task and Finish Group helped develop Innovation Wales and met to consider the strategy as it evolved to ensure fairness and equality.

A new round of EU structural funds will begin from 2014-2020. EU funded programmes are likely to be devised to achieve the strategy's objectives. It would be logical for this EIA to be reviewed as and when the specific programmes are reviewed.

The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

#### 4. Declaration

**\*Please delete as appropriate:**

**The policy \*does / does not have a significant impact upon equality issues**

<b>Official completing the EIA</b>
Name: Philippa Costello
Department: Economy, Science and Transport
Date: July 26 2013
Signature: Philippa Costello
<b>Head of Division (Sign-off)</b>
Name: David Rosser
Job title and department: Innovation Director Economy, Science and Transport
Date: July 26 2013
Signature: David Rosser

Review Date: