EQUALITY & FAIRER SCOTLAND DUTY (EqFIA) IMPACT ASSESSMENT FORM

Name of Business Unit	Scottish Enterprise International
Name/designation of person(s) responsible for managing/ conducting this process	Cameron Ritchie
Date Complete	23/08/19

Name of Policy / Function / Service / Strategy / Action Plan / Programme / Project etc.	Diodes Semiconductors GB Limited – Site Development	
Is it (*delete as applicable)	*New	*Existing with changes
Is the policy contracted out? (*delete as applicable)	*No	*Yes
If yes, who delivers this policy for the organisation?		
Is responsibility for delivery shared with others? (*delete as applicable)	*No	*Yes
If yes, who are your partners?		

EQUALITY			
Could there be possible impacts or effects in respect of the following protected groups?			
Age	Yes	**Disability**	Yes
Gender Re-Assignment	No	**Marriage & Civil Partnership**	No
Pregnancy & Maternity	No	**Race**	Yes
Religion or Belief	No	**Sex**	Yes
Sexual Orientation	No	**Human Rights**	No

FAIRER SCOTLAND DUTY	
Could there be possible impacts or effects in respect of disadvantaged areas/places and/or groups?	
Groups, including the protected groups considered within the Equality section above (for example, young people, disabled people)	**Yes**
Areas/Places (for example, rural areas, communities experiencing disadvantage)	**Yes**

EO Champion review by	Scott Reid-Skinner	**Date**	19/08/19
SRO name and email approval on file	Michael Cannon	**Date**	21/08/19

1. **Identify ALL the Aims of the Policy/Project (consider these questions to prompt answers)**

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1. What is the purpose of the policy/project? (consider explicit and implicit aims)

2. Who does the policy/project affect? Is it located in an area of socio-economic disadvantage?

3. Who does the policy/project benefit directly? (e.g. employees/service users; equality groups, other stakeholders)

4. What results/outcomes are intended?

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1. To ensure the site has not only the technical capability but also the upskilled staff to meet the future strategic requirements of Diodes. The project will ensure the site remains anchored within the Inverclyde community and will safeguard 300 jobs on site.
2. The project effects those employed at the site and the local community. The project will be supporting an area of socio-economic disadvantage (Larkfield, Inverclyde).
3. The project will have several beneficiaries including current employees of the Greenock site, future employees from the surrounding area and wider Inverclyde, existing and future supply chain companies, the future workforce currently in various levels of education by providing opportunities within the region that they live.
4. The focus of the project is to initially safeguard a significant number of sustainable, well paid jobs at the site.

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2. Consider the Evidence (data and information) - (consider these questions to prompt answers)

1. What information or data would it be useful to have? What data (quantitative and qualitative) is available? (in-house/external) How reliable/valid/up-to-date is it?

2. What does the data/information tell you about

   - Different needs?
   - Different experiences?
   - Different access to services, information or opportunities?
   - Different impacts/different outcomes?
   - Socio-economic disadvantage by group or place?

3. Are there any gaps that you should fill now/later by further evidence gathering/commissioning or by secondary analysis of existing data?

4. Are there any experts or stakeholders you should involve/consult now? Have you involved/consulted any experts already? What were their views?

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1. In terms of what information should we be able to access consideration should be given to:
   - Equality statistics
   - Access to skills
   - STEM based opportunities to woman and other underrepresented groups
   - Transport/walking/cycle links to location
   - Access to facilities

2. Please find below an overview of data collected regarding this project:

   - The site is a critical asset in helping to reduce poverty and support communities and families in the local area: c74% of the workforce reside in Inverclyde.
   - It is also understood that other disadvantaged areas (such as West Dunbartonshire, Renfrewshire and Ayrshire) could be affected by the closure of the Greenock facility.
   - Should this site close it would compound the socio-economic challenges within Inverclyde (a local authority with below average employment rates).

Please find below breakdown of Inverclyde's population.

Total population (2018)			
	Inverclyde (Numbers)	Scotland (Numbers)	Great Britain (Numbers)
All People	78,200	5,438,100	64,553,900
Males	37,400	2,648,800	31,864,000
Females	40,700	2,789,300	32,689,900

Source: ONS Population estimates - local authority based by five year age band

Population aged 16-64 (2018)

	Inverclyde (Numbers)	Inverclyde (%)	Scotland (%)	Great Britain (%)
All People Aged 16-64	49,800	63.2	64.4	62.9
Males Aged 16-64	24,100	63.9	65.1	63.6
Females Aged 16-64	25,700	62.5	63.8	62.2

Source: ONS Population estimates - local authority based by five year age band
Notes: % is a proportion of total population

- While Inverclyde has a **lower than average number of working age people** from a Scottish perspective it is slightly higher than UK percentage.

Employment and unemployment (Apr 2018-Mar 2019)

	Inverclyde (Numbers)	Inverclyde (%)	Scotland (%)	Great Britain (%)
All People				
Economically Active†	38,400	77.5	77.8	78.7
In Employment†	36,600	73.8	74.5	75.4
Employees†	33,200	67.6	65.5	64.4
Self Employed†	3,000	5.7	8.6	10.7
Unemployed (Model-Based)§	1,900	5.0	4.1	4.1
Males				
Economically Active†	19,200	80.0	81.8	83.5
In Employment†	18,100	75.0	78.1	79.9
Employees†	15,700	65.9	65.8	65.5
Self Employed†	2,100	8.3	11.9	14.2
Unemployed§	1,200	6.0	4.4	4.2
Females				
Economically Active†	19,200	75.1	74.0	73.9
In Employment†	18,500	72.7	71.1	70.8
Employees†	17,500	69.2	65.2	63.4
Self Employed†	900	3.2	5.5	7.2
Unemployed§	#	#	3.8	4.1

Source: ONS annual population survey
\# Sample size too small for reliable estimate
† - numbers are for those aged 16 and over, % are for those aged 16-64
§ - numbers and % are for those aged 16 and over. % is a proportion of economically active

- From an **economically active all people perspective Inverclyde has 0.3% less than Scottish average**, however has more **1% more economically active females** than Scottish average.

Economic Inactivity

Economic inactivity (Apr 2018-Mar 2019)

	Inverclyde (Level)	Inverclyde (%)	Scotland (%)	Great Britain (%)
All People				
Total	10,900	22.5	22.2	21.3
Student	1,900	17.7	25.7	26.8
Looking After Family/Home	1,700	15.9	18.2	23.6
Temporary Sick	#	#	2.0	1.9
Long-Term Sick	4,400	40.8	27.7	22.9
Discouraged	!	!	0.4	0.4
Retired	1,600	15.1	15.3	13.1
Other	900	8.6	10.7	11.3
Wants A Job	1,500	14.2	21.3	20.6
Does Not Want A Job	9,300	85.8	78.7	79.4

Source: ONS annual population survey

Workless Housholds (Jan-Dec 2018)

	Inverclyde	Scotland	Great Britain
Number Of Workless Households	5,000	308,700	2,919,800
Percentage Of Households That Are Workless	19.2	17.1	14.3
Number Of Children In Workless Households	#	103,100	1,259,000
Percentage Of Children Who Are In Households That Are Workless	#	11.6	10.3

Source: ONS annual population survey - households by combined economic activity status
\# Sample size too small for reliable estimate
Notes: Only includes those households that have at least one person aged 16 to 64.
Children refers to all children aged under 16.

- **2.1% more workless households** than Scottish average and 4.9% above UK average.

Claimant Count

Claimant count by sex - not seasonally adjusted (June 2019)

	Inverclyde (Numbers)	Inverclyde (%)	Scotland (%)	Great Britain (%)
All People	2,415	4.9	3.1	2.8
Males	1,535	6.5	4.0	3.3
Females	875	3.5	2.3	2.3

Source: ONS Claimant count by sex and age
Note: % is the number of claimants as a proportion of resident population of area aged 16-64 and gender

- Inverclyde above both Scottish and UK average (from a Scottish perspective 2.5% more males in Inverclyde are claiming benefit and 1.2% females).

Claimant count by age - not seasonally adjusted (June 2019)

	Inverclyde (Level)	Inverclyde (%)	Scotland (%)	Great Britain (%)
Aged 16+	2,415	4.9	3.1	2.8
Aged 16 To 17	10	0.6	0.7	0.3
Aged 18 To 24	470	7.6	4.4	3.7
Aged 18 To 21	285	8.4	4.7	3.9
Aged 25 To 49	1,375	6.0	3.4	2.9
Aged 50+	555	3.0	2.4	2.3

Source: ONS Claimant count by sex and age
Note: % is number of claimants as a proportion of resident population of the same age

- **Inverclyde claim count significantly higher** than Scottish/UK averages, especially within 18 – 24 range and 25 – 49.

Earnings

Earnings by place of work (2018)

	Inverclyde (Pounds)	Scotland (Pounds)	Great Britain (Pounds)
Gross Weekly Pay			
Full-Time Workers	662.5	563.2	570.9
Male Full-Time Workers	730.9	598.9	611.8
Female Full-Time Workers	574.0	516.2	509.8

- Workers in Inverclyde (both male & female) **receive a higher weekly pay** than both Scottish & UK average.

Scottish Index of Multiple Deprivation (SIMD) 2016
- SIMD is a tool for identifying areas of poverty and inequality across Scotland.
- SIMD shows where Scotland's most deprived areas are, so organisations know where their work can have the biggest impact
- SIMD is a relative measure of deprivation across small areas in Scotland.

- looks at multiple deprivation. 'Deprived' does not just mean 'poor' or 'low income'. It can also mean people have fewer resources and opportunities, for example in health and education.
- Scotland is split into 6,976 small areas, called 'data zones', with roughly equal population.
- SIMD identifies deprived areas - not people. Not all deprived people live in deprived areas: Two out of three people who are income deprived do not live in deprived areas. Not everyone in a deprived area is deprived: Just under one in three people living in a deprived area are income deprived.

The Diodes Scottish site is located at the Larkfield Industrial Estate, Greenock, PA16 0EQ. The following statistics against above postcode were extracted from SIMD website.

Population	824
Working age	532
Income deprived	195
Employ deprived	105

SIMD Indicator	Rank (out of 6,976)	Decile (1 most deprived – 10 least deprived)
Overall Rank	947	2
Income	1,014	2
Employment	1,082	2
Health	1,093	2
Education/Skills	598	1
Housing	1,101	2
Geographic Access	4,572	7
Crime	1,397	3

Apart from geographic access the **Diodes site ranks high in all of the other indicators, showing significant levels of socio-economic disadvantage**.

The following council area contain the most data zones with deprivation, although still have areas that are not deprived.
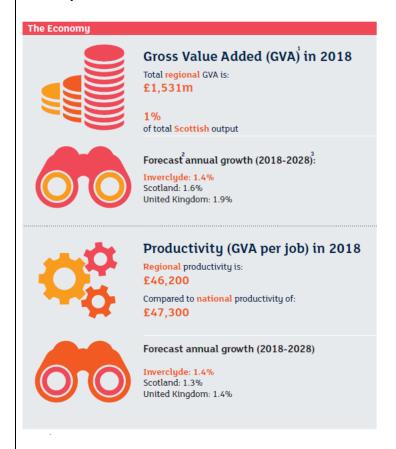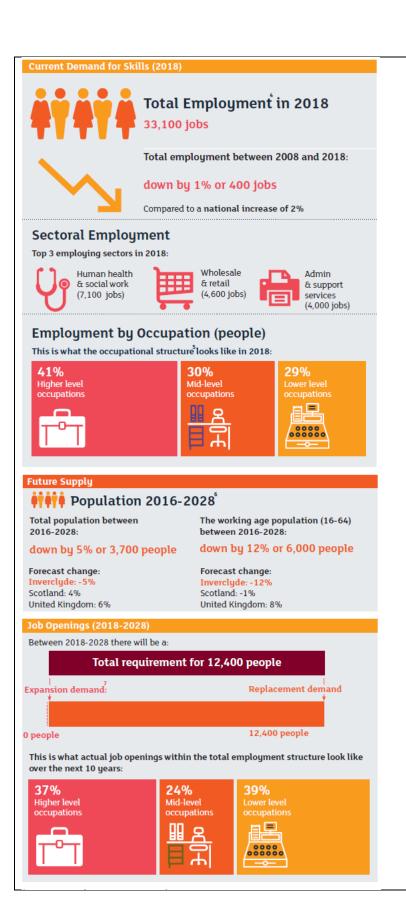

Glasgow City	48%	9%
Inverclyde	44%	13%
West Dunbartonshire	40%	---4%
North Ayrshire	38%	10%
Dundee City	37%	15%

Local share of most deprived 20%   Local share of least deprived 20%

Greenock has experienced deep-rooted deprivation and has been consistently **among the 5% of most deprived areas in Scotland since SIMD 2004**.
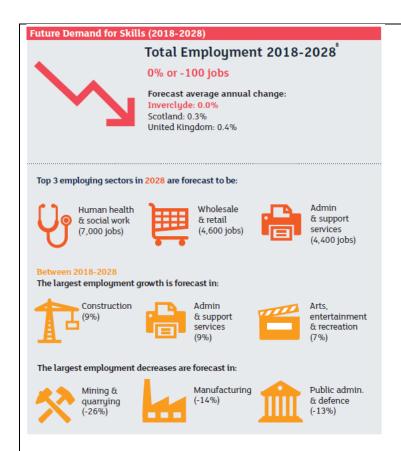
From reviewing SDS' Regional Skills Assessment 2018 the following statements were made in relation to Inverclyde:

- The **West Region's economy is forecast to underperform relative to the Scottish average** over the forecast period 2018 to 2028. GVA growth in the West Region is forecast to grow on average by 1.4 per cent between 2018 and 2028. This is slower than the forecast growth for both Scotland (1.7 per cent) and the UK average (1.9 per cent).
- The **pace of growth is expected to be slow** in the short-term due to Brexit related uncertainty and pressure on household incomes.
- **Employment growth in the West Region is expected to be negative over the forecast period**. Overall, regional employment has decreased since 2006, with declines in employment growth most noticeable in 2009 and 2012. However, there has been recovery across the region in the years since 2012. **Employment in the West Region is expected to remain weak over the forecast period**, constrained by relatively subdued economic activity and Brexit uncertainty.
- There is expected to be a **decline in the number of jobs in West Dunbartonshire and Inverclyde over the coming decade**, in contrast to forecast increases in Glasgow and Renfrewshire. From 2021, employment is forecast to recover, before once again weakening from 2025 to the end of the forecast period. Overall, jobs growth is expected to average 0.1 per cent over the next decade. This is expected to generate an additional 1,200 jobs for the West Region, taking the employment level to 184,000.

The following were extracted from SDS's Regional Skills Assessment 2018 for Inverclyde.

The Economy

Gross Value Added (GVA)[1] in 2018

Total **regional** GVA is:
£1,531m

1%
of total **Scottish** output

Forecast[2] annual growth (2018-2028)[3]:

Inverclyde: 1.4%
Scotland: 1.6%
United Kingdom: 1.9%

Productivity (GVA per job) in 2018

Regional productivity is:
£46,200

Compared to **national** productivity of:
£47,300

Forecast annual growth (2018-2028)

Inverclyde: 1.4%
Scotland: 1.3%
United Kingdom: 1.4%

Current Demand for Skills (2018)

Total Employment in 2018[4]
33,100 jobs

Total employment between 2008 and 2018:

down by 1% or 400 jobs

Compared to a **national increase of 2%**

Sectoral Employment

Top 3 employing sectors in 2018:

Human health & social work (7,100 jobs)

Wholesale & retail (4,600 jobs)

Admin & support services (4,000 jobs)

Employment by Occupation (people)

This is what the occupational structure[5] looks like in 2018:

41% Higher level occupations

30% Mid-level occupations

29% Lower level occupations

Future Supply

Population 2016-2028[6]

Total population between 2016-2028:

down by 5% or 3,700 people

Forecast change:
Inverclyde: -5%
Scotland: 4%
United Kingdom: 6%

The working age population (16-64) between 2016-2028:

down by 12% or 6,000 people

Forecast change:
Inverclyde: -12%
Scotland: -1%
United Kingdom: 8%

Job Openings (2018-2028)

Between 2018-2028 there will be a:

Total requirement for 12,400 people

Expansion demand:[7]

Replacement demand

0 people

12,400 people

This is what actual job openings within the total employment structure look like over the next 10 years:

37% Higher level occupations

24% Mid-level occupations

39% Lower level occupations

Total Employment 2018-2028[8]

0% or -100 jobs

Forecast average annual change:
Inverclyde: 0.0%
Scotland: 0.3%
United Kingdom: 0.4%

Top 3 employing sectors in 2028 are forecast to be:

Human health & social work (7,000 jobs)

Wholesale & retail (4,600 jobs)

Admin & support services (4,400 jobs)

Between 2018-2028
The largest employment growth is forecast in:

Construction (9%)

Admin & support services (9%)

Arts, entertainment & recreation (7%)

The largest employment decreases are forecast in:

Mining & quarrying (-26%)

Manufacturing (-14%)

Public admin. & defence (-13%)

Equality, Gender Pay Gap & STEM

It is estimated that only **25% of the STEM sector are women**. Scotland requires a thriving STEM sector to be globally competitive and relevant. To do this Scotland needs that sector to be diverse. Scotland needs more engineers, more scientists and more technologists to meet growth. From the women who move onto university and qualify in STEM subjects only **27% of them are likely to remain in the industry.** From that 27%, a handful will make it to senior roles. Many of them will feel that their accomplishments are being overlooked, and many will report stress at balancing careers and caring responsibilities in an inflexible work environment.

As highlighted within the [Making Manufacturing Work for Women Report](#) manufacturing is the fourth most significant industry in Scotland after public administration, education and health; distribution, hotels and restaurants; and banking and finance. 98.8% of manufacturing employment is located in the private sector, where men are significantly more likely to work than women. Women account for just over 26% of the total workforce. Only **4.7% of women in Scotland are employed in manufacturing** compared with 12.8% of men and almost all men and women (96.1%) work in permanent jobs. **Women are more likely than men to be employed in manufacturing workplaces with fewer than 20 employees** (21.5% with 17.4%).

The research findings show that women are considerably under-represented in manufacturing employment in Scotland, and that those women working in the sector are concentrated in occupations that are associated with the lowest pay. This contributes to **significant gender pay gaps of up to 43.8%** in some sub-sectors. Pathways into manufacturing are acutely gendered whether it is through Modern Apprenticeships or through STEM-related education and training. While there is greater awareness of Modern Apprenticeships amongst

manufacturing employers and a greater likelihood of staff undertaking them compared with other sectors, there are patterns of severe occupational segregation within manufacturing related frameworks. Women are also under-represented in Level 3 frameworks which are associated with higher levels of pay and better labour market outcomes. Despite the shortage of female professionals in manufacturing, female STEM graduates are more likely to be economically inactive. The **attrition rate for STEM graduates is also much higher for women: 73% of women (compared with 52% of men)** with STEM qualifications do not work in STEM occupations (RSE 2012). The higher female attrition rate is also very likely to be influenced by the lack of flexible and quality part-time working in the sector. The patterns of occupational segregation at professional level suggest that there are a range of routes into professional occupations within the sector and that many women are entering through non-manufacturing specific graduate pathways such as business, IT and non-engineering routes. Gendered subject choices at school partially explain women's better representation in manufacturing specific non-engineering roles. The pathways into professional occupations in the industry are influenced by the STEM subjects studied, where girls tend to study biology and boys are more likely to study physics.

Disabled People
In 2018, the **employment rate for those classed as disabled under the Equality Act 2010 was 45.6% which is significantly lower than the employment rate for non-disabled people (81.1%).** In 2018, the employment rate gap was 35.5%. The gap between the employment rate for disabled and non-disabled people has decreased by 0.4% over the year. The employment rate for disabled people increased slightly from 45.3% in 2017 to 45.6% in 2018, while the employment rate for non-disabled people decreased slightly from 81.2 to 81.1% over the same period. The gap between in the **employment rate for disabled and non-disabled people was lower for women (31.1% points) than men (40%).** Table showing employment rate (16-64) for disabled people by local authority: 2014, 2018

SCOTLAND*	45.6%
West Lothian	45.5%
Clackmannanshire	45.1%
Dumfries and Galloway	45.0%
Renfrewshire	43.0%
Falkirk	42.6%
North Lanarkshire	41.2%
Dundee City	40.8%
Stirling	39.2%
Moray	38.4%
Glasgow City	36.0%
West Dunbartonshire	35.9%
Na h-Eileanan Siar	35.5%
Inverclyde	35.2%

Employment rate for disabled people in Inverclyde sits at 35.2%, therefore significantly lower than national average.
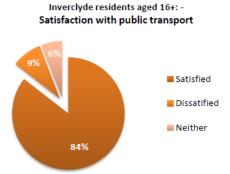
Ethnicity
The **employment rate for the minority ethnic population in Scotland aged 16-64 was 55.4% which is lower than the white population with an employment rate of 75.1%** giving a gap in employment rates between minority

ethnic and white aged 16 to 64 years of 19.7%. Over time, the white population has consistently had an employment rate which exceeds the minority ethnic population. **The minority ethnic employment gap was much higher for women than men in 2018; for women the minority ethnic employment gap was 26.8% and for men was 11.2%.**
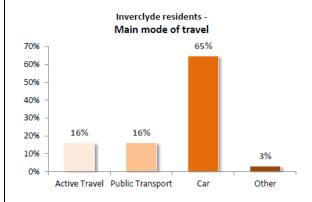
(Source: Annual Population Survey)

Accessibility
SPT and Inverclyde Council (IC) work together to deliver improved bus infrastructure, bus priority and routes to public transport hubs for improved safety, quality, access, journey reliability and comfort for passengers

Inverclyde residents aged 16+: -
Satisfaction with public transport

■ Satisfied
■ Dissatified
■ Neither

The key indicator for this outcome is adult residents' level of satisfaction with local public transport services. More than eight in every 10 Inverclyde residents (84%) are satisfied with their local public transport services, with one-quarter (25%) very satisfied. About one in every 10 residents (9%) is dissatisfied and a small percentage (6%) of residents are neither satisfied nor dissatisfied. **A higher proportion of Inverclyde residents are satisfied with local public transport compared to the SPT area as a whole** (84% for Inverclyde compared to 74% for SPT area)

Inverclyde residents -
Main mode of travel

The key indicator for this outcome is the main mode of travel (by distance) used for all journeys. Around two in every three journeys made by Inverclyde residents (65%) used a car / van as the main mode either as a driver or passenger, whereas around one in every three journeys (32%) were made by walking or cycling or bus, rail, or Subway. For this indicator, **Inverclyde is similar to the whole of the SPT area, although walking and cycling is slightly lower than the SPT area as a whole and car and public transport is slightly higher than SPT area as a whole**.

3. Gaps exist but national data will be sufficient.

4. SE account team currently engaged with the following:
   - Scottish Enterprise - work with SE workplace innovation team to investigate how site may look to attract young people to assist region address high young claimant count.
   - Inverclyde Council – for community engagement (i.e. communities of interest) and assistance/support to address any issues which may impact the site & staff.
   - EQUATE – encouraging links with colleges/universities and companies – looking at ways of addressing STEM.
   - SDS – Universities, colleges, schools.

3. Assess the likely impact on different groups - (consider these questions to prompt answers)

1. Does your analysis of the evidence indicate any possible adverse impact on a particular group (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation) or does it breach human rights legislation. Mandatory human rights due diligence is required for some projects. Please see guidance.
2. If it is adverse,
   - Does this amount to unlawful discrimination? (See guidance)

3. In what areas does it have an impact? E.g. access to information, experience of services?

4. Even if there is no evidence of adverse impact, is there an opportunity to actively promote equality or foster good relations between different groups**?**

5. Is socio-economic disadvantage evident from any particular group or area?

It is unlikely that the project will have an adverse impact on any group. The project is designed to address the closure of the site and invest for the future so that opportunities result for all. If there are any activities that can be undertaken to ensure the project is as inclusive as possible, the project team welcome these and would appreciate support to implement these.

It is our understanding that this project isn't classified as adverse and so does not amount to unlawful discrimination.

As mentioned previously the project team welcome guidance on any activities that can be undertaken to actively promote equality over and above what is already in place.

Based on the evidence previously provided in previous section this project will have a positive impact across a number of the categories as it will safeguard 300 jobs in the Inverclyde area.

From the data a project which is aiming to safeguard and potentially create employment opportunities for all should be viewed as a positive intervention within this particular local authority area.

4. Consider alternatives - (use these questions to prompt answers)

1. How can you change your proposal in a way that is proportionate, and will

    - Remove unlawful discrimination or comply with human rights?
    - Reduce any adverse impact?
    - Advance/promote equality?
    - Foster good relations between different groups?
    - Help us achieve our published equality outcomes (See guidance)?
    - Support the reduction in socio-economic disadvantage by groups or areas.

3. Can the aims be met in some other way? What can you do now/later?

4. If the project involves procuring a service or product is there any scope to encourage suppliers to have a greater focus on equality for example signing up to the Business Pledge? Are there any positive action activities you could consider which might address disadvantage experienced by protected groups/areas, like targeting women owned businesses, applying reserved contracts or Community Benefit Clauses? Are there any other project specific actions you could state to help with our equality duties e.g. monitoring of uptake of the service to identify under-representation or encouraging certain groups to participate in the project (see guidance)?

5. What are you recommending?

Proposal
- There is nothing being proposed which will lead to lawful discrimination.
- The project is looking to safeguard employment opportunities to help tackle the challenges faced in the local economy. Should this investment not proceed the closure of the facility would have a significant impact on the local economy and surrounding areas.
- Assistance will be provided by SE Account Team to allow the site to focus on relevant youth employment given the low performance in this area. Inverclyde has ambitions to develop their business base and it is important that the future workforce have access to employment opportunities.
- SE Account Team will support Diodes investigate any potential opportunities which may assist existing and future supply chain companies, along with the future workforce.
- SE Account Team will assist site re-introduce their intern and graduate recruitment through re-engagement with Scottish universities
- Diodes will work alongside SE's Workplace Innovation Specialist team to look at ways to tackle the gender pay gap, such as introducing them to initiatives like Women in Tech Scotland, Changing the Chemistry and Equate Scotland; as well as looking more widely at any additional inclusive

- and progressive people practices to ensure the site attracts a diverse mix of staff.
- SDS will be assisting the site to re-commence their apprenticeship programme at all levels within the business.
- From the outset this project has involved a variety of key stakeholders. By continuing this approach opportunities will be presented for relationship development between groups.
- The site is looking to promote STEM opportunities therefore SE account team will work in partnership with organisations such as:
  - o EQUATE – encouraging links with colleges/universities and companies – looking at ways of addressing STEM.
  - o SDS – enhance engagement & links with universities, colleges, schools.
- Inverclyde Council – Diodes will continue to engage with local authority to ensure positive community engagement (i.e. communities of interest) and address any issues which may impact the site & staff.

This opportunity demonstrates a great example of regional partnerships working in harmony, with the SE account team closely aligned to support the business as it pursues its aims through account team engagement. The account team will continue to work closely with the business at a strategic level in order to maximise the benefits and outputs from this project Workplace Innovation and SDS will be assisting the site as they endeavour to re-commence their apprenticeship programme at all levels within the business and enhance the skills of existing workforce to ensure they have the optimum blend of experience and knowledge for future years. The site has previously benefitted from having strong and productive relationships with a variety of Scottish Universities (mainly Glasgow, Strathclyde and Edinburgh) therefore the site is looking to re-establish these links.

Signing of the Scottish Business Pledge has been discussed with the business. The company has confirmed they meet the fundamental principles of the pledge, including paying the real living wage to all staff in Scotland and committing to developing a diverse workforce. Diodes intend to provide sustainable, secure employment and will not use zero hours contracts. The support for leadership & management, business improvement and project management will provide transferable skills for a number of the employees.

The site (when under TI ownership) reported their Gender Pay Gap in 2018, and although they didn't publish a formal action plan to close the gap (due to the imminent site closure), all of the above activity on engagement with young people plays an important part in their plans for closing the gap. Looking forward, they will continue to support STEM activities as well as hiring more females in engineering and management positions. They also plan to re-introduce their intern and graduate recruitment through Strathclyde and UWS universities, to date they have hired a female intern and an experienced engineer. They have agreed to work with SE's Workplace Innovation Specialist team to look at other ways to reduce the gap, such as introducing them to initiatives like Women in Tech Scotland, Changing the Chemistry and Equate Scotland; as well as looking more widely at adopting inclusive and progressive people practices.

The Greenock site provides positive opportunities for people from their local community working closely in a partnership approach with local employability and skills providers through Skills Development Scotland. They use Modern Apprenticeships to develop Equipment Maintenance and Facilities Technicians - this as an important part of their talent pipeline, and they have continued with the existing MA programmes throughout the period of uncertainty since the site closure announcement in 2016. They support local secondary schools and employment groups with career fairs, employability support and apprenticeship workshops:

- Inverclyde Community Development Trust – which is an organisation that uses a combination of community development, enterprise and creativity to improve the quality of life for local people.
- Clydeview Academy
- St. Columba's High school
- Inverclyde Academy
- St. Stephen's High School

Through the EDT (Engineering Development Trust) programmes 'Go4Set', and 'FuseLab', they are working with a S1/S2 student and also workshops for 15-18 year-olds, which offer the young people the opportunity to develop skills, inform subject choice and change perceptions about careers in the STEM sector.

Going forward, the site is re-starting their Modern Apprentices intake in September, taking on 5-6 per year with their first ever female doing a Maths apprenticeship starting in September, and are keen to take on more Foundation Apprentices now that the FA programme is out of the pilot stage.

If and when appropriate our Workforce Innovation Colleagues could investigate opportunities to access support via our disadvantaged workers support mechanism.

Diodes state that corporate social and environmental responsibility is of paramount importance. As well as being part of their core values they seek to provide their customers around the globe with a broad portfolio of innovative, energy-efficient and environmentally friendly semiconductor products. Diodes strive for environmental sustainability, compliance, responsible sourcing, and employee volunteerism among other programs to have a positive impact on their employees, suppliers, customers, and communities.

Diodes is committed to the protection and preservation of the environment including safe and healthy workplace for all employees. Diodes is also committed to upholding the rights of workers, as they are generally understood in the employee handbooks of Diodes, its subsidiaries, and affiliates. Diodes continue to strive to treat workers with dignity and respect. Diodes is committed to the continual improvement in environmental protection, health and safety performance as well as compliance with all applicable laws, regulations, and permits.

Diodes code of corporate social and environmental responsibility establishes standards to ensure that working conditions in the electronics industry or industries in which electronics is a key component and its supply chains are

safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically

Procurement of services is not appropriate for this project.

The SE Account Team is looking to address all of the areas detailed within this review. Inverclyde, and in particular Larkfield, has a number of socio-economic challenges to address however this project will play a pivotal part in helping reduce poverty in the area, create employment and support communities and families in the local area. Larkfield is well connected from a public transport perspective therefore as the business develops over a period of time there are no significant barriers for future employees.

5. Involve/Consult relevant stakeholders if appropriate - (consider these questions to prompt answers)

1. What are the views of the people who are likely to be affected or who have an interest about
   - Whether you have identified the right issues?
   - Whether you have proposed suitable modifications?
   - Whether your proposals will meet their needs?

2. Should you involve people in the re-design of the policy?

3. How will you consult once changes have been made?

4. Whom do you need to get views from? (internally/externally/different geographical locations)

5. What methods will you use? (consider "hard to reach" groups)

6. What formats will you use for communicating with different groups?

Consult:
- Local Authority – for community engagement (i.e. communities of interest) and further information on transport etc. Local Authority to advise further with representatives of community group(s).
- EQUATE – encouraging links with colleges/universities and companies – looking at ways of addressing STEM.
- SDS – Universities, colleges, schools.
- SE Equality Champions are being consulted.

Engagement with the above is underway although the account team will review activity on an on-going basis to ensure we are addressing all of the areas detailed within this review in a timely fashion.

6. Decide whether to adopt this policy/project - (consider these questions to prompt answers)

1. What were your findings from the consultation/involvement?

2. Taking into account all of the data, information, potential impact issues and consultation feedback, what will you recommend? (Choose & state one option)

     Reject the policy – there is evidence of actual/potential unlawful discrimination, breach of human rights or no support for socio economic disadvantage identified.
     Accept the policy – The EIA demonstrates the policy is robust with no adverse impacts and all opportunities to promote equality/foster good relations and address disadvantage have been taken.
     Modify the policy – Adjust the policy to remove barriers or better promote equality and fairness
     Continue with the policy – Issues with the policy have been identified but you wish to continue with the policy. Clearly set out justification for doing this. Compelling reasons will be needed.

If the Assessment is on a high level policy/strategy state here if further assessments need to be carried out on projects emanating from the policy/strategy and inform project managers.

Modify the policy – detailed within section 4.

Any further projects emanating from our engagement with Diodes will not require additional EqFIAs.

7. Make Monitoring (and review) Arrangements - (consider these questions to prompt answers)

1. How will you know what the actual effect of the policy/project is at policy level and how does it contribute to national progression with minimising socio-economic disadvantage?

2. In what ways will you monitor? e.g. continuously or irregularly, quantitative methods such as surveys, qualitative methods such as interviews

3. How often will monitoring information be analysed?

4. When will you review the policy/project taking into account any monitoring information?

1. There will be a full monitoring and evaluation framework established for this project. Metrics around job creation and any actions agreed within this document can be recorded as part of this.
2. The company will submit progress reports to SE detailing progress against milestones and highlighting any significant changes to the scope of the project. There will be regular reviews during the project to determine progress.
3. Quarterly reviews will be scheduled
4. The project is in its infancy however further actions addressing inclusive growth may become evident and will therefore be addressed by account team.

8. Equality Impact Assessment review

Please forward the completed document to your equality champion for review. This should then be approved by the SRO and returned to your champion for publication on the Scottish Enterprise external website.

9. Summary of Actions

List any actions agreed and indicate dates for review.

As previously stated this opportunity demonstrates a great example of regional partnerships working in harmony, with the SE Account Team closely aligned to support the business as it pursues its aims through account team engagement. The account team will continue to work closely with the business at a strategic level in order to maximise the benefits and outputs from this project Workplace Innovation and SDS will be assisting the site as they endeavour to re-commence their apprenticeship programme at all levels within the business and enhance the skills of existing workforce to ensure they have the optimum blend of experience and knowledge for future years. The site has previously benefitted from having strong and productive relationships with a variety of Scottish Universities (mainly Glasgow, Strathclyde and Edinburgh) therefore the site is looking to re-establish these links.

1/4ly reviews to be undertaken throughout the project – opportunity to review success of actions or modify, if required.

Data Sources
https://www.gov.scot/publications/regional-employment-patterns-scotland-statistics-annual-population-survey-2018/pages/0/
https://www.closethegap.org.uk/content/resources/Making-Manufacturing-Work-for-Women---Summary-of-research-findings-Close-the-Gap-June-2015.pdf
https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications
https://www.skillsdevelopmentscotland.co.uk/media/44868/0711_guide-to-engaging-with-bme-communities.pdf
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