

# **Agriculture and Rural Communities (Scotland) Bill**

## **Equality Impact Assessment**

**February 2024**

# Agriculture and Rural Communities (Scotland) Bill Equality impact assessment record

## Minister

Cabinet Secretary for Rural Affairs, Land Reform and Islands

## Lead official

John Kerr

## Officials involved in the EQIA

James Muldoon, Scottish Government Legal Directorate (SGLD)

## Directorate: Division: Team

Directorate for Agriculture and Rural Economy, Agriculture Policy Division,  
Agriculture Bill Team

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

New policy

## Screening

The Scottish Government's [Vision for Agriculture](#), published in March 2022, outlines our long term vision to transform how we support farming and food production in Scotland to become a global leader in sustainable and regenerative agriculture.

After the UK withdrawal from the EU on 31 January 2020, our priority for agriculture and rural development was to provide stability and security for producers, land managers, and business. In 2020, the [Agriculture \(Retained EU Law and Data\) \(Scotland\) Act](#) was enacted to allow the Scottish Ministers to ensure that the former EU CAP (Common Agricultural Policy) payments and schemes would continue for a period of stability and simplicity after EU-exit.

In August 2022, the Scottish Government ran a public consultation titled '[Delivering our Vision for Scottish Agriculture: Proposals for a new Agriculture Bill](#)'. This consultation set out proposals to deliver the Scottish Government's Vision for Agriculture. The Agriculture and Rural Communities (Scotland) Bill will aim to provide Scotland with a framework to deliver high quality food production, climate mitigation and adaptation, nature protection and restoration, and wider rural development.

At the end of 2023, further changes made by the Retained EU Law (Revocation and Reform) Act 2023 came into force. The former retained EU law is now known as 'assimilated law'.

The new Agriculture and Rural Communities (Scotland) Bill aims to provide the

legal framework to enable delivery of numerous Scottish Government outcomes including, but not exhaustively:

- the Vision for Agriculture;
- the National Performance Framework outcomes;
- [Programme for Government](#) and Bute House draft shared policy programme priorities;
- emissions and nature restoration targets;
- building on minimum regulatory standards;
- Just Transition which supports agriculture, land integration and land use change in a way that follows the Just Transition principles;
- value for money;
- broad alignment to EU CAP objectives;
- Good Food Nation Act; and
- Local Food for Everyone
- [Scotland's Forestry Strategy 2019-2029](#)

The primary purpose of this Bill is to (i) provide the Scottish Ministers with the necessary powers to manage and in due course replace the current assimilated law Common Agricultural Policy framework for agriculture and land use support; and (ii) provide Scottish Ministers with the powers to deliver the Scottish Government's Vision for Agriculture. It also provides the Scottish Ministers with powers to make provision for continuing professional development (CPD) for farmers, crofters, land managers and other persons, and to continue support for wider rural development.

### **Payments Framework**

The broadly framed enabling powers set out in the Bill allow for support payments for a range of specified purposes, including in response to exceptional or unforeseen circumstances in the sector. The powers also allow for changes to support in response to changing need, should the Scottish Ministers choose to do so.

### **Food and Drink**

The enabling powers in the Bill will provide for financial support to food and drink businesses for a range of specified purposes, including in response to exceptional or unforeseen circumstances in the sector.

## **Climate and Nature**

Through the support framework, the Bill enables the Scottish Government to deliver towards the outcomes of climate mitigation, adaptation and nature restoration, and ensure farming in Scotland can continue to produce our food more sustainably, and that the land is managed more sustainably. This will support delivery of outcomes and strategies, including the Climate Change Plan, Scottish National Adaptation Plan and Biodiversity Strategy.

## **Payments Administration & Data**

It is essential that there is strong oversight of public money, and the Scottish Ministers are able by regulations to make provision for checking, enforcing, monitoring payments and evaluating progress to achieving the objectives of the Vision.

## **Support for Rural Communities and Rural Networking**

The broadly framed enabling powers set out in the Bill allow for support to rural communities and for rural networking. They also allow for changes to that approach in response to changing need, should Ministers choose to do so.

## **Animal Health, Welfare and Genetic Resources**

The Bill sets out broadly framed enabling powers that Scottish Ministers may to provide support for the protection, promotion and improvement of animal health, welfare and genetics in order to assist delivery the aims of the Vision for Agriculture.

## **Plant Genetic Resources**

The power in the bill allows Scottish Ministers the power to provide support for plant genetic resources. Plant Genetic Resources are a public good and should benefit all by providing allowing greater potential for conventional breeding of viable plants for the future.

## **Access**

The powers in the bill enable us to provide support to assist with the provision of public access over land. Where support is given, it will be based on the needs of that particular area with a view to ensuring improved public access and the ability of the public to exercise the right of responsible access as set out in the Land Reform (Scotland) Act 2003.

## **Forestry**

The powers provided by this Bill will ensure that, as far as possible, forestry grant payments will continue to support the establishment, management and improvement of woodlands and support for the wider sector on matters including plant health and rural development. This will allow for the continued delivery of the objectives set out the Climate Change Plan and Scotland's Forestry Strategy.

## **Knowledge, innovation, education and training**

The Bill includes new powers in respect of training and personal development relating to agricultural, forestry, land management or related sectors. This is in addition to provision of other forms of learning and sharing information, including provision of advice. It also includes new powers relating to innovation and other research and development activities which may improve or support rural communities, rural land or land use. There is also power to support these activities through the development, use and maintenance digital tools and resources.

In addition, the Bill provides the Scottish Ministers with powers to make provision for continuing professional development (CPD) for farmers, crofters, land managers and other persons.

## **Existing evidence**

The Scottish Government does not record data on the characteristics in the Equality Act 2010 for the agriculture sector, but does record ages and gender of owner/occupiers of agricultural holdings with the most recent data available being from the [2023 Scottish Agricultural Census](#).

We only collect information on the owner/occupier's sex and age from the agricultural census. We also under the agricultural census collect data on employee gender only. The population Census Search | Scotland's Census - [Search by topic \(scotlandscensus.gov.uk\)](#) can provide further data on gender, race, disabilities etc, but the data does not allow detailed breakdown as it is limited to high-level general sectoral data.

The policies do not directly impact on the characteristics in the Equality Act 2010, but data is not collected as standard through agricultural censuses or surveys on it. Should it be required in the future then consideration can would be given on whether this data can be collected in the future to measure if the policies are having any impact.

In 2023 the majority of working occupiers were aged 45 years or over. Over the last 20 years the proportion of working occupiers aged 55 and over has risen from 49 per cent to 66 per cent. Between 2017 and 2021, an average of 63 per cent of working occupiers were aged 55 and over, in 2023 this was comparable at 66 per cent of working occupiers. In 2023, only 15 per cent of the total working occupiers were 44 or under.

Historically, more men have been associated with being an agricultural holding occupier. Between 2017 and 2021, an average of 39 per cent of working occupiers were women. In 2023 working occupiers followed a similar trend with 65 per cent being male and 35 per cent being female.

These estimates may not include some family members who also provide labour. In 2023 the Agricultural Census changed from asking about occupier and spouse to occupier and occupier 2 which included close family members including formalised relationships (married couples and civil partnerships), cohabiting couples and close family relationships (father, mother, daughter, son and sibling). While results may

be similar overtime there will be greater representation of different types of partnership from 2023.

A breakdown of the number of male and female occupiers by age category and working time in 2023 can be found below in Table 1.

**Table 1 – Number of occupiers by age and gender<sup>1</sup>, June 2023.**

	Under 25		25 to 34		35 to 44		45 to 54		55 to 64		Over 64		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Occupier working time														
Occupier(s) full time	25	3	231	36	525	95	934	236	1564	436	1814	494	5093	1300
Occupier(s) half time or more	16	10	113	47	181	120	320	240	532	373	682	377	1844	1167
Occupier(s) less than half time	49	15	173	129	363	316	725	686	1157	970	1375	1208	3842	3324
<b>Total working occupiers</b>	<b>90</b>	<b>28</b>	<b>517</b>	<b>212</b>	<b>1069</b>	<b>531</b>	<b>1979</b>	<b>1162</b>	<b>3253</b>	<b>1779</b>	<b>3871</b>	<b>2079</b>	<b>10779</b>	<b>5791</b>

Source: Results from the Scottish Agricultural Census: June 2023 [published tables](#)

## Who will it affect?

The majority of this Bill will not have a direct impact on persons with protected characteristics, as it mainly provides Scottish Ministers with the powers to provide financial assistance for specified purposes, and to make regulations in connection with the provision of such assistance, rather than actual changes in policy.

Any policy changes that follow will be assessed for their impact on people and businesses, and further Impact Assessments, including an EQIA, will be carried out where appropriate.

Also, the enabling powers in the Bill that allow for regulations to be made for payments administration and the checking enforcing and monitoring of payments will not affect people with protected characteristics.

### Payments Framework

The Payment Framework provisions in the Bill will not impact on any of the protected characteristics.

### Food and Drink

The powers in the Bill will provide for financial support to food and drink businesses in all communities in Scotland. This will include support in response to exceptional or unforeseen circumstances in the sector. While the direct effect will be on

<sup>1</sup> Only includes occupiers and spouses for whom we have age and gender data.

business, this in turn will have a positive impact on the wider community, including those with protected characteristics, through the potential for economic stability and growth, and jobs.

### **Climate and Nature**

The provisions in the Bill will not impact on any of the protected characteristics.

### **Payments Administration & Data**

The broadly framed enabling powers set out in the Bill allow for the Scottish Ministers to make regulations about (1) the provision of support to assist the creation of the new payment framework for the administration of payments and (2) the provision for the collection, processing and or sharing of data where that is necessary to ensure effective governance. These regulations and powers will enable the Scottish Ministers to enforce, monitor and evaluate progress to achieving the objectives of the bill and the Vision. These enabling powers in the Bill will not impact on any of the protected characteristics.

### **Support for Rural Communities and Rural Networking**

The broadly framed enabling powers relating to support for rural communities and rural networking set out in the Bill will not impact on any of the protected characteristics.

### **Animal Health, Welfare and Genetic Resources**

Implementation of the powers in the Bill will primarily affect keepers of livestock and associated businesses. Support for the designated purposes in Bill would be consistent with the responsibilities set out in the Equality Act 2010.

### **Plant Genetic Resources**

Plant genetic resources are a public good. The powers in this bill give us the powers to provide support, which although would be provided to the protectors of the resource, the nature of the resources being protected will benefit society as a whole.

### **Access**

The enabling powers in the Bill allow for support to be provided to support public access, and this will not impact on any of the protected characteristics.

### **Forestry**

Enabling powers provided by this Bill will ensure that, as far as possible, the status-quo is retained and forestry grant payments can continue. Therefore, there is unlikely to be either a positive or negative impact on any persons with protected characteristics in the short term. Any changes to rules or administration of future forestry funding will be subject to further EQIA assessment where appropriate.

## **Knowledge, innovation, education and training**

The enabling powers in the Bill relating to skills and knowledge will not impact on any of the protected characteristics. Any specific schemes or initiatives to encourage new entrants, including those with protected characteristics, as well as any specific schemes and initiatives for women in agriculture, will be subject to further EQIA assessment.

## **What might prevent the desired outcomes being achieved?**

### **Payments Framework**

The provisions in the Bill will enable to desired outcomes to be delivered Many details will be specified in secondary legislation, and separate impact assessments will be conducted during that period.

### **Food and Drink**

The nature of the powers mean that the desired outcomes will be achievable, although the over-arching risk noted above regarding UK Government funding post-2025 applies here as it does to other policy areas.

### **Climate and Nature**

The provisions in the Bill will allow delivery towards the outcomes of climate and nature. This will be subject to secondary legislation, budgets and the scale of what is required. For example, the overall level of emissions reductions will be established under separate plans and strategies such as the Climate Change Plan and Biodiversity Strategy.

### **Payments Administration & Data**

The payment administration and data provisions in the Bill will enable Scottish Ministers to enforce, monitor and evaluate progress to achieving the objectives of the bill and the Vision. Secondary legislation will detail how this will be achieved and separate impact assessments will be undertaken at that time as appropriate.

### **Support for Rural Communities and Rural Networking**

The nature of the broadly framed enabling powers mean that the desired outcomes will be achievable, although the over-arching risk noted above regarding UK Government funding post-2025 applies here as it does to other policy areas.

### **Animal Health, Welfare and Genetic Resources**

The powers contained in the Bill will enable to desired outcomes to be delivered. This would include further consideration of equality during development of policies and legislation that may be required.



## **Plant Genetic Resources**

The provisions in the bill will enable the desired outcomes to be achieved, noting the over-arching risk regarding overall funding.

## **Access**

The provisions in the Bill will enable the desired outcomes to be achieved, noting the over-arching risk regarding overall funding.

## **Forestry**

Enabling powers provided by this Bill will ensure that, as far as possible, the status-quo is retained and forestry grant payments can continue. As the Forestry Grant Scheme (FGS) is already well established it is unlikely that there would be any factors that prevent the continuation of forestry grant support, other than a loss of funding as outlined above.

## **Knowledge, innovation, education and training**

The provisions in the Bill will directly allow delivery towards the outcomes relating to skills and knowledge and will also help to underpin the delivery of the other outcomes in the Vision of Agriculture. This will be subject to secondary legislation, budgets and the scale of what can be achieved with resources.

## **Stage 1: Framing**

### **Results of framing exercise**

The Agriculture and Rural Communities (Scotland) Bill builds on the public consultation on “Delivering our Vision for Scottish Agriculture: Proposals for a new Agriculture Bill”. The Bill reflects the stakeholder feedback received on the consultation.

A framing exercise was initially undertaken to consider the Equality Impact Assessment. The Bill is a framework bill and will enable the development and delivery of new schemes and policies on support. As a result, policies in the Bill are not quantifiable.

Protected characteristic: Age

Protected characteristic: Sex

Protected characteristic: Race/ Ethnicity

Protected characteristic: Religion or belief

### **Extent/Level of EQIA required**

The ‘Delivering our Vision for Scottish Agriculture: Proposals for a new Agriculture Bill’ included a question to assist in determining the extent and level of EQIA

required such as:

*“Are you aware of any examples of how the proposals in this consultation may impact, either positively or negatively, on those with protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation)? Please give reasons for your answer.”*

The consultation analysis noted that most responses did not give any examples of how the proposals in the consultation may impact those with protected characteristics.

It noted that some of the specific points were:

- there was a lack of focus on the impacts or inclusion of women throughout the consultation document,
- the impact of additional red tape on those with dyslexia,
- increased technological solutions impacting older people who may not have confidence with technology,
- little detail in the consultation in terms of support for young people,
- insufficient detail in the consultation on the impact of protected characteristics and that analysis needs to take place.

Further to this consultation there was substantial stakeholder engagement through the public consultation with nine in person events throughout Scotland (Inverness, Skye, Aberdeen, Oban, Scottish Borders, Stirling, Dumfries and Galloway, Ayrshire, and Orkney). In addition, five online events designed to ensure that views from across Scotland were heard.

The results of these engagements did not highlight any potential negative impacts that the Bill itself and the initiatives and policies covered within may have on certain groups. This has allowed any negative impacts to be considered thoroughly and ensured steps were taken to mitigate these. However, as the Bill is largely enabling it will have limited impact on equalities and protected characteristics. As such, minimal assessment is required at this stage.

The Scottish Government will ensure the teams working on future policy changes in secondary legislation are aware of the need to consult/further assess where appropriate.

This would normally include an EQIA being undertaken when future policies, that will follow on from the high-level legislation powers set out in the bill, are being developed. In due course.

## **Payments Framework**

No impacts identified in relation to Payments Framework powers in the Bill.

## **Food and Drink**

No impacts identified in relation to the food and drink provisions in the Bill.

## **Climate and Nature**

No impacts identified, noting the Bill outlines climate and nature as a purpose of support, which will be delivered through the payments framework.

## **Payments Administration & Data**

No impacts identified in relation to Payments Administration and Data enabling powers in the Bill.

## **Support for Rural Communities and Rural Networking**

No impacts identified regarding the broadly framed enabling powers set out in the Bill.

## **Animal Health, Welfare and Genetic Resources**

No negative impacts of the powers within the Bill on equalities and protected characteristics have been identified.

## **Plant Genetic Resources**

No impacts identified in relation to plant genetic resources in the bill.

## **Access**

No negative impacts have been identified in relation to access rights.

## **Forestry**

No negative impacts of the powers within the Bill on equalities and protected characteristics have been identified.

However, these factors will need to be considered fully in relation to any future forestry policies to ensure there is due consideration of any impact, both positive and negative, on those with protected characteristics.

## **Knowledge, innovation, education and training**

No impacts identified regarding the broadly framed enabling powers set out in the Bill.

## **Future consideration**

While the proposals in the bill do not have any direct or indirect equality impacts, as noted above, it should be noted that a previous EQIA undertaken by Scottish Forestry relating to the Forestry Grant Scheme (FGS) indicated that 1 in 5 people in

Scotland label themselves as disabled, and 1 in 10 people are thought to be dyslexic. Previous research from onescotland.org carried out by partners in the rural sector indicated that those working in land based sectors typically have a higher rate of dyslexia than the average population, so the ratio may be higher for our staff and targeted customers.

The Scottish Agricultural Census (June 2023) also shows that the majority of working occupiers in Scotland are Men (65%) and women make up 35%. Further, the age profile of working occupiers shows that the majority (85%) are older than 45. Male and female working occupiers are generally similar ages.

While the above figures are notable, those with protected characteristics are not likely to be adversely impacted by the Bill as it is a framework Bill, providing a suite of powers for Scottish Ministers to provide support for various purposes. However, there is potential for those with protected characteristics to be impacted in the future when drafting secondary legislation or future guidance to support new rural payments schemes.

As such further consideration and equalities impacts assessment will be undertaken when developing future policy options for secondary legalisation proposals and subsequent support schemes, in due course.

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

The results of evidence gathered (including framing exercise, qualitative and quantitative data and the source of that information) from the national statistics, surveys and consultations with relevant equality groups.

Characteristic <sup>2</sup>	Evidence gathered and Strength/quality of evidence	Source	Data gaps identified and action taken
Age	Rural areas tend to have an older population when compared to the rest of Scotland. Specifically, rural areas have a lower proportion of the population in the age range 16 to 44 but a higher proportion of people aged 45 and over. This is particularly true for the age range of 65 and over in remote rural areas.	<a href="#">annex-portfolio-assessment-update-key-risks.pdf (www.gov.scot)</a>  <a href="#">Rural Scotland Key Facts 2021 - gov.scot (www.gov.scot)</a>	N/A
Disability	Less than half of people living in rural areas of Scotland live within a 15 minute drive time to a GP by public transport,	<a href="#">annex-portfolio-assessment-update-key-risks.pdf (www.gov.scot)</a>	Gap at agricultural sector level

<sup>2</sup> Refer to Definitions of Protected Characteristics document for information on the characteristics.

	<p>with only around two thirds of people in rural Scotland within a 15 minute drive time by public transport to a post office. There is broadly the same level of disabled people in rural and urban areas. Disabled people tend to be more dependent on public transport so lower levels of public transport provision can have a greater impact on disabled people in rural areas.</p>	<p><a href="http://www.gov.scot/RuralScotlandKeyFacts2021">Rural Scotland Key Facts 2021 - gov.scot (www.gov.scot)</a></p>	
<b>Sex</b>	<p>There is a significant gender pay gap for women in remote rural areas (median gross annual pay for women full-time employees £27,231 compared to £32,021 for men).</p>	<p><a href="http://www.gov.scot/annex-portfolio-assessment-update-key-risks.pdf">annex-portfolio-assessment-update-key-risks.pdf (www.gov.scot)</a></p>	N/A
<b>Pregnancy And Maternity</b>	<p>No evidence</p>	N/A	N/A
<b>Gender reassignment</b>	<p>There is limited reliable data on Scotland's trans population, much less those in rural areas or agriculture sector</p>	N/A	N/A
<b>Sexual orientation</b>	<p>The lesbian, gay, bisexual, or other (LGBO) population of Scotland is estimated at 2.6%. A higher proportion of the population identify as LGBO in urban areas than in rural.</p>	<p><a href="http://www.gov.scot/ScottishSurveysCoreQuestions2018AnalyticalTables">Scottish surveys core questions: 2018 analytical tables - gov.scot (www.gov.scot)</a></p>	Gap at agricultural sector level
<b>Race</b>	<p>There is little evidence of Rural Agriculture and Island (RAI) portfolio spend in this area. Spending in other portfolio areas may impact on this inequality. However, much of the damage and negative experience is likely to be linked to migration policy which is reserved to the UK Government.</p> <p>Seasonal workers in Scottish agriculture have also been</p>	<p><a href="http://www.gov.scot/annex-portfolio-assessment-update-key-risks.pdf">annex-portfolio-assessment-update-key-risks.pdf (www.gov.scot)</a></p> <p><a href="http://www.gov.scot/PovertyandIncomeInequalityinScotland2017-20">Poverty and Income Inequality in Scotland 2017-20 - gov.scot (www.gov.scot)</a></p>	Gap at agricultural sector level

	shown to face difficulties with xenophobia and racism in previous years. Further research is underway into this topic.		
<b>Religion or belief</b>	No evidence	N/A	N/A
<b>Marriage and Civil Partnership</b> (the Scottish Government does not require assessment against this protected characteristic unless the policy or practice relates to work, for example HR policies and practices - refer to Definitions of Protected Characteristics document for details)	No evidence	N/A	N/A

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

The data and evidence gathered on the potential impacts.

**Do you think that the policy impacts on people because of their age?**

#### Payments Framework

<b>Age</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of			X	The Payments Framework powers contained in the Bill

opportunity				will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good relations among and between different age groups			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

### Food and Drink

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations among and between different age groups			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Climate and Nature

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	Addressing the climate and nature outcomes, under the Vision, through the Bill do not impact on any equality characteristics.

Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill do not impact on any equality characteristics.
Promoting good relations among and between different age groups			X	Addressing the climate and nature outcomes, under the Vision, through the Bill do not impact on any equality characteristics.

### Payments Administration & Data

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good relations among and between different age groups			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

### Support for Rural Communities and Rural Networking

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural



and victimisation				Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged.
Promoting good relations among and between different age groups	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged.

### Animal Health, Welfare and Genetic Resources

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The Broad based enabling powers in the Bill are more likely to benefit equalities and

				protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good relations among and between different age groups			X	The Broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

### Plant Genetic Resources

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Promoting good relations among and between different age groups			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Access

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations among and between different age groups			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations among and between different age groups			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations among and between different age groups			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

## Do you think that the policy impacts disabled people?

### Payments Framework

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good relations among and between disabled and non-disabled people			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

### Food and Drink

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations among and between disabled and			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for

non-disabled people				specified purposes, with no impact on any equality characteristics.
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### Climate and Nature

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good relations among and between disabled and non-disabled people			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

Promoting good relations among and between disabled and non-disabled people			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
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### Support for Rural Communities and Rural Networking

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged.
Promoting good relations among and between disabled and non-disabled people	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to

				ensure lesser heard groups are engaged.
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### Animal Health, Welfare and Genetic Resources

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good relations among and between disabled and non-disabled people			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

### Plant Genetic Resources

<b>Disability</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination, harassment and victimisation			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

Promoting good relations among and between disabled and non-disabled people			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
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### Access

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations among and between disabled and non-disabled people			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations among and between disabled and non-disabled people			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.



### Knowledge, innovation, education and training

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations among and between disabled and non-disabled people			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

Do you think that the policy impacts on men and women in different ways?

### Payments Framework

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good relations between men and women			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

### Food and Drink

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food

				and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations between men and women			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Climate and Nature

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good relations between men and women			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing , monitoring and evaluation of progress towards achieving

				the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing , monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good relations between men and women			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing , monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

### Support for Rural Communities and Rural Networking

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural

				Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Promoting good relations between men and women	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

#### Animal Health, Welfare and Genetic Resources

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good relations between men and women			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support

				for protection, promotion and improvement of animal health, welfare and genetics.
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### Plant genetic resources

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Promoting good relations between men and women			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Access

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations between men and women			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations between men and women			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations between men and women			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

**Do you think that the policy impacts on women because of pregnancy and maternity?**

### Payments Framework

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments

				and do not impact on any protected characteristics.
Promoting good relations			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

### Food and Drink

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Climate and Nature

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good relations			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing , monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good relations			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.



### Support for Rural Communities and Rural Networking

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Promoting good relations	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

### Animal Health, Welfare and Genetic Resources

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good relations			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

### Plant genetic resources

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those

				holding plant genetic resources and do not impact on any protected characteristics.
Promoting good relations			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Access

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

<b>Pregnancy and Maternity</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

**Do you think your policy impacts on transsexual people?**

### Payment Framework

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good relations			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

### Food and Drink

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to

				the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

#### Climate and Nature

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good relations			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good relations			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

### Support for Rural Communities and Rural Networking

<b>Gender reassignment</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Promoting good relations	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

### Animal Health, Welfare and Genetic Resources

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

Promoting good relations			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
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### Plant genetic resources

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Promoting good relations			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Access

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no



				likely impact on this protected characteristic.
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### Forestry

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

**Do you think that the policy impacts on people because of their sexual orientation?**

### Payment Framework

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good relations			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

### Food and Drink

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Climate and Nature

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good relations			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good relations			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

### Support for Rural Communities and Rural Networking

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Promoting good relations	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

### Animal Health, Welfare and Genetic Resources

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to

				gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good relations			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

### Plant genetic resources

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Promoting good relations			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Access

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

<b>Sexual orientation</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

**Do you think the policy impacts on people on the grounds of their race?**

**Payment Framework**

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good race relations			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

**Food and Drink**

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good race relations			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Climate and Nature

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good race relations			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good race relations			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do



				not impact on any protected characteristics.
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**Support for Rural Communities and Rural Networking**

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Promoting good race relations	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

**Animal Health, Welfare and Genetic Resources**

<b>Race</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by

				providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good race relations			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

### Plant genetic resources

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Promoting good race relations			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Access

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good race relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good race relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good race relations			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

**Do you think the policy impacts on people because of their religion or belief?**

**Payments Framework**

<b>Religion or belief</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.
Promoting good relations			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

**Food and Drink**

<b>Religion or belief</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Advancing equality of opportunity			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.
Promoting good relations			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Climate and Nature

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Advancing equality of opportunity			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
Promoting good relations			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.

### Payments Administration & Data

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Advancing equality of opportunity			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
Promoting good relations			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards

				achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.
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### Support for Rural Communities and Rural Networking

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Advancing equality of opportunity	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.
Promoting good relations	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

### Animal Health, Welfare and Genetic Resources

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Advancing equality of opportunity			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.
Promoting good relations			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of animal health, welfare and genetics.

### Plant genetic resources

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
Advancing equality of opportunity			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

Promoting good relations			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.
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### Access

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Advancing equality of opportunity			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.
Promoting good relations			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Knowledge, innovation, education and training

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.



Advancing equality of opportunity			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.
Promoting good relations			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

**Do you think the policy impacts on people because of their marriage or civil partnership?**

**Payment Framework**

<b>Marriage and Civil Partnership<sup>3</sup></b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Framework powers contained in the Bill will enable Ministers to provide support payments and do not impact on any protected characteristics.

**Food and Drink**

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

**Climate and Nature**

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
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<sup>3</sup> In respect of this protected characteristic, a body subject to the Public Sector Equality Duty (which includes Scottish Government) only needs to comply with the first need of the duty (to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010) and only in relation to work. This is because the parts of the Act covering services and public functions, premises, education etc. do not apply to that protected characteristic. Equality impact assessment within the Scottish Government does not require assessment against the protected characteristic of Marriage and Civil Partnership unless the policy or practice relates to work, for example HR policies and practices.

Eliminating unlawful discrimination			X	Addressing the climate and nature outcomes, under the Vision, through the Bill does not impact on any equality characteristics.
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#### Payments Administration & Data

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

#### Support for Rural Communities and Rural Networking

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination	X			The framework powers set out in the Bill will have a positive impact for Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.

#### Animal Health, Welfare and Genetic Resources

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The broad based enabling powers in the Bill are more likely to benefit equalities and protected characteristics by providing equal opportunity to gain support for protection, promotion and improvement of

				animal health, welfare and genetics.
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### Plant genetic resources

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The plant genetic resources power contained in the Bill will enable Ministers to provide support to those holding plant genetic resources and do not impact on any protected characteristics.

### Food and Drink

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The food and drink business support provisions in the Bill will enable Ministers to provide financial support to the food and drink sector for specified purposes, with no impact on any equality characteristics.

### Access

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

### Forestry

<b>Marriage and Civil Partnership</b>	<b>Positive</b>	<b>Negative</b>	<b>None</b>	<b>Reasons for your decision</b>
Eliminating unlawful discrimination			X	The Bill does not change existing policy so there is no likely impact on this protected characteristic.

## Knowledge, innovation, education and training

Marriage and Civil Partnership	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination			X	No impacts identified regarding the broadly framed enabling powers set out in the Bill.

## Stage 4: Decision making and monitoring

### Identifying and establishing any required mitigating action

Have positive or negative impacts been identified for any of the equality groups?	<p>Equalities considerations were made early on in the policy process for this legislation. Overall, no negative impacts have been identified regarding the broadly framed enabling powers set out in the Bill.</p> <p>One indirect positive impact has been identified under Rural Communities and Rural Networking by providing continued opportunity for actions to support development of the Rural Delivery Plan, rural community development and rural networking, helping to ensure lesser heard groups are engaged and their needs considered.</p>
Is the policy directly or indirectly discriminatory under the Equality Act 2010?	The proposals in the bill are not directly or indirectly Discriminatory.
If the policy is indirectly discriminatory, how is it justified under the relevant legislation?	n/a
If not justified, what mitigating action will be undertaken?	n/a

### How Equality Impact analysis has shaped the policy making process

The EQIA process has confirmed that the proposed Bill has no impact on any of the protected characteristics. Given that some positive and no negative impacts have been identified, no direct changes are recruit to the proposal in the bill, as a result of this EQIA. Further consideration and equalities impact assessment will be undertaken when developing future policy options for secondary legislation proposals and subsequent support schemes, that will follow on from this Bill, in due course.

The new powers in the bill will enable for a wider range of support to be provided in

relation to Continuing Professional Development (CPD) and knowledge, innovation, education and training. In particular, there are no current powers relating to CPD. This could include more opportunities for women, young people and others with protected characteristics.

Any specific schemes or initiatives to encourage new entrants, including those with protected characteristics, as well as any specific schemes and initiatives for women in agriculture, will be subject to further EQIA assessment.

### **Payments Framework**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill.

### **Food and Drink**

The food and drink provisions in the Bill have been drafted to support the food and drink sector regardless of the characteristics of those in business who will benefit from such support, and with an awareness of the benefits of such support for the wider community.

### **Climate and nature**

No impacts have been identified. Addressing the climate and nature outcomes, under the Vision, through the Bill do not impact on any equality characteristics.

### **Payments Administration & Data**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill. The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

### **Support for Rural Communities and Rural Networking**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill. However, we will continue to view policy development in this area through an equalities lens, ensuring that impacts on people with protected characteristics are fully considered.

### **Animal Health, Welfare and Genetic Resources**

No impacts have been identified from the broad based enabling powers set out in the Bill. The powers need for these powers has been identified and they have been developed to avoid unintended impacts on equality and protected characteristics.

### **Plant genetic resources**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill.

## **Access**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill.

## **Forestry**

The powers conferred by the Bill seek to provide continuity, so far as possible, with the existing forestry grant scheme. No changes are currently proposed but when further development takes place during the drafting of the secondary legislation further consideration will be given to carrying out an EQIA.

## **Knowledge, innovation, education and training**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill. We will continue to view policy development in this area through an equalities lens and ensure that we fully consider the impact of people with protected characteristics.

## **Monitoring and Review**

Further consideration and equality impact assessment will be undertaken when developing future policy options for secondary legalisation proposals and subsequent Scottish Statutory Instruments (SSIs) required to delivery support schemes, in due course. These subsequent consideration will take due consideration of, and report on, on equalities information, including age, sex, gender, etc. The Scottish Government will keep these impacts under review during the future development period.

## **Payments Framework**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill.

## **Food and Drink**

No impacts have been identified in relation to the food and drink support provisions in the Bill.

## **Climate and nature**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill. We will continue to view policy development in this area through an equalities lens and ensure that we fully consider the impact of people with protected characteristics.

## **Payments Administration & Data**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill. The Payments Administration and data powers contained in the Bill will enable Ministers to create a framework for the enforcing, monitoring and

evaluation of progress towards achieving the objectives of the Vision and the bill. They do not impact on any protected characteristics.

### **Support for Rural Communities and Rural Networking**

We will continue to monitor for impacts on people with protected characteristics.

### **Animal Health, Welfare and Genetic Resources**

Impacts will be monitored during the development and implementation of policies that will be developed using the powers available in the Bill.

#### **Plant genetic resources**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill and therefore this element will not be reviewed. When support is planned, this will be considered.

#### **Access**

No impacts have been identified regarding the broadly framed enabling powers set out in the Bill.

#### **Forestry**

No impacts have been identified regarding the powers within this Bill. Enabling powers provided by this Bill will ensure that, as far as possible, the status-quo is retained and forestry grant payments can continue. Due to this there is not likely to be any short term change in rules or administration relating to the FGS and therefore there will be neither a positive or negative impact on any persons with protected characteristics.

Information on the impacts on protected characteristics will be gathered during the development of EQIAs specific to each policy area when drafting secondary legislation, where applicable.

### **Knowledge, innovation, education and training**

We will continue to monitor for impacts on people with protected characteristics during the development and implementation of policies that will be developed using the powers available in the Bill.

## **Stage 5 - Authorisation of EQIA**

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

#### **Yes**

- ◆ Opportunities to promote equality in respect of age, disability, gender

reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

### **Yes**

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

### **Not applicable**

### **Declaration**

I am satisfied with the equality impact assessment that has been undertaken for the Agriculture (Scotland) Bill and give my authorisation for the results of this assessment to be published on the Scottish Government's website.

**Name: Mairi Gougeon**

**Position: Cabinet Secretary for Rural Affairs, Land Reform and Islands**

**Authorisation date: 16 February 2024**





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Any enquiries regarding this publication should be sent to us at

The Scottish Government  
St Andrew's House  
Edinburgh  
EH1 3DG

ISBN: 978-1-83521-919-5 (web only)

Published by The Scottish Government, February 2024

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA  
PPDAS1411734 (02/24)

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