

*The Colleges of Further Education and Regional Strategic Bodies (Membership of Boards) (Scotland) Order 2023*

# **Island Communities Impact Assessment (ICIA)**

## **ISLAND COMMUNITIES IMPACT ASSESSMENT**

<b>Name of Policy, Strategy or Service</b>	<i>The Colleges of Further Education and Regional Strategic Bodies (Membership of Boards) (Scotland) Order 2023</i>
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### **STEP ONE – DEVELOP A CLEAR UNDERSTANDING OF YOUR OBJECTIVES**

What are the objectives of the policy, strategy or service?	The objective is to add two trade union nominees, one from support staff unions and one from teaching staff unions, to the boards of colleges.
What are the intended impacts or outcomes?	The intended outcome of adding trade union nominees to college boards is to implement one of the recommendations of the Good College Governance Taskforce that were made in 2016 to improve governance of colleges by adding two trade union nominees to college boards.
How do these impacts potentially differ as between mainland and Island communities?	There are no identified differences in impact of the policy across the mainland and the islands.

### **STEP TWO – GATHER YOUR DATA AND IDENTIFY YOUR STAKEHOLDERS**

What data is available about the current situation in the islands?	Data on the gender representation of college boards.
Do you need to consult?	The Scottish Government has consulted on this proposal, running an 8 week consultation, from 1 December 2022 to 27 January 2023.
Who are your key Stakeholders?	College boards, Good Governance Steering Group and trade unions.
How does any existing data differ between islands?	Data on the board composition by gender is available for all of Scotland's colleges.

Are there any existing design features or mitigations in place?	No
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### STEP THREE - CONSULTATION

<p>Is there are information already gathered through previous engagements?</p> <p>How will you carry out your consultation and in what timescales? Public meetings/local authorities/key stakeholders</p> <p>What questions will you ask when considering how to address island realities?</p> <p>Separate consultation events for Island communities/local authorities?</p>	<p>The Scottish Government ran a 8 week public consultation which ran from 1 December 2022 to 27 January 2023, which generated 29 responses.</p>
<p>The views of island communities - Information gathered through consultations</p>	<p><b>University of the Highlands and Islands West Highland response to the consultation.</b></p> <ul style="list-style-type: none"> <li>Concerns raised related to the terminology of TU nominees on boards, rather than any impact that was particular to the islands.</li> </ul>

### STEP FOUR - ASSESSMENT

<p>Does your assessment identify any unique impacts on island communities? (Further detail in the Guidance):</p> <ul style="list-style-type: none"> <li>Demographic</li> <li>Economic</li> </ul>	No
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<ul style="list-style-type: none"> <li>• Gaelic</li> <li>• Social</li> </ul>	
Does your assessment identify any potential barriers or wider impacts?	No
Are there mitigations already in place for these impacts raised?	N/A

### **Is a full Island Communities Impact Assessment required?**

You should now determine whether, in your opinion, your policy, strategy or service is likely to have an effect on an island community which is significantly different from its effect on other communities (including other island communities). To form your opinion, the following questions should be considered:

Are there mitigations in place for the impacts identified and noted above from stakeholders and community consultations? (If further ICIA action is not required, complete the section below and publish).	N/A
Does the evidence show different circumstances or different expectations or needs, or different experiences or outcomes as between whom? (such as levels of satisfaction, or different rates of participation)?	No
Are these different effects likely?	N/A
Are these effects significantly different?	No
Could the effect amount to a disadvantage for an island community compared to the mainland or between island groups?	No
If your answer is 'no' to the above questions, please complete the box below.	

<p>If the answer is 'yes', an ICIA must be prepared and you should proceed to Step 5.</p>	

**A full Island Communities Impact Assessment IS required**

**STEP FIVE – PREPARING YOUR ICIA**

In Step Five, you should describe in the box below, the likely significantly different effect of the policy, strategy or service.

<p>Assess the extent to which you consider that the policy, strategy or service can be developed or delivered in such a manner as to improve or mitigate, for island communities, the outcomes resulting from it.</p> <p>Consider alternative delivery mechanisms and whether further consultation is required.</p> <p>Describe how these alternative delivery mechanisms will improve or mitigate outcomes for island communities.</p> <p>Identify resources required to improve or mitigate outcomes for island Communities</p>	<p>There are no likely significantly different effects of the policy on island communities.</p>
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**STEP SIX – MAKING ADJUSTMENTS TO YOUR WORK**

<ul style="list-style-type: none"> <li>• Should delivery mechanisms/mitigations vary in different island communities?</li> <li>• Do you need to return to the consultation participants in respect of mechanisms or mitigations?</li> </ul>	<p>No</p> <p>No</p>
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<ul style="list-style-type: none"> <li>• Have island circumstances been factored into the evaluation process?</li> </ul>	<p>Yes</p>
<ul style="list-style-type: none"> <li>• Have any island-specific indicators/targets been identified that require monitoring?</li> </ul>	<p>No</p>
<ul style="list-style-type: none"> <li>• How will outcomes be measured on the islands?</li> </ul>	<p>As the policy is implemented, the Good Governance Steering Group will discuss outcomes and how implementation is progressing.</p>
<ul style="list-style-type: none"> <li>• How has the policy, strategy or service affected island communities?</li> </ul>	<p>As these changes are discreet administrative changes in governance, there should be no impact on island communities. There will be no direct impact on educational opportunities and there should be no distinct differences in governance as a result of the changes between the Mainland and Islands.</p>
<ul style="list-style-type: none"> <li>• How will lessons learned in this ICIA inform future policy making and service delivery?</li> </ul>	<p>N/A</p>

## STEP SEVEN – PUBLISHING YOUR ICIA

<ul style="list-style-type: none"> <li>• Does your ICIA need to be presented in Gaelic or any other language?</li> <li>• Where will you publish your ICIA and will relevant stakeholders be able to easily access it?</li> <li>• Confirm appropriate level of sign off?</li> </ul>	<p><b>Yes it will be published in Gaelic</b></p> <p><b>Scottish Government website</b></p>
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ICIA completed by (name)	Adam Mackie
Position	Lead Policy Officer
Signature and date	Adam Mackie 14 September 2023
ICIA authorised by (we recommend DD level)	Stuart Greig
Position	DD – ; Lifelong Learning & Skills
Signature and date	Stuart Greig 22 September 2023