

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final - Interim

1. Title of proposal

The City of Edinburgh Council's Community Wealth Building (CWB) Plan – Interim IIA

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

Pending approval from Policy and Sustainability Committee, the Council will have agreed to publish The City of Edinburgh Council's Community Wealth Building Plan 2026-2029 on its website, and to commence implementation from 2026 onwards. The plan will include actions to roll out across various service areas, which will range from creating case studies to promote existing work to running pilot projects in particular service areas.

The aim is that this plan will result in positive impacts particularly for local businesses, third sector and community organisations, workers, and those facing disadvantage or with experience of poverty.

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

Extensive public consultation and engagement on the draft plan took place between June to September 2025. This included in-person and online workshops, drop-in sessions, one to one interviews, and an online survey.

4. Is the proposal considered strategic under the Fairer Scotland Duty?

Yes

5. Date of IIA

5th November 2025

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

Name	Job Title	Date of IIA training
------	-----------	----------------------

Chris Adams	Strategy Manager (City Strategies) (Lead officer)	2018
Bria Clegg	Senior Policy and Insight Officer (CWB) (Report writer, and facilitator)	2024
Eleanor Cunningham	Lead Officer	2019
Elena Grant	Lead Officer	2025
Al Bryce	Business Growth Programme and Contracts and Programme Manager	
Michael Edwards	Community Empowerment and Engagement Officer, and Edinburgh Visitor Levy Participatory Budgeting Project Manager	2022
Julie Waldron	Sustainability Partnerships and Climate Change Programme Manager	2025
Maggie Deane	Commercial Partner	
Ross Irvine	Planning Officer	2024

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on populations in need – where available use disaggregated data	Populations/groups directly targeted by the CWB Plan: Local Businesses – Nomis, Labour Market Profile – City of Edinburgh Federation of Small Businesses ‘Scotland Big Small Business Survey’ August 2025	The UK Business Counts (2024) data shows that there are 18,015 enterprises in Edinburgh. 15,405 of these are micro (0-9 people), 2,085 of these are small (10 to 49 people), 395 are medium (50 to 249 people) and 125 are large (250+ people). This means that 85.5% of Edinburgh’s businesses are micro and 11.6% are small. This report is based on a research survey of FSB members that received 478 responses between January to March 2025. The main findings relevant to the Council’s CWB work were that: • Small businesses were more likely to view the immediately preceding year as the most difficult in terms of trading conditions. • The vast majority of Scottish SMEs have never tendered for or run any public contracts. The number who have decreased by 7% since 2023. • Scottish SMEs who have tendered for a public contract are even more dissatisfied with the process than in 2023. • Over three quarters of Scottish SMEs continue to find the public procurement process too complex and geared towards larger businesses.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Federation of Small Businesses 'Big Small Business Survey' presentation for the Edinburgh and South East Scotland City Region Deal	• Over half of Scottish SMEs do not believe procurement spend with small/micro businesses by local authorities/public sector bodies is sufficient. • Two thirds of Scottish SMEs are not aware of any efforts by the local authorities in the areas in which they operate to increase their amount of procurement spend with local businesses. • Over half of Scotland's SME employers pay at least the real Living Wage. • Two fifths of Scotland's small businesses don't believe there is enough support to start your own business in Scotland. • Almost three quarters of small businesses now believe that the state of the economy is the main barrier to starting up a business in Scotland. 101 respondents based in Edinburgh responded to the FSB business survey. Those with 1-5 employees were most widely represented in the respondents (42.6%). Turnover data: Of these 33.7% reported a decrease in turnover in the last year. Staffing data: 48.1% felt that they did not have enough staff to meet their business needs over the past year, and 42.7% did not feel confident that they could employ enough appropriately skilled staff if needed that year. 76.8% did not engage with schools/colleges/universities in relation to careers/recruitment. Pay data:

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		17.8% were real Living Wage accredited, 50% paid the real Living Wage but weren't accredited and 32.2% responded that they were not real Living wage accredited and did not state that they paid the RLW without accrediting. Public contracts/procurement data: 66.3% have not tendered or run for any public contracts, and 57.4% felt that key players in the community such as the local authority do not understand the needs of local businesses. Of those who had tendered for a public contract, 70.3% found the process complex and challenging to navigate and not satisfactory, and 29.7% found the process a little challenging but overall satisfactory. For those with negative experiences, 79.4% said this was due to the complexity of the system and paperwork used in the process. 59.4% felt that procurement spend by the local authority/public sector bodies was not sufficient with small/micro businesses. The evidence collected about businesses in Edinburgh shows that: • Micro and small to medium sized businesses are an important part of Edinburgh's economy. • These organisations are experiencing challenging business conditions. • These organisations would like to see more progress around making public procurement more accessible and supporting businesses to start-up.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Edinburgh Workers Nomis, Labour Market Profile – City of Edinburgh	Employment rates Based on data from July 2024 to June 2025, 83.9% of Edinburgh residents are economically active, and 2.5% are unemployed. Economic activity rates are higher among males (87.2%) than females (81.1%). 16.1% of residents are economically inactive, and 20.3% of this population wants a job. 21.6% of those who are economically inactive are on long-term sick. 11.8% of households are workless in Edinburgh. Earnings Gross weekly pay in Edinburgh is £778.50, higher than the Scottish average of £740. Male full-time workers have a higher gross weekly pay (£809.40) than female full-time workers (£739.90). This difference (£69.50) is slightly higher than the Scottish average (£66.70). This employment data shows that: • A proportion of residents in Edinburgh are currently economically inactive but would like to get a job. • That long-term sickness is a significant factor in driving economic inactivity. • That there is a gender pay gap in the city.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Third Sector and Community Organisations SCVO, Scottish Third Sector Tracker SPICe (2024) What we know about the third sector's contribution to Scotland's economy	Based on a longitudinal survey with a representative panel of Scotland's third sector organisations, the survey has been conducted every four months since August 2021. Based on data from February to March 2025 – • 93% of organisations reported facing challenges. • The number one challenge was a tie between rising costs and inflation and financial cash flow restraints, this was followed by volunteer shortages. • In the past four months, 8 in 10 organisations reported acting in response to financial challenges. Most frequently reported actions included applying for funding, using their financial reserves and fundraising. • 37% reported running a deficit budget. • 36% hadn't had their funding confirmed for 2025-26. • 55% of organisations reported a moderate-significant challenge when attempting to recruit volunteers. In 2022, the turnover of the third sector was £9.2 billion in Scotland. Higher than the accommodation and food services sector of £8.9 billion. Estimates that in 2022 about 5% of

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Social Enterprise in Scotland – Census 2024	the Scottish workforce was employed in the third sector. Median hourly pay in the ‘non-profit’ sector for 2023 was £15.13 lower than the all sector median of £16.56 but higher than that for the private sector of £14.41. 9,000 employed in social enterprises in Scotland. Key trends in this report are as follows: • There are 6,103 social enterprises currently operating in Scotland with a total annual income of £5.2bn and adding £2.89bn of gross value to the Scottish economy. • In Edinburgh there are 776 social enterprises, accounting for 13% of all social enterprises in Scotland. • There are 90,050 full-time equivalent employees in the sector and 88% report paying at least the real Living Wage. • 53% reported that the economic climate had had a negative impact on their organisation. • 77% of respondents reported not bidding for any public sector contracts in the past 12 months. • Of those that did engage in the bidding process – 16% reported winning a contract by bidding alone, 6% were successful in winning a contract as part of a consortium and 7% reported unsuccessful bids. • To feel better prepared to bid – a third cited more capacity to

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Residents facing financial exclusion Social Investment Scotland 'Understanding financial exclusion: a deep dive into	write bids and a quarter cited collaboration opportunities with other organisations. • Qualitative interviews highlighted challenges faced when bidding for public sector contracts such as – the resource-intensive nature of the process, lack of feedback following unsuccessful bids, complexity of procurement requirements and short deadlines. Disconnect between policy intention and reality of bidding for public sector contracts. Data regarding the third sector indicates that: • the third sector is a key part of Scotland and Edinburgh's economies. The sector is a significant employer and provides key services to communities. • The sector is facing challenges, particularly in terms of financial sustainability and in recruiting volunteers. • The majority of social enterprises don't bid for public contracts or struggle to secure them. Scotland has a notably higher proportion of financially vulnerable individuals.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	vulnerable groups' (2024)	
Data on service uptake/access		
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation	The Edinburgh Poverty Commission – 2025 Update – Actios to End Poverty in Edinburgh (2025) Wealth in Scotland 2006-2020 (2022)	In 2024, 17% of people in Edinburgh were living in poverty including 21% of all children. That represents 89,000 people in total. The proportion of people in Edinburgh who were destitute rose by 15% between 2019 to 2023. 61% of people living in poverty are in a household where at least one adult is working. 15,000 people in Edinburgh are in work but still depend on Universal Credit to top up their income. Personal wealth is a key component of people's standard of living. It is a source of finance to improve living standards, allows investment in opportunities such as education, and provides a buffer for emergencies such as unemployment or illness. Data from just before the pandemic shows that a typical household in Scotland had £214,000 in total wealth. A typical household in the wealthiest 10% of households had £1.7 million in total wealth, a household in the least wealthy 10% of households had £7,600. The least wealthy households rarely own their property or have any private pension savings. Their wealth is mainly made up of possessions such as cars, furniture and clothing.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	Poverty and Income Inequality in Scotland 2020-23 (2024) Population and demographics (based on 2022 data)	Wealth inequality is more severe than income inequality – 2% of households with the highest incomes had 9% of all income while the wealthiest 2% of households had 18% of all wealth. Households that tend to be wealthier are often higher income households, pensioner couples and home owners. Households with below average wealth tend to be low income households, lone parents and single working-age adult households, and those who live in rented housing. 3 out of 10 households had insufficient savings to keep them above the poverty line for a month should they lose their income. 4% of households were in unmanageable debt. 1/3 of households did not own a property and 1/3 of adults had no private pension savings. This report provides estimates of poverty and income inequality in Scotland for April 2021 to March 2023. 24% of children were living in relative poverty after housing costs in 2020-23. 21% of working-age adults were living in relative poverty after housing costs in 2020-23. 15% of pensioners were living in relative poverty after housing costs in 2020-23. Just over 2 in 5 people (43.5%) in Edinburgh live in the 20% least deprived areas of Scotland. Over half of the population in both North West and South East live in the 20% least deprived datazones in Scotland and North East has the highest proportion living in the most deprived

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		datazones. Just slightly more than 1 in 9 (11.6%) people in Edinburgh live in the 20% most deprived areas of Scotland. Just over 2 in 5 people (43.5%) in Edinburgh live in the 20% least deprived areas of Scotland.
Data on equality outcomes		
Research/literature evidence	Impacts on workers North Ayrshire Council CWB Annual Report (May 2020-April 2021) Impacts on inequality and poverty Community Wealth Building in Scotland: A health impact assessment (December 2024) Health, income and wealth in Scotland: a data profile in support of a health impact	This report provides updates on CWB initiatives in North Ayrshire. It shows that this work has contributed to achievement of key Council Plan performance measures, for instance in 2018/19 24.3% of people were earning less than the Living Wage and in 2019/20 this reduced to 16%. The Health Impact Assessment of CWB conducted by Public Health Scotland found that successful implementation of CWB can bring a variety of positive impacts on health through addressing some of the causes of health inequalities e.g. by reducing poverty and income inequality, improving access to secure and fair employment, improving local environments and increasing community cohesion. The assessment found one potential negative health impact of CWB: it could put more pressure on individuals and communities taking on new ownership and management roles. The economy is an important determinant of health and health inequalities as it shapes the distribution of income and wealth.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	assessment of community wealth building (May, 2024) Does it work? Measuring impact for community wealth building (April 2023) The mental health and wellbeing impact of a Community Wealth Building programme in England: a difference-in-differences study (June 2023) Impacts on the local economy Local Government Association (2020) Inclusive	Economic development can help people to gain high-quality employment and other positive health determinants. Some economic models have negative impacts on sustainability, inequality and health. This report provides baseline data on health, income and wealth in Scotland and baselines the pillars of CWB. Key findings are that – life expectancy is declining particularly in the most deprived areas, there are marked income and wealth inequalities, there is a gender pay gap and a disability employment gap, 10% of employees earn less than the Real Living Wage, 4.1% of workers are employed on zero-hours contracts. These papers discuss research that showed that CWB in Preston positively impacted on the health and wellbeing of its residents. During the period in which the CWB programme was introduced in Preston, there were fewer mental health problems than would have been expected compared to similar areas, and life satisfaction and economic measures improved. “The introduction of the programme was associated with a 3% decline in antidepressant prescribing, and a 2% decline in the prevalence of depression, along with a 9% improvement in life satisfaction, and an 11% increase in wages, compared to expected trends.” Through CWB Preston managed to increase their local spend so that an

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	economies: Preston City Council's approach to community wealth building	extra £74 million was retained in Preston and an extra £200 million was retained in Lancashire. Based on 2019 data.
Public/patient/client experience information	Extensive stakeholder engagement took place on the Council's draft Community Wealth Building Plan during June to September 2025. This included in-person and online workshops, interviews, drop-in sessions, and an online survey.	The main findings from this were as follows: • Community Wealth Building has the potential to deliver widespread and tangible benefits to Edinburgh and its residents. To maximise these, it needs to be implemented at scale and in partnership with all sectors and communities. • Spending Pillar – Consultation and engagement highlighted the need for the Council to prioritise creating more procurement opportunities for small and local organisations and consortiums, providing clear communication about procurement opportunities and processes, increasing spend with supported businesses, publishing more data on different aspects of procurement, and learning from best practice in other areas. • Employment Pillar – Consultation and engagement highlighted that there is a lack of understanding of Fair Work in Edinburgh, and that residents sometimes face challenges in entering into and staying in work. Financial barriers were raised as a key issue such as struggling to afford childcare. It was raised that the Council should prioritise building awareness

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		about fair work in Edinburgh and exploring how to support residents to overcome barriers to employment. • Land and Property Pillar – The findings of the consultation highlighted that competition for land in Edinburgh can make it challenging for communities and third sector organisations to access affordable land and property. It was suggested that there may be opportunities to improve this through the planning system and Council owned land and buildings. • Inclusive Ownership Pillar – The consultation highlighted that the Council should prioritise raising awareness of different types of business models, building effective relationships with third sector organisations and supporting the capacity of this sector. • Finance Pillar – Consultation and engagement highlighted that residents face challenges in accessing affordable credit, particularly smaller loans of around £100-£300. It also raised that a proportion of Scotland’s population do not have access to a bank account and struggle with accessing financial skills, support and services. Stakeholders suggested that these should be priorities within the Council’s CWB approach.
Evidence of inclusive engagement of people who use the		

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
service and involvement findings		
Evidence of unmet need		
Good practice guidelines	Community Wealth Building and Land	How we own, manage and use land is key to building community wealth and strengthening local economies. The principles of place-based approaches, collaboration and collective action, socially just use of land, tackling inequalities, balanced decision-making and flexibility to take a local approach is key. This document provides recommendations for how land should be managed in relation to CWB.
	Implementing Community Wealth Building (2023)	Adopting CWB involves developing and agreeing a strategy and action plan, this should include metrics and be developed through a collaborative approach. Achieving CWB requires partnership between national and local government and all organisations with a significant presence in local and regional economies.
	Community Wealth Building 2020	Community Wealth Building is being harnessed at a national scale in Scotland and Wales and is becoming the foundation of some local areas' economic strategies. CWB can sit at the core of local approaches to addressing poverty, improving lives for residents and responding to the climate emergency. Partnership working, senior leadership buy-in and using CWB as a lens to guide wider work are important factors. It is also important to – • Redefine economic success so that it is not just rooted in Gross

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	How we built community wealth in Preston	Domestic Product, but instead includes indicators related to social, environmental and economic inclusivity goals. • Work with organisations and individuals who are change agents. • Recognise the potential power of anchor institutions. • Collaborative work with other anchors and partners in an area is critical to CWB. These organisations collectively have a large amount of power and resource. • It is important to learn from other organisations and areas to develop an effective approach. • CWB needs to involve many individuals across many organisations to embed a collaborative, alternative approach. • CWB needs to be rooted in the needs of a particular place. • CWB is both a policy approach and a way of working.
Carbon emissions generated/reduced data		
Environmental data		
Risk from cumulative impacts		
Other (please specify)		
Additional evidence required		

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

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
Positive Community Wealth Building aims to reduce existing inequalities by creating more opportunities and increasing the power and resilience of local communities, organisations and businesses. Community Wealth Building can positively impact on health and wellbeing by creating more fair and secure employment opportunities, supporting a resilient community and third sector that is able to continue providing key health and wellbeing services, and making sure that communities have access to greenspaces and properties that meet their needs in their local area. The impact on Human Rights and Children's Rights is challenging to define as currently the CWB Plan actions are relatively high-level. This can be expanded further once detailed planning of the delivery of actions is underway.	Local businesses and residents
Negative Some communities and geographical areas of the city may be in a better position to take advantage of the opportunities delivered by Community Wealth Building than others. This could maintain or increase inequalities within the city.	Local communities and residents

Environment and Sustainability including climate change emissions and impacts	Affected populations
Positive Community Wealth Building aims to positively impact on the environment and sustainability by reducing inequalities to enable a Just Transition, and prioritising local supply chains to reduce carbon emissions.	Local businesses and residents
Negative There is a risk that the opportunities created by Community Wealth Building maintain or increase existing inequalities as those who are already able to access and navigate existing systems, such as public sector procurement processes, will likely find it easier to access new opportunities. To make sure that Community Wealth Building reduces inequalities, we need to undertake capacity building to support those who may face exclusion and disadvantage to access new opportunities. Running small scale pilots and scaling up will also make sure that we trial the approach	Local businesses and residents

Environment and Sustainability including climate change emissions and impacts	Affected populations
and develop mitigating actions to reduce any unintended negative consequences.	

Economic	Affected populations
Positive The Community Wealth Building approach, and the specific actions in the Council's CWB plan, are intended to support the local economy by creating more fair work opportunities and increasing spend with local and generative businesses. This would mean that more wealth circulates locally and benefits local people and organisations. Community Wealth Building also aims to harness resources such as land and property for the benefit of local people and the local economy. Some of the actions in the Community Wealth Building Plan support local people and organisations to influence decision-making about land and property in their area and encourage greater local ownership of these assets, where possible.	Local businesses and residents
Negative There could be unintended negative consequences of some of the actions involved in the Council's Community Wealth Building approach. Examples of this include: • Objective 2 – There is a risk that gaps in understanding around CWB could be exacerbated if the resources and events are not produced with accessibility and inclusive communication in mind. • Objective 3 - Buying more goods and services from local businesses could result in increased cost to the Council and requires more resources to manage effectively due to a larger number of smaller contracts. There are also risks around ensuring that contracted organisations have the capacity to deliver and the necessary levels of insurance. Additionally, it could mean that more local businesses are more dependent on large public sector contracts. • Objective 4 – Introducing a Fair Work Charter for Edinburgh-based employers could increase costs for local businesses; this could have knock on impacts on the availability of local employment opportunities. • Objective 5 - There is only a finite amount of land in the city, prioritising one use over others means that some other needs may not be met.	Local businesses, organisations and residents

Economic	Affected populations
• Objective 6 – Community Asset Transfer can result in communities owning and managing buildings/land that bring additional financial costs. • Objective 8 – Trialling innovative approaches to investment and funding could widen existing inequalities if barriers preventing some residents and communities from getting involved in such approaches are not removed. • Objective 10 – Building a collaborative movement around CWB could widen existing inequalities if all key stakeholders are not empowered to take part.	

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

None of the actions themselves will be carried out directly by contractors so this is not applicable. However, through implementing these actions it is likely that the Council will develop different relationships with local contractors.

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

A summary of the finalised Community Wealth Building Plan, where requested, will be published in various forms including easy-read and translated into different languages. We will seek to follow best practice in inclusive communication to make sure that the CWB Plan is communicated effectively to a wide audience.

We will also ensure that inclusive communication approaches are built into the CWB actions, particularly those that aim to build understanding and awareness of CWB in the city.

11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a Strategic Environmental Assessment (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.

Not applicable as unlikely to have significant environmental effects.

12. Additional Information and Evidence Required

Further evidence and information will be gathered as part of the IIA process for individual projects.

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

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
We will revisit the IIA process as each action develops and separate IIAs will be completed for larger projects such as City Plan 2040, the Edinburgh Fair Work Charter, Neighbourhood Prevention Partnerships and the Visitor Levy Participatory Budgeting programme. This will make sure that any unintended consequences are identified, and mitigating action is put in place.	Bria Clegg (Senior Policy and Insight Officer)	2029 – end of plan delivery	December 2026
All of the resources, events and communications produced as part of the CWB Plan will be developed with accessibility and inclusive communication in mind. Key internal and external stakeholders will be involved in this process to make sure that the needs of a broad range of individuals, communities and organisations are considered.	Bria Clegg (Senior Policy and Insight Officer)	2029 – end of plan delivery	December 2026
Initially we will implement a CWB approach through small scale pilot projects. These pilots will be evaluated and the learning from them will be used to develop mitigating actions and controls to support effective project scale-up. For example, the new Fair Work First question included in the procurement process will be trialled and assessed, prior to a	Bria Clegg (Senior Policy and Insight Officer) and service areas taking forward pilot projects	2029 – end of plan delivery	December 2026

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
larger scale and longer term roll out.			
We will include community representatives, particularly individuals with lived experience of poverty and inequality, in the development and implementation of actions in the plan so that they are delivered in a way that meets local needs and actively empowers communities. The exact process for this will be developed as the delivery of each action is designed.	Bria Clegg (Senior Policy and Insight Officer) in conjunction with officers working in other service areas	2029	December 2026
We will support continued capacity building among key stakeholders, for example through working closely with the Third Sector Interface.	Bria Clegg (Senior Policy and Insight Officer) in conjunction with officers working in other service areas	2029	December 2026
We will build CWB actions into more local, place-based work, particularly within areas with higher levels of deprivation, through Neighbourhood Prevention Partnerships. This will ensure that areas that may face barriers to involvement are empowered to take part in, and benefit from, ongoing CWB work.	Bria Clegg (Senior Policy and Insight Officer) in conjunction with officers working in other service areas such as Change and Delivery.	2029	December 2026
We will make sure to cover the financial aspects of Community Asset Transfer (CAT) within events so that communities are aware of the financial implications of undertaking this process. The Council's CAT policy requires development of a sustainable business case, and on top of this, other options such as licenses and management agreements offer alternatives when a transfer of a whole asset may not be suitable.	Bria Clegg (Senior Policy and Insight Officer) in conjunction with officers working in other service areas such as Operational Estate and Community Empowerment and Engagement	2029	December 2026

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
City Plan 2040 will be based on extensive evidence around land and building needs including an evidence report, call for ideas, Local Place Plans and other engagement activities. This should support a balanced approach to land use that covers a broad range of land and building needs.	Ross Irvine (Planning Officer)	2029	December 2026

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

None

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

A bespoke monitoring framework has been developed to monitor the progress and impact of the Community Wealth Building Plan. This will be reported on bi-annually to Policy and Sustainability Committee.

The Community Wealth Building actions will be rolled out as small-scale pilots and these will be evaluated through collecting quantitative and qualitative data. This will include data about the impact on people with protected characteristics. The learning from this pilot phase will be built upon when scaling-up change projects.

16. Sign off by Head of Service

Name Gillie Severin

Date 24/11/2025

17. Publication

Completed and signed IIAs should be sent to:

integratedimpactassessments@edinburgh.gov.uk to be published on the Council website www.edinburgh.gov.uk/impactassessments

Edinburgh Integration Joint Board/Health and Social Care

sarah.bryson@edinburgh.gov.uk to be published at www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/