

Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal:	Scheme for reimbursement of Relocation Expenses
What is it?	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate).	The purpose of this scheme is to provide financial assistance to new employees who are obliged to move home in order to take up an appointment with Scottish Borders Council. The scheme applies to Chief Officers and Scottish Joint Council (SJC) Staff. To be eligible for the Scheme employees must be appointed on a permanent basis or for a temporary period of at least 2 years and must not be an existing employee of Scottish Borders Council.
Service Area:	People Performance & Change

Department:	Human Resources
Lead Officer: (Name and job title)	Iain Davidson Employee Relations Manager
Other Officers/Partners involved: (List names, job titles and organisations)	Simone Doyle HR Equality & Diversity Officer
Date(s) IIA completed:	15 th December 2022

2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

=No
If yes, - please state here:

3 Legislative Requirements

3.1 Relevance to the Equality Duty:
Do you believe your proposal has any relevance under the Equality Act 2010?
Yes

Equality Duty	Reasoning:
Elimination of discrimination (both direct & indirect), victimisation and harassment.	N/A
Promotion of equality of opportunity	Financial assistance to move to take up employment will help promote equality of opportunity.
Foster good relations	N/A

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal?				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	X			
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	X			
Marriage or Civil Partnership people who are married or in a civil partnership	X			

Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth),	X			
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	X			
Sex women and men (girls and boys)	X			
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<p>3.3 Fairer Scotland Duty</p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				
<p>Is the proposal strategic?</p> <p>Yes</p>				

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:				
	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.		X		The availability of financial assistance to move to take up employment will potentially help those with low/ no wealth.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies	X			
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)		X		The availability of financial assistance to move to take up employment will potentially help those living in deprived areas.
Socio-economic Background – social class i.e. parents' education, employment and income	X			
Looked after and accommodated children and young people	X			
Carers paid and unpaid including family members	X			
Homelessness	X			
Addictions and substance use	X			
Those involved within the criminal justice system	X			

4 Full Integrated Impact Assessment Required

No

A full integrated Impact Assessment is not required.

There is no likelihood that this Scheme will affect people who share protected characteristics differently from other people. The eligibility criteria which is used in the Scheme is objective and the entitlement limits are fixed. The documentation used is accessible and in clear and plain English.

Signed by Lead Officer:	Iain Davidson
Designation:	Employee Relations Manager
Date:	15/12/2022
Counter Signature Director	Clair Hepburn
Date:	19/12/2022