

Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal:	Council Plan – 2023/24
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 Proposal is a refresh of the Council Plan, starting from April 2023 onwards. It operates at two levels. First, it outlines the challenges and opportunities for the council over the next 10 years, and sets a 2033 vision for the council across the plan's 6 themes: <ul style="list-style-type: none"> - Clean Green Future. - Empowered Vibrant Communities. - Fulfilling our Potential. - Good Health and Wellbeing. - Strong Inclusive Economy, Transport and Infrastructure. - Working Together, Improving Lives.

	<p>Second, the plan highlights key priorities, outcomes, and projects across the Borders as a whole, and in each of the 5 areas within the Region, for all 6 themes.</p> <p>The Council Plan pursues two key aims:</p> <ul style="list-style-type: none"> - Internally, it clearly communicates key priorities and key outcomes pursued by the Council over the next financial year in order to guide decision making by officers. These priorities and outcomes form the backdrop against which performance will be managed within the organisation, with key milestones being reported against on a quarterly basis. - Externally, it communicates to stakeholders, including residents within the Borders, the Council's key objectives so as to increase transparency of the Council's action and improve accountability. As such, the Council Plan is also a public facing document, published on SBC's website. <p>It should be noted that the aim of the Council Plan, is not to manage project delivery, but rather to outline priorities for the year ahead. As such, this integrated impact assessment limits itself to the impact arising from the outlining of these priorities, and excludes the impact arising from the delivery of each project. The impact of these projects on equalities will be assessed on a project-by-project basis as part of project development/delivery.</p>
<p>Service Area: Department:</p>	<p>Council-wide.</p>

Lead Officer: (Name and job title)	Michael Cook, Senior Policy Advisor
Other Officers/Partners involved: (List names, job titles and organisations)	Jason McDonald, Senior Manager Business Strategy and Resources James Lamb, Portfolio Manager Clare Richards, Programme Manager - Business Change and Improvement Maggie Cripps, Function Manager - Performance & Improvement Alexandre Belle, Corporate Policy Advisor
Date(s) IIA completed:	18/01/2023

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

If yes, - please state here: The outcomes and actions laid out in the Council Plan will form the basis of the Council's performance management over the financial year 2023-2024.

3 Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010? No

Equality Duty	Reasoning: Given the context of this impact assessment there is no direct relevance to the Equality Duty. Nevertheless the values of the Council Plan (Inclusive & Fair) will be a platform that allows the Council to demonstrate its overall requirement to eliminate discrimination, promote the equality of opportunity and foster good relations.
Elimination of discrimination (both direct & indirect), victimisation and harassment.	
Promotion of equality of opportunity	
Foster good relations	

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)				
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		The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic (e.g. some of the provisions under the Fulfilling our Potential theme are of relevance to young people), it does not directly impact them. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of

				future decision-making and policy and can be regarded as having a positive impact.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic (e.g. some of the provisions under the Fulfilling our Potential theme are of relevance to people with a disability, notably the commitment to Scope a programme of staff development, awareness raising and curricular content to develop understanding of Neurodiversity), it does not directly impact them. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth		X		The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic, it does not directly impact people whose gender identity or gender expression is different to the sex assigned to them at birth. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.

<p>Marriage or Civil Partnership people who are married or in a civil partnership</p>		<p>X</p>	<p>The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic, it does not directly impact people whose are married or in a civil partnership. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.</p>
<p>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),</p>		<p>X</p>	<p>The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic, it does not directly impact people pregnant people or those who have given birth. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.</p>
<p>Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)</p>		<p>X</p>	<p>The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to</p>

				people with protected characteristic, it does not directly impact people based on race. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)		X		The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic, it have a direct impact based on religion or belief. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.
Sex women and men (girls and boys)		X		The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic, it does have a direct impact based on sex. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.

<p>Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual</p>		<p>X</p>		<p>The Council Plan establishes the Council's strategic framework for action for 2023/24, but its impact is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. Thus, while the strategic framework provided by the Council Plan has relevance to people with protected characteristic, it does have a direct impact based on sexual orientation. It is the specific policy and project decisions highlighted in the Council Plan which impacts them and it is these which will require separate IIAs. Nonetheless, the values of the Council Plan (Inclusive & Fair) are positive in setting the parameters of future decision-making and policy and can be regarded as having a positive impact.</p>
<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? Yes</p>				
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</p>				
	<p>Impact</p>			<p>State here how you know this</p>
	<p>No Impact</p>	<p>Positive Impact</p>	<p>Negative Impact</p>	
<p>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.</p>	<p>X</p>			<p>The Council Plan outlines several priorities aiming at reducing the impact of poverty on the people of the Scottish Borders. For example, p. 19 of the plan highlights the following and actions for the year 23-24:</p>

				<ul style="list-style-type: none"> • Continue to deliver our Anti-poverty strategy • Provide a range of assistance as a response to the cost of living crisis including financial support and advice with rising energy costs <p>However the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not will not <i>per se</i> impact on people with low or no wealth.</p>
<p>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</p>	X			<p>The Council Plan outlines several priorities aiming at reducing the impact of material deprivation on the people of the Scottish Borders. For example, p. 19 of the plan highlights the following and actions for the year 23-24:</p> <ul style="list-style-type: none"> • Continue to deliver our Anti-poverty strategy • Provide a range of assistance as a response to the cost of living crisis including financial support and advice with rising energy costs <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not <i>per se</i> impact on people with low or no wealth.</p>
<p>Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)</p>	X			<p>The Council Plan outlines several priorities aiming at reducing the impact of area deprivation on the people of the Scottish Borders. For example, p. 23 of the plan notes that the council will “Continue testing the viability of Demand Responsive Transport (Pingo) and Mobility as a Service, empowering communities through the use of flexible public transport”</p> <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not lead to a direct impact on area deprivation.</p>

<p>Socio-economic Background – social class i.e. parents’ education, employment and income</p>	<p>X</p>			<p>The Council Plan outlines several priorities aiming at reducing the impact of a deprived socio-economic background on the people of the Scottish Borders. For example, p. 17 of the plan outlines the following priority outcome for the council : " [to] Raise attainment in literacy and numeracy closing the attainment gap between the most and least disadvantaged"</p> <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not lead to a direct impact on people with a deprived socio-economic background.</p>
<p>Looked after and accommodated children and young people</p>	<p>X</p>			<p>The Council Plan outlines several priorities aiming at improving outcomes for looked after and accommodated children and young people. For example, p. 20 of the plan reaffirms ‘the Promise’ as a key outcome for the council and commits the council to “Ensur[ing] that all care experienced children and their families will have access to independent advocacy at all stages of their experience of care”</p> <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not lead to a direct impact on looked after and accommodated children and young people.</p>
<p>Carers paid and unpaid including family members</p>	<p>X</p>			<p>The Council Plan outlines several priorities aiming at improving outcomes for carers. For example, p. 20 of the plan affirms that one of the key outcomes for the council is that “unpaid carers are well supported” it also commits the council to “Identifying the needs of unpaid carers at a locality level and developing services to meet those needs.”</p>

				<p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not lead to a direct impact on carers.</p>
Homelessness	X			<p>The Council Plan highlights that the following values are key to SBC's service delivery "People focused" and "inclusive and fair". This affirms the council's commitment to improving opportunities for Borderers who need it most, which includes homeless people.</p> <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not lead to a direct impact on homeless people.</p>
Addictions and substance use	X			<p>The Council Plan highlights that the following values are key to SBC's service delivery "People focused" and "inclusive and fair". This affirms the council's commitment to improving opportunities for Borderers who need it most, which includes people suffering from addictions and substance use.</p> <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will not lead to a direct impact on people suffering from addictions and substance use.</p>
Those involved within the criminal justice system	X			<p>The Council Plan highlights that the following values are key to SBC's service delivery "People focused" and "inclusive and fair". This affirms the council's commitment to improving opportunities for Borderers who need it most, which includes those involved within the criminal justice system.</p> <p>However, the effect of the Council Plan is indirect, and therefore the prioritisation of actions within the plan will</p>

				not lead to a direct impact on those involved within the criminal justice system.
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4 Full Integrated Impact Assessment Required

No *(please delete as applicable)*

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

The impact of the Plan is indirect rather than direct. It will impact and influence the Council's decision-making, policy approach and delivery more widely, but by setting the terms in which that decision-making, policy approach and delivery takes place. The specific plans and policies described in or which flow from the Council Plan will require separate IIAs.

Signed by Lead Officer:	Michael Cook
Designation:	Senior Policy Advisor
Date:	18/01/2023
Counter Signature Director	Clair Hepburn Director of People, Performance and Change
Date:	07/02/2023