

Scottish Borders Health and Social Care Partnership



Equality, Human Rights and Fairer Scotland Duty Impact Assessment (IA) – Stage 1 Proportionality and Relevance

Completion of the template below will give senior officers the confidence that the Equality Duty, the Scottish Specific Public Sector Equality Duties, Human Rights and the Fairer Scotland Duty have been considered at the beginning of and throughout the proposal development and that action plans are in place, where applicable, to; identify relevant stakeholders, undertake robust consultation to deliver a collaborative approach to co-producing the HIIA.

What Integration Joint Board (IJB) report or Partnership decision does this proportionality and relevance assessment relate to:

The IJB Strategic Plan 2023-26

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (employees, clients, customers, people using services) indicate all that apply

Age	Disability Learning Disability, Learning Difficulty, Mental Health, Physical Autism/Asperger’s	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non-belief)	Sexual Orientation
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Equality and Human Rights Measurement Framework – Reference those identified in Stage 1 (remove those that do not apply)

Education	Work	Living Standards	Health	Justice and Personal Security	Participation
Higher education Lifelong learning	Employment Earnings Occupational segregation Forced Labour and trafficking*	Poverty Housing Social Care	Social Care Health outcomes Access to health care Mental health Reproductive and sexual health* Palliative and end of life care*	Conditions of detention Hate crime, homicides and sexual/domestic abuse Criminal-civil justice Restorative justice Reintegration, resettlement and rehabilitation*	Political and civic participation and representation Access to services Privacy and surveillance Social and community cohesion* Family Life*

*Supplementary indicators

Main Impacts	Are these impacts positive or negative or a combination of both	Are the impacts significant or insignificant?
Services provided by the Partnership are used by people who have the 9 protected characteristics.	The Strategic Plan seeks to improve impacts on all communities in the Scottish Borders	Significant
The Strategic Plan seeks to reduce poverty by decreasing health inequality and improving health outcomes in the borders.	Positive	Significant
The Strategic Plan will work with Housing to reduce negative impacts on health such as fuel poverty.	Positive	Significant
The Strategic Plan looks to improve access to and delivery of services, including social care, mental health, reproductive and sexual health, and palliative and end of life care.	Both – to improve services, this may require decommission of another service.	Significant
As part of social work services which the IJB commissions, restorative justice and	Both – to improve services, this may require decommission of another service.	Significant

reintegration, resettlement and rehabilitation will be impacted.		
From engaging with communities, we have learned we need to be better at participation when designing services.	Positive – the stated aim of the Partnership is to deliver person centred decision making by working with people who have experienced our services, the wider public and our partners. We are committed to ensuring that the experiences of patients, service users and the public are central to the development and delivery of services through a constant cycle of feedback, evaluation and involvement in service design and change.	Significant

Is the proposal considered strategic under the Fairer Scotland Duty?	Yes, considered strategic because it's a Strategic Plan
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IA to be undertaken and submitted with the report – Yes or No If no – please attach this form to the report being presented for sign off	Proportionality & Relevance Assessment undertaken by:
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