

Scottish Borders Health and Social Care Partnership



Equality, Human Rights and Fairer Scotland Duty Impact Assessment – 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 E&HRIA.

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

Scottish Borders HSPC Budget

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (clients, customers, employees 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
X	X	X	X	X	X	X	X	X

Equality and Human Rights Measurement Framework – Reference those identified in Stage 1

Education	Work	Living Standards	Health	Justice and Personal Security	Participation
Higher education Lifelong learning	Employment Earnings Occupational segregation	Poverty Housing Social Care	Social Care Health outcomes Access to health care Mental health Palliative and end of life care*	Hate crime, homicides and sexual/domestic abuse Reintegration, resettlement and rehabilitation*	Political and civic participation and representation Access to services 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?
This is the overarching strategic budget which will be supported by detailed directions, this will include the necessity to undertake impact assessments on each individual proposal. The impacts as they apply to the Duty will be reported back to the IJB along with the associated reports.	Although not known at this time, any reduction in service provision, without associated mitigating actions, will impact negatively due to the nature of the services delivered e.g., older disabled people, mental health, learning disability, addiction services, homelessness services, domestic abuse services	As service redesign as a direct result of the Budget is unknown at this stage the significance of the impact will not be known until the proposals are consulted on.

Is the proposal considered strategic under the Fairer Scotland Duty?	Yes
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E&HRIA to be undertaken and submitted with the report – Yes	Proportionality & Relevance Assessment undertaken by: Hazel Robertson Chief Finance Officer
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22 February 2023