

## Integrated Impact Assessment (IIA)

### Stage 1 Scoping and Assessing for Relevance

#### Section 1 Details of the Proposal

<p><b>A. Title of Proposal:</b></p>	<p>Equality Mainstreaming Update Report and Employee Data 2023 -2025</p>
<p><b>B. What is it?</b></p>	<p>A new Policy/Strategy/Practice <input type="checkbox"/>  A revised Policy/Strategy/Practice X<input type="checkbox"/></p>
<p><b>C. Description of the proposal:</b>  (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)</p>	<p>Scottish Borders Council (the Council) is subject to the Public Sector Equality Duty and is in any event committed to:</p> <ul style="list-style-type: none"> <li>• tackling discrimination,</li> <li>• advancing equality of opportunity and</li> <li>• promoting good relations</li> </ul> <p>both within our workforce and the wider community.</p> <p>As a Scottish public authority we require to publish an Equality Mainstreaming Report every 4 years and an update report in the intervening 2 years detailing our progress towards the mainstreaming of equality,</p> <p>Mainstreaming equality is the process by which we are working towards ensuring equality is at the heart of everything we do as an organisation.</p>

	<p>Our third Equality Mainstreaming Report was published In 2021 and covers the period 2021- 25.</p> <p>We now require to produce an Update Report.</p> <p>The development of the Report has taken account of the work the Council has undertaken on equalities, and legislative, economic and social changes both locally and nationally.</p> <p>The Report builds on work previously undertaken and provides background information on equalities in the Borders, describes the legal context and our approach thereto. It then goes on to describe the work undertaken by the Council to mainstream equality, progress made against the 11 equality outcomes detailed in the 2021 Mainstreaming Report and provides an analysis of Employee data as at 31<sup>st</sup> December 2022.</p>
<p><b>D. Service Area:</b> <b>Department:</b></p>	<p>People Performance &amp; Change</p> <p>Human Resources</p>
<p><b>E. Lead Officer:</b> (Name and job title)</p>	<p>Simone Doyle, HR Equality &amp; Diversity Officer</p> <p>Iain Davidson, Employee Relations Manager</p>
<p><b>F. Other Officers/Partners involved:</b> (List names, job titles and organisations)</p>	<p>Ian Angus, HRSS Manager          Scott Watson, Equality &amp; Inclusion Lead Officer          Kenny Harrow, Community Co-ordinator          Pam Culbertson, HR Case Management Team Leader          Kim Wright, HR Case Management Team Leader</p>

	<p>Grace Frew, Quality Improvement Officer  Margot Black, Early Years Strategy Officer  Alasdair Scott, Employment Support Service Manager  Simon Burt, Mental Health/ Learning Disability Manager  Suzy Douglas, Interim Chief Financial Officer  Stuart Easingwood, Chief Social Work Officer  John Fyfe, Chief Officer Children &amp; Families Social Work  Gwyneth Lennox, Interim Chief Officer, Adult Social Work  Lisa Sansom, Service Manager, Adult Social Care  Lyndsey Renwick, Strategic Housing Development Officer  Louise Rawlins, CLD Worker  Jacqueline Whitelaw, Business Support &amp; Development Officer  Gordon Grant, Principal Transport Officer  Andrea Beavon, DAAS Service Manager  Karen Niven, e-learning Developer  Sylvia Mendham, Senior Business Services Officer  Hayley Megson, HR Business Partner  Erick Ullrich, Organisational Development Manager</p>
<p><b>G. Date(s) IIA completed:</b></p>	<p>9<sup>th</sup> March 2023  13<sup>th</sup> April  14<sup>th</sup> April 2023</p>

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

Yes
If yes, - please state here: Mainstreaming equality goes to the heart of the Council's functions and policies across all services are affected.

## Section 3 Legislative Requirements

<b>3.1 Relevance to the Equality Duty:</b>	
Do you believe your proposal has any relevance under the Equality Act 2010? <b>Yes</b> <i>(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)</i>	
<b>Equality Duty</b>	<b>Reasoning:</b>
<b>A. Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	Mainstreaming Equality and progress against the Outcomes identified in the Equality Mainstreaming Report 2021-2025 will have a strong and sustained positive impact on eliminating discrimination, victimisation and harassment, promoting equality of opportunity, and fostering good relations.
<b>B. Promotion of equality of opportunity?</b> <i>(Will your proposal help or hinder the Council with this)</i>	
<b>C. Foster good relations?</b> <i>(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)</i>	

<b>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)</b>				
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	
<b>Age</b> Older or younger people or a specific age grouping		X		<p>By their nature, the actions detailed in this report have a positive impact positive impact on all of the Scottish Borders Communities and Scottish Borders Council's (SBC) Employees regardless of protected characteristic.</p> <p>Mainstreaming equality has a number of benefits:</p> <ul style="list-style-type: none"> <li>• It helps SBC ensure that its services are fit for purpose and meet the needs of the community.</li> <li>• It helps SBC attract and retain a productive workforce, rich in diverse skills and talents.</li> <li>• It helps SBC work toward social inclusion and allows SBC to support the communities it serves to improve the lives of everyone who lives in the Borders.</li> <li>• It helps SBC to continually improve and perform better through growing knowledge and understanding.</li> </ul>
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		
<b>Gender Reassignment/ Gender Identity</b> anybody whose gender identity or gender expression is different to the sex assigned to them at birth		X		
<b>Marriage or Civil Partnership</b> people who are married or in a civil partnership		X		
<b>Pregnancy and Maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),		X		
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		

<b>Religion or Belief:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The mainstreaming report contains clear written information and on request may be made available in different formats or translated into the appropriate language for those communities who first language is not English.
<b>Sex</b> women and men (girls and boys)		X		
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual		X		
<p><b>3.3 Fairer Scotland Duty</b></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><b>Is the proposal strategic?</b></p> <p>Yes</p> <p><b>If No go to Section 4</b></p>				
<p><b>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</b></p>				
	<b>Impact</b>			<b>State here how you know this</b>
	<b>No Impact</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	
<b>Low and/or No Wealth</b> – enough money to meet basic living costs and pay bills but have no		X		The actions detailed in this report have a positive impact on all of these socio –economic groups.

savings to deal with any unexpected spends and no provision for the future.				The report provides examples which demonstrate how equality and fairness is mainstreamed into everyday working practices that help meet our obligations in meeting the Fairer Scotland Duty.
<b>Material Deprivation</b> – 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		
<b>Area Deprivation</b> – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)		X		
<b>Socio-economic Background</b> – social class i.e. parents’ education, employment and income		X		
<b>Looked after and accommodated children and young people</b>		X		
<b>Carers</b> paid and unpaid including family members		X		
<b>Homelessness</b>		X		
<b>Addictions and substance use</b>		X		
<b>Those involved within the criminal justice system</b>		X		

## 3.4 Armed Forces Covenant Duty (*Education and Housing/ Homelessness proposals only*)

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.

This relates to current and former armed forces personnel (regular or reserve) and their families.

**Is the Armed Forces Covenant Duty applicable?**

**Yes**

If “Yes”, please complete below

Covenant Duty	How this has been considered and any specific provision made:
<p><b>The unique obligations of, and sacrifices made by, the armed forces;</b></p>	<p>The report provides examples of how the Council is meeting its obligations under this duty.</p>
<p><b>The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;</b></p>	
<p><b>The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.</b></p>	



## Section 4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

**No** (please delete as applicable)

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

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

This report provides an update on the progress SBC has made in mainstreaming equalities over the last two years with particular reference to the Outcomes identified in the Equality Mainstreaming Report 2021 -2025.

While a full impact assessment is not required for this report specifically, SBC will continue to measure progress towards meeting the Outcomes over the period of the current Mainstreaming Report, leading up to a new Report in 2025.

<b>Signed by Lead Officer:</b>	<b>Iain Davidson</b>
<b>Designation:</b>	<b>Employee Relations Manager</b>
<b>Date:</b>	<b>12/06/2023</b>
<b>Counter Signature Director:</b>	<b>Clair Hepburn</b>
<b>Date:</b>	<b>16/06/2023</b>

