

Scottish Borders Council

Stage 3 Equality Impact Assessment

(For use at the end of development project/proposal/policy development – prior to sign off)

3.1	Title of Proposal:	Scottish Borders Community Planning Partnership Community Engagement Framework
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(Please enter the title or reference for your proposal)

3.2	Service Area: Department:	Strategic Policy Unit Chief Executive's
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(Please enter the department/service area submitting the proposal)

3.3	Description:	The aim of the Framework is to support a co-ordinated, consistent approach to community engagement across the Community Planning Partnership.
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(Please enter a full description of your proposal including its aims and objectives)

3.4	Impact Assessment Use the information you have gathered during the development of your proposal to identify the anticipated impacts of your proposal against the three arms of the Equality Duty.					
	Equality Characteristic	Impact			Description	Mitigation & Recommendations
		No Impact	Positive Impact	Negative Impact	<i>Please enter your reasoning for your assessment based on the evidence you have gathered.</i>	<i>Please enter any mitigations if you have identified a negative impact &/ or recommendation for implementation</i>
	Age (Older or younger people or a specific age grouping)		X		The CPP Community Engagement Framework will: <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage 	

				<ul style="list-style-type: none"> • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to different engagement methods and that different groups will face different barriers.</p>	
	<p>Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring</p>		X	<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to different engagement methods and that different groups will face different barriers.</p>	

	<p>Gender (Males, Females, Transgender or Transsexual people)</p>		<p>X</p>	<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to different engagement methods and that different groups will face different barriers.</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 CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to</p>	

				different engagement methods and that different groups will face different barriers.	
	People with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)		X	<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to different engagement methods and that different groups will face different barriers.</p>	
	Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual		X	<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p>	

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	<p>Carers (those who have caring responsibilities for someone with an equality Characteristic)</p>		X		<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meet its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to different engagement methods and that different groups will face different barriers.</p>	
	<p>Effects on Poverty Groups: (including impacts on communities in rural areas, people on low wages, who have literacy and other difficulties etc.)</p>		X		<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP 	

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	<p>Employees (those employed by the Council including full time, part time and temporary)</p>		X	<p>The CPP Community Engagement Framework will:</p> <ul style="list-style-type: none"> • Ensure we do not discriminate in the way in which we engage • Help to promote equality of opportunity in helping everyone have their voice heard in the activity of Scottish Borders CPP • Help to foster good relationships between people who associate with any of the equalities characteristics and Scottish Borders CPP <p>All of the above will greatly assist Scottish Borders CPP to meets its duties under the Equality Act 2010.</p> <p>The Framework is inclusive and asks that we're mindful how we engage, acknowledging that different groups will respond to different engagement methods and that different groups will face different barriers.</p>	

3.5	Relevance to the Equality Duty in Summary:	
What impact will your proposal have on the following : <i>(After considering all the available evidence what impact do you believe the implementation of this proposal will have in relation the Equality Duty?)</i>		
Equality Duty		Reasoning:
Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will proposal discriminate? Or help eliminate discrimination?)</i>	The aim of the Framework is to support a consistent approach across the Community Planning Partnership to engaging with the whole community in an equal and appropriate manner.	
Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	The Framework will support a consistent, inclusive approach to engagement activity across the authority mindful of the different approaches required in order to engage with the different groups.	
Foster good relations? <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	The Framework will help build on good relations with communities with equalities characteristics within the Borders through linking with organisations that support these groups and have the knowledge, and expertise, on how to engage effectively with them.	

3.6	Recommendations & Mitigation		
	Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal		
	Characteristic	Mitigation/Recommendation	Approved Yes/No
	All	Advice should be sought from organisations supporting equality groups on the most appropriate way to engage with them and if it is appropriate to do so.	

Signed Off (Sign off <u>must</u> be completed by Head of Service or Director)			
Name:	D. CRESSY	Directorate:	CHIEF EXECUTIVES
Post:	SERVICE DIRECTOR STRATEGY & POLICY	Date:	16/3/15

EIA Completed By			
Name	Clare Malster	Service Area.	Strategic Policy Unit
Post	Strategic Community Engagement Framework	Date	5 March 2015

Next Steps:

	Date
Proposals Approved for Implementation:	5 March 2015
EIA Published:	
Date for Review of Findings:	2018

If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.

For your records, please keep a copy of this Equality Impact Assessment form.