Integrated Impact Assessment (IIA)

Part 1 Scoping

1   Details of the Proposal

Title of Proposal:	Enterprise Mobility (Phase 1)
What is it?	Digital Transformation Programme
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).	Scottish Borders Council's Digital Strategy was approved by elected members on the 25th February 2021. The Digital Strategy identified the need to connect mobile front-line workers and provide improved workforce scheduling as a priority. The project to be delivered with CGI and Totalmobile will as a first phase deliver the technical platform for mobile the empowerment of the front line workforce across the council and enable the transformation of the delivery of home care services. Furthermore, this first phase will also deliver the technical foundational building blocks for both the proposed future phases of the Health & Social Care Mobility project, and for the subsequent roll out of the Enterprise Mobility Programme.

Service Area: **Department:**	Social Care Internal Care at Home services
Lead Officer: **(**Name and job title)	Jen Holland – COO SBCares
Other Officers/Partners involved: (List names, job titles and organisations)	David Robertson Executive Director SBC CGI UK Ltd TotalMobile Ltd.
Date(s) IIA completed:	9th April 2021

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

If yes, - please state here: SBC's Digital Strategy

3   Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010? Yes

Equality Duty	Reasoning:
Elimination of discrimination (both direct & indirect), victimisation and harassment.	This proposal is not directly relevant to the Equality Duty, however it will give improved access to staff who do not have technology or can easily access technology to support them in their work.
Promotion of equality of opportunity?	By giving staff hand held technology and access to communication and electronic capture of overtime and timesheets, the frontline workers will be aligned better with office based staff.
Foster good relations?	By improving scheduling and communication, relationships with staff and clients with equality characteristics will be enhanced.

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal?

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 proposal is simply designed to improve the efficiency and effectiveness of internal staff who provide support to older people in their own homes
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The proposal is simply designed to improve the efficiency and effectiveness of internal staff who provide support to people living with disabilities in receipt of care services in their own homes. Existing or new reasonable adjustments will be applied where required to support

				staff with visual or motor skills impairment. The use of technology may also assist people with hearing difficulties
Gender Reassignment Trans/Transgender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	X			
Marriage or Civil Partnership people who are married or in a civil partnership				
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),				
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)				
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)				
Sex – Gender Identity women and men (girls and boys) and those who self-identify their gender				
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual				

3.3 Fairer Scotland Duty

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.

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.

Is the proposal strategic?

No – this technology project sits within the approved Digital Strategy for which a separate impact assessment has been conducted

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	**Positive Impact**	**Negative Impact**	
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.				
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				
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				

Socio-economic Background – social class i.e. parents' education, employment and income				
Looked after and accommodated children and young people				
Carers paid and unpaid including family members		X		Staff receiving technology under this proposal already have access to alternate technologies and this project will enhance that access.
Homelessness				
Addictions and substance use				
Those involved within the criminal justice system				

4   Full Integrated Impact Assessment Required

No

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

This is a technology project designed to improve the efficiency and effectiveness of the Council's delivery of digital inclusion. TotalMobile is a market leading solution which has been deployed successfully by a number of other Authorities. The nature of this proposal does not require a full impact assessment, as this IIA is focused on the purchase of technological equipment and infrastructure. As the project develops and new software is agreed the effects on staff will be addressed through a further Integrated Impact Assessment.

Signed by Lead Officer:	Jen Holland
Designation:	Chief Operating Officer SBCares
Date:	6th May 2021
Counter Signature Service Director	David Robertson
Date:	6th May 2021