

## Integrated Impact Assessment (IIA)

### Part 1 Scoping

#### 1 Details of the Proposal

<b>Title of Proposal:</b>	<b>Equality Mainstreaming Report and Equality Outcomes 2021 -2025</b>
<b>What is it?</b>	A revised Policy/Strategy/Practice
<b>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>Scottish Borders Council (the Council) is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community. 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>This is considered against the nine protected characteristics listed in the Equality Act 2010:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Marriage and Civil Partnership</li> <li>• Pregnancy and Maternity</li> <li>• Race</li> <li>• Religion or belief</li> <li>• Sex</li> <li>• Sexual Orientation</li> </ul>

The Equality Mainstreaming Report 2021- 25 replaces the previous Equality Mainstreaming report (2017-21) and serves to meet Scottish Borders Council's statutory duty to produce such a document.

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.

The mainstreaming report builds on work previously undertaken and provides background information on equalities in the Borders, describes the legal context, includes 11 equality outcomes and provides an analysis of Employee data. Qualitative and quantitative assessment provides progress on how equality has been mainstreamed within the Council. The report concludes with an action plan that covers areas of improvement that needs to be made to progress equalities mainstreaming between 2021 and 2025.

Due to COVID restrictions, external consultation to help us prepare the report was more limited than usual. Nevertheless an internal self-assessment against the equality duty was conducted, along with a staff survey and an external community survey.

We also consulted via Zoom & Microsoft Teams with a variety of groups, including:

Externally:

- Scottish Borders See Hear Group
- Scottish Borders Service User and Carer Working Group
- Scottish Borders Older Peoples Planning Partnership
- Scottish Borders Physical Disability Group
- Scottish Borders Third Sector Interface Lead Officers Group
- Scottish Borders Citizen Panel

Internally:

- Employee Forum
- Joint Trades Unions

The purpose of the consultation was to highlight the progress on equalities and assist with the development of the Equality Mainstreaming Report 2021 – 2025. We asked to hear views on how the Council is performing on equality and diversity matters and what improvements could be made over the next four years. This included things that we do well, areas that need to be improved and progress against our equality outcomes.

We also asked:

- If the Equality Outcomes helps us to improve equalities in the Scottish Borders

	<ul style="list-style-type: none"> <li>• For any suggestions for improving equalities in the Scottish Borders and Scottish Borders Council</li> <li>• If we should add to or change our Equality Outcomes</li> </ul> <p>From the consultation we learnt that whilst substantial progress has been made further work still needs to be undertaken in order to mainstream equalities within the Scottish Borders and the Council. Furthermore it is also appropriate to retain the existing equality outcomes for the period 2021-2025 as they are aspirational and still relevant, however the performance indicators to monitor progress need to be reviewed in order that they better reflect what the outcomes were set out to achieve.</p>
<b>Service Area: Department:</b>	Human Resources
<b>Lead Officer: (Name and job title)</b>	Simone Doyle Equality & Diversity Officer Human Resources
<b>Other Officers/Partners involved: (List names, job titles and organisations)</b>	<p>Ian Angus – HR Shared Services Manager, Human Resources  Pam Culbertson - Team Leader/Advisor HR Case Management, Human Resources  Iain Davidson – Employee Relations Manager, Human Resources  Erick Ullrich – Organisational Development Manager, Human Resources  Kim Wright - Team Leader/Advisor HR Case Management, Human Resources  Annabel Bates – Equity and Inclusion Lead Officer Children, Young People &amp; Inclusion  Donna Bogdanovic – Principal Housing Officer, Housing Strategy Policy and Development  Simon Burt ; Learning Disability Manager  Michael Curran Programme Manager, Transformation  John Fyfe - Chief Officer, Children &amp; Families  Claire Grigor – Development Officer,  Nuala McKinlay - Chief Legal Officer,  Brian Paris - Group Manager, Health &amp; Social Care  Scott Roberts – Waste Strategy Technician, Environment &amp; Infrastructure  Lisa Sansom – Operations Manager, SB Cares  Gareth Stott – Locality Manager, Social Work</p>
<b>Date(s) IIA completed:</b>	05 <sup>th</sup> April 2021

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

<b>Yes</b>	<input checked="" type="checkbox"/>	<b>No</b>	<input type="checkbox"/>
<b>If yes, - please state here:</b>			
A range of Council Policies that consider Equality, Diversity and socio economic factors, such as SBC's Anti-Poverty Strategy, Participatory Budgeting Strategy, Corporate Plan etc.			

**3 Legislative Requirements**

<b>3.1 Relevance to the Equality Duty:</b>	
<p><b>Do you believe your proposal has any relevance under the Equality Act 2010?</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></p>	
<b>Equality Duty</b>	<b>Reasoning:</b>
<p><b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i></p>	<p>Through the successful implementation of the Equality Outcomes contained within the Equality Mainstreaming Report there will be a strong and sustained positive impact on equality of opportunity, fostering good relations and eliminating discrimination, victimisation and harassment.</p>
<p><b>Promotion of equality of opportunity?</b>  <i>(Will your proposal help or hinder the Council with this)</i></p>	
<b>Foster good relations?</b>	

<i>(Will your proposal help or hinder the council's relationships with those who have equality characteristics?)</i>	
--	--

**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)**

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>All of the protected characteristics:</b> Age, Disability, Gender, Race, Religion/Belief, Pregnancy and Maternity, Gender Reassignment		X		<p>It is deemed that the Mainstreaming Report will have a positive impact on all of the Scottish Borders Communities and Scottish Borders Council's (SBC) Employees regardless of their protected characteristic. The report sets out SBC's Equality vision and the steps SBC will take to achieve its vision.</p> <p>Equality Outcomes 1 – 3 have been set as priorities for the Council to achieve focusing on equality matters specific to SBC. Equality Outcomes 4 – 8 have been set in agreement with Partners to ensure that a Borders wide approach to mainstreaming equalities can be achieved.</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> </ul>



like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies				the Fairer Scotland Duty. Consequently, it is deemed that there will be a positive impact for these groups.
<b>Area Deprivation</b> – where you live (rural areas), where you work (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		

#### 4 Recommendations & Reasoning

Equality Characteristic/Socio economic/Human Rights	Recommendations	Resource Implications (financial, people, health, property etc)	Approved Yes/No
	Implement proposal with no amendments		Yes

Much has been proposed in the Equality Mainstreaming Report and an action Plan identifies how it will be delivered. It is recommended that the “Way Forward” Section contained within the Equality Mainstreaming Report and the encompassing Action Plan be considered and implemented immediately after publication of the 2021 -2025 Equality Mainstreaming Report.

This is a refreshed Equality Mainstreaming Report and whilst at this stage equality impacts are proving to be positive, it is recommended that the Equality Mainstreaming Report will be reviewed 1 year from publication in order that it remains fit for purpose and that negative impacts have not become apparent.

As a legislative requirement progress on mainstreaming equality and the Equality Outcomes will be reviewed and published by April 2023 with a full review to be undertaken and published April 2025.

<b>Signed by Lead Officer:</b>	<b>Simone Doyle</b>
<b>Designation:</b>	<b>Equality and Diversity Officer HR</b>
<b>Date:</b>	<b>12<sup>th</sup> May 2021</b>
<b>Counter Signature (Service Director):</b>	<b>Clair Hepburn</b>
<b>Date:</b>	<b>14<sup>th</sup> May 2021</b>