

## Integrated Impact Assessment (IIA)

### Part 1 Scoping

#### 1 Details of the Proposal

<b>Title of Proposal:</b>	Mentally Healthy Workplace & Stress Management Policy and supporting Guidance & Information
<b>What is it?</b>	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
<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).)	To provide the organisation with an appropriately designed mental wellness system to achieve a mentally healthy workplace and support employees who are having difficulties with their mental health and wellbeing.
<b>Service Area:</b> <b>Department:</b>	People Performance & Change Human Resources
<b>Lead Officer:</b> (Name and job title)	Iain Davidson Employee Relations Manager
<b>Other Officers/Partners involved:</b> (List names, job titles and organisations)	Simone Doyle HR Equality & Diversity Officer

**Date(s) IIA completed:**

4 January 2023

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

**Yes - please state here:**

- Attendance Management
- Dignity and Respect in the Workplace
- Disciplinary Policy
- Equality, Diversity and Human Rights
- Family Friendly
- Flexible Working
- Grievance Policy
- Managing Work Performance
- Reasonable Adjustments
- Recruitment and Selection
- Redeployment
- Substance Misuse Policy
- Training Policy

## **3 Legislative Requirements**

### **3.1 Relevance to the Equality Duty:**

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

<b>Equality Duty</b>	<b>Reasoning:</b>
<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b>	<p>The policy and guidance sets out the role of managers and employees in managing their mental health.</p> <p>The guidance specifies that managers should be proactive in recognising and addressing any mental health problems employees are suffering from.</p> <p>It highlights that adjustments may be required in some cases.</p> <p>It does therefore assist in the elimination of discrimination against those with mental health difficulties.</p>
<b>Promotion of equality of opportunity?</b>	As above, the policy and guidance provide steps to address mental health and therefore promotes equality of opportunity for those with mental health difficulties.
<b>Foster good relations?</b>	Not applicable.

<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>				
	<b>Impact</b>			<b>Please explain the potential impacts and how you know this</b>
	<b>No Impact</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	
<b>Age</b> Older or younger people or a specific age grouping		X		The policy and guidance should have a generally positive effect on employees with any protected characteristic, It will be particularly positive for employees who have a disability because of poor mental health.
<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		
<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>          Yes  <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>				
	<p><b>Impact</b></p>			<p><b>State here how you know this</b></p>
	<p><b>No Impact</b></p>	<p><b>Positive Impact</b></p>	<p><b>Negative Impact</b></p>	
<p><b>Low and/or No Wealth</b> – 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.</p>		<p>X</p>		<p>While not specifically addressing these groups, the policy and guidance will have a positive effect on employees whose mental health is adversely affected by any of these matters.</p>
<p><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</p>		<p>X</p>		
<p><b>Area Deprivation</b> – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)</p>		<p>X</p>		
<p><b>Socio-economic Background</b> – social class i.e. parents' education, employment and income</p>		<p>X</p>		
<p><b>Looked after and accommodated children and young people</b></p>		<p>X</p>		
<p><b>Carers</b> paid and unpaid including family members</p>		<p>X</p>		
<p><b>Homelessness</b></p>		<p>X</p>		

<b>Addictions and substance use</b>		X		
<b>Those involved within the criminal justice system</b>		X		

#### **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.**

The policy should have a positive effect on all employees.

The effectiveness of the policy will be monitored and any appropriate changes made.

The policy will be reviewed at least every two years.

<b>Signed by Lead Officer:</b>	<b>Iain Davidson</b>
<b>Designation:</b>	<b>Employee Relations Manager</b>
<b>Date:</b>	<b>4 January 2023</b>
<b>Counter Signature Director</b>	<b>Clair Hepburn</b>
<b>Date:</b>	<b>05/01/2023</b>