

Scottish Borders Health and Social Care Partnership



Equality, Human Rights and Fairer Scotland Duty Impact Assessment (IA) – Stage 1 Proportionality and Relevance

Completion of the template below will give senior officers the confidence that the Equality Duty, the Scottish Specific Public Sector Equality Duties, Human Rights and the Fairer Scotland Duty have been considered at the beginning of and throughout the proposal development and that action plans are in place to identify relevant stakeholders, undertake robust consultation to deliver a collaborative approach to co-producing the Impact Assessment.

What Integration Joint Board (IJB) report or Partnership decision does this proportionality and relevance assessment relate to:

Scottish Borders Health and Social Care Partnership Integrated Workforce Plan

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (employees, clients, customers, people using services) indicate all that apply

Age	Disability Learning Disability, Learning Difficulty, Mental Health, Physical Autism/Asperger's	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non-belief)	Sexual Orientation
X	X	X		X	X	X	X	

Human Rights (enhancing or infringing)

Life	Degrading or inhumane treatment	Free from slavery or forced labour	Liberty	Fair Trial	No punishment without law	Respect for private and family life	Freedom of thought, conscience and religion	Freedom of expression	Freedom of assembly and association	Marry and found a family	Protection from discrimination
X						X					X

Main Impacts	Are these impacts positive or negative or a combination of both	Are the impacts significant or insignificant?
Extensive recruitment campaign promoting Scottish Borders as a place to work and live	Positive	Significant
Exploration of supported employment initiatives	Positive	Significant
Improved health and wellbeing of existing staff (physical, emotional, financial and spiritual)	Positive	Significant

Is the proposal considered strategic under the Fairer Scotland Duty?	Yes
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<p>IA to be undertaken and submitted with the report – Yes</p> <p>If no – please attach this form to the report being presented for sign off</p>	<p>Proportionality & Relevance Assessment undertaken by:</p> <p>Mark Williamson, HR Business Partner SBC</p> <p>Claire Smith, HR Manager, NHS Borders</p> <p>Wendy Henderson, Partners for Integration, Scottish Borders HSCP</p>
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