

Scottish Borders Council

Equality Impact Assessment

EIA Completed By				
Name	Post	Service Area.	Date(s)	
Stuart Mawson	Property Manager	Place	26 th April 2016	
Simone Doyle	Equality & Diversity Officer (HR)	Chief Executive Department	26 th April 2016	

1.	Title of Proposal:	Flag Flying Protocol – The flying of flags from Council Buildings
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2.	Service Area: Department:	Place
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3.	Description:	Purpose-The aim of this protocol is to standardise procedures for the flying of flags from Council Buildings. Outcomes-The outcome of this protocol will be clear procedures to ensure a uniform approach to the flying of flags, that compliments the approach of Scottish Government and the Flag and Heraldry Committee.
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4.	Relevance to the Equality Duty. Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010? (If you believe that your proposal may have some relevance – however small please indicate yes)	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	The protocol assists Scottish Borders Council to actively and openly demonstrate its commitment to equality, to celebrate the diversity within our community and promote inclusion. In doing this Scottish Borders Council will be actively undertaking its Equality Duties and meeting the requirements of the Equality Act 2010.
	Promotion of equality of opportunity? <i>(Could your proposal help or hinder the Council with this)</i>	
Foster good relations? <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>		

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced? (Please x all that apply).				
	Equality Characteristic	Impact			Description <i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
		No Impact	Possible Positive Impact	Possible Negative Impact	
	Age (Older or younger people or a specific age grouping)	X			There are no known impacts.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The protocol has been amended to include a flag to be flown on International Workers' Memorial Day. Flying the flag on this particular day marks the remembrance and action for workers killed, disabled, injured, or made unwell by their work.	

Gender (Males, Females, Transgender or Transsexual people)		X		<p>The protocol has been amended to include flying the Rainbow Flag on International Day Against Homophobia (17th May)</p> <p>Likewise Merchant Navy Day has also been added to the protocol. Flying the flag on this day honors the brave men and women who kept our island nation afloat during both World Wars and celebrated our dependence on modern day merchant seafarers who are responsible for 95% of the UK's imports, including half of the food we eat.</p>
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The protocol allows for Flags of distinguished visitors from another countries to be flown whilst visiting the Scottish Borders.
People with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)	X			There are no known impacts.
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The protocol has been amended to include flying the flag to mark the first day of LGBT History Month. Flying the flag shows support of the LGBT community.
Carers (those who have caring responsibilities for someone with an equality Characteristic)	X			There are no known impacts.
Poverty (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X			There are no known impacts.
Employee/Partnerships/3rd Sector Organisations (those employed by the		X		The protocol has been amended to include the facility for special interest groups (a group within the community with a shared interest in advancing a specific area of knowledge,

	Council including full time, part time and temporary)				learning, social interest, or representing a defined section of the community) to request a flag to be flown at the discretion of the Convenor in consultation with the Chief Executive. One such example was the flying of a purple flag to promote Epilepsy Awareness Day.
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6.	Mitigation/Recommendations	
	<p>The assessment of the protocol indicates that there are many benefits that help Scottish Borders Council contribute well to it's obligations under the Equality Act. Examples include:</p> <ul style="list-style-type: none"> • Progressive and in line with practices from both the UK and Scottish Government • Ensures Scottish Borders Council demonstrates dignity and respect for the tradition of flag flying within the United Kingdom. • Enables Scottish Borders Council to actively and visibly promote equality of opportunity and foster good relations and inclusion. • Encourages flag flying which allows Scottish Borders Council to promote positive messages including; pride, inclusiveness, respect and celebration. <p>There is however potential for low level impact on English/Scottish, Scottish/Irish and English/Irish relations. This impact may result from the feelings of nationalism and prejudice which can be sparked by public display of national symbols such as flags. Whilst we cannot change the deeply held views that are influenced by historical events, we will monitor the situation and revise the procedures if significant adverse impact on any group is identified.</p> <p>It is recommended that the protocol remains Scottish Borders Council's practice until we are informed otherwise by UK Government or any precedent set by Scottish Government and or Flag and Heraldry Committee. However, in line with Scottish Borders Councils's policy review procedure the protocol and its supporting guidance will be reviewed every second year.</p>	
7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I have populated the evidence base to support my answers.	x
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	

	Not Certain – further assessment is recommended if proposal is progressed.	
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EIA Signed Off By		
Name	Role	Date
Philip Barr	Depute Chief Executive Place	6-6-16