

## Scottish Borders Council

### Stage 3 Equality Impact Assessment - Sign Off

(for use at the end of development project/proposal/policy development – prior to sign off)

3.1	<b>Title of Proposal:</b>	Reducing inequalities in the Scottish Borders 2015-2020 Strategic Plan
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*(Please enter the title or reference for your proposal)*

3.2	<b>Service Area:</b> <b>Department:</b>	Depute Chief Executive (People) on behalf of Community Planning Partnership
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*(Please enter the department/service area submitting the proposal)*

3.3	<b>Description:</b>	<p>Significant efforts have been made from a range of agencies and communities to close the gap in inequalities over recent years, yet the gaps remain unacceptable. The Community Planning Partnership (CPP) is committed to trying to break the cycle and so have set out to develop this Reducing Inequalities Strategic Plan for the Borders to help enable the work of all stakeholders to focus on a number of key priority areas that will make a difference to people's lives.</p> <p>This strategic plan for reducing inequalities in the Borders builds on the significant amount of research, analysis and consultation that has been completed previously by the Council, various partnerships, community organisations and other agencies. The CPP has undergone a robust consultation and analysis process to arrive at the priorities and outcomes outlined in this strategy.</p> <p>Five key strands of inequalities in the Scottish Borders have been identified as: <b>Health and Wellbeing, Housing and Neighbourhood, Attainment, Achievement and Inclusion, Employment and Income, Keeping People Safe.</b></p> <p>This strategy outlines our commitment to prioritising a reduction in inequalities, ensuring all local plans and policies are truly inclusive and will drive progress over the next five years and beyond. This high level strategic plan aims to tackle and reduce these five key strands of inequalities in the Scottish Borders.</p>
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*(Please enter a full description of your proposal including its aims and objectives)*

3.4	<b>Impact Assessment</b> Use the information you have gathered during the development of your proposal to identify the anticipated impacts of your proposal against the three arms of the Equality Duty.				
Equality Characteristic	Impact			Impact	Mitigation & Recommendations
	No Impact	Positive Impact	Negative Impact	Please enter your reasoning for your assessment based on the evidence you have gathered.	Please enter any mitigations if you have identified a negative impact &/or recommendation for implementation
<b>Age:</b> Older or younger people or a specific age grouping.		X		Individuals of all ages within our communities will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.  Those in the older and younger age groups are often the most vulnerable or disadvantaged, or currently have the poorest outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.	
<b>Disability:</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring.		X		People within our communities with a disability will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.  Individuals with a disability are often the most vulnerable or disadvantaged, or those who currently have the poorest outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.	
<b>Gender:</b> Males, Females,		X		Individuals, regardless of their gender, will be impacted	

<p>Transgender or Transsexual people.</p>			<p>positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.</p> <p>Individuals are often disadvantaged because of their gender, and as a result are vulnerable and currently have poor outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	
<p><b>Marital Status:</b> Civil Partnership, Co-habiting Divorced, Married, Separated &amp; Single.</p>		<p>X</p>	<p>This Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it will have positive impacts of people regardless of their marital status.</p> <p>Individuals are often disadvantaged because of their personal relationships and choices, which affects their outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	
<p><b>Pregnancy &amp; Maternity:</b> The period of time a woman is expecting a baby until one year after the baby is born. This includes breastfeeding.</p>		<p>X</p>	<p>Woman in this Equality Characteristic will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.</p> <p>Woman during this period of time can face disadvantages, are vulnerable and currently have the poorest outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	

<p><b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers).</p>		X	<p>People within our communities of all race groups, nationality, ethnic and cultural backgrounds will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.</p> <p>Individuals of minority groups often face disadvantages, are vulnerable and currently have the poorest outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	
<p><b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief).</p>		X	<p>People within our communities of all religious beliefs or none, will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.</p> <p>Individuals often face disadvantages due to their beliefs or no aligned belief, are vulnerable and currently have the poorest outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	
<p><b>Sexual Orientation:</b> e.g. Lesbian, Gay, Bisexual, Heterosexual</p>		X	<p>This Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it will have positive impacts of people regardless of their sexual orientation.</p> <p>Individuals are often disadvantaged because of their sexual orientation, which affects their outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan -</p>	

				Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.	
<b>Carers:</b> those who have caring responsibilities for someone with an equality Characteristic.		X		<p>Carers within our communities will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.</p> <p>The role that Carers undertake often causes them disadvantage, and as a result are vulnerable and currently have poor outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	
<b>Poverty:</b> people who are on a low income including benefit claimants, people experiencing fuel poverty, isolated rural communities etc.		X		<p>People within our communities who experience poverty will be impacted positively by this Reducing Inequalities Strategic Plan, and the number of current plans, strategies and range of national policies which informs and underpins it.</p> <p>Individuals affected by poverty are the most vulnerable or disadvantaged, and currently have the poorest outcomes, however positive impacts are anticipated in terms of the five key strands of inequalities identified in this strategic plan - Health and Wellbeing; Housing and Neighbourhood; Attainment, Achievement and Inclusion; Employment and Income; Keeping People Safe.</p>	
<b>Employees:</b> those employed by the Council including full time, part time and temporary.	X	X		There is no direct impacts anticipated on employees of Scottish Borders Council or other agencies within the Scottish Borders Community Planning Partnership.	

3.5	<b>Relevance to the Equality Duty in Summary:</b>	
	What impact will your proposal have on the following: <i>(After considering all the available evidence what impact do you believe the implementation of this proposal will have in relation the Equality Duty?)</i>	
	<b>Equality Duty</b>	<b>Reasoning:</b>
	Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will proposal discriminate? Or help eliminate discrimination?)</i>	This approach and the commitments from the CPP should be effective in ensuring the outcomes and principles for reducing inequalities are factored into local policy development and service delivery.
	Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	This strategic plan is directed towards those in our society who experience disadvantage and unequal opportunities that result in poor outcomes, either through individual circumstances or as members of a group that confronts issues such as discrimination, or any other barriers to achievement.
	Foster good relations? <i>(Will your proposal help or hinder the Council's relationships with those who have equality characteristics?)</i>	The actions developed under the strategic plan's 'Framework for Action' focuses on areas where the CPP can bring added value from a collaborative approach to reducing inequalities.  The commitments outlined in the framework for action will address the challenge of how to embed the work to reduce inequalities through every service and work streams of the council and some of our key partners across the Borders, while also ensuring there is ownership and commitment among partners.

3.6	<b>Recommendations &amp; Mitigation</b> Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal.	
	Characteristic	Approved Yes/No
	Mitigation/Recommendation	

Signed Off (Sign off must be completed by Service Manager or Director)			
Name:	Jeanette McDiarmid	Directorate:	People
Post:	Depute Chief Executive (People)	Date:	16/03/2016
EIA Completed By			
Name:	Frances Eneide	Service Area:	Corporate Transformation
Post:	Project Manager	Date:	23/02/2016

Proposals Approved for Implementation:	Date
EIA Published:	
Date for Review of Findings:	

**Next Steps:**

If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision. For your records, please keep a copy of this Equality Impact Assessment form.