

Scottish Borders Council

Equality Impact Assessment

EIA Completed By				
Name	Post	Service Area.	Date(s)	
Erick Ullrich Simone Doyle	Organisational Development Manager Corporate Equality & Diversity Officer		Initial assessment	17 th February 2016
Jim Fraser, Douglas Scott, Ailie Gordon, PS Siobhan Graham, Pc Jeffrey How, Suzanne Scott, Helen McNeil, Erick Ullrich Simone Doyle George Higgs	Emergency Planning Officer Senior Policy Advisor SPEVU Prevent Delivery Unit East CONTEST Organisational Development Manager Corporate Equality & Diversity Officer Informed individual	Transformation and Services Dept. Single Point of Contact (SPOC) Chief Executive Dept. SPOC Scottish Government Police Scotland Police Scotland Borders College Borders College Chief Executive Dept Chief Executive Dept Borders Equality Forum	Interim assessment	31 st Mach 2016
Clair Hepburn	Chief Human Resources Officer	Human Resources	Final Assessment/Approval	11 th April 2016

1.	Title of Proposal:	PREVENT – e-learning training programme
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2.	Service Area: Department:	HR – Organisational Development (OD)
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3.	Description:	<p>The PREVENT e-learning package has been formulated to raise awareness of Prevent, within the context of the Contest strategy and prompts the use of single points of contacts (SPOC).</p> <p>The e-learning package defines the terminology: extremism; safeguarding; anti-terrorism; radicalisation and exploitation. The package by way of reflection challenges one’s own preconceptions and how PREVENT applies to them both in the work place and in their everyday surroundings.</p> <p>Although this is an e-learning programme those without IT facilities will not be excluded and training will be offered through a blended approach includes face-to-face, technology training/support, information posters displayed at key points across working environments supported by a communication plan.</p>
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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>	Yes – the package challenges one’s own perception of what/who terrorist/extremist are and how these aspects are manifested. Consequently this will come some way to help eliminate discrimination.
	Promotion of equality of opportunity?	Yes help. The training package is available to all employees through

(Could your proposal help or hinder the Council with this)	various blended learning/delivery methods to raise awareness within their community and working environment.
Foster good relations? (Could your proposal help or hinder the council s relationships with those who have equality characteristics?)	Yes help. The training package will support in the awareness raising and safeguarding of the Scottish Borders Council (SBC) community, pupils, clients, customers etc.

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
		No Impact	Possible Positive Impact	Possible Negative Impact
				<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>
	Age (Older or younger people or a specific age grouping)		X	
	Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X	
	Gender (Males, Females, Transgender or Transsexual people)		X	
	Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X	
				There are no known negative impacts that would adversely affect people who self-associate with this protected characteristic. It is intended that as the programme develops and a need becomes evident the package will be considered to be made available in languages for those whose first language is not

				English.
	People with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)	X		There are no known negative impacts that would adversely affect people with religious or other beliefs however sensitivity has been a consideration when addressing stereotyping terrorism e.g. all Muslims are terrorists.
	Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	X		The content of the training will be delivered to ensure that all sexual orientation have access.
	Carers (those who have caring responsibilities for someone with an equality Characteristic)	X		The programme positively promotes safeguarding and signposts the use of single points of contacts (SPOC) for carers to refer to relieve any concerns or requiring points of clarification.
	Poverty (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X		The programme includes vulnerability factors in which poverty is one and how these factors might influence radicalisation. The training package should greatly assist partners and 3 rd sector organisations achieve their goals in the delivery of the package, in many instances e-learning will be the more affordable option.
	Employee/Partnerships/3rd Sector Organisations (those employed by the Council including full time, part time and temporary)	X		The programme is for all employees envisaged to be delivered within a 2 year timescale. The priority groups will be with those who have interaction with the community, pupils, clients and customers. The programme is to raise awareness to stop becoming terrorists or supporting extremism and/or radicalisation. In essence the programme sets out how to pursue, prevent, protect and prepare and prompts the use of single points of contacts. (SPOC). No employees will be excluded from the training as those who do not have access to IT equipment will be offered training through a blended approach which includes face-to-face and technology training/support.

6.	Mitigation/Recommendation
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. If you are unsure of the answer please state this and recommend further investigation.

Characteristic	Mitigation/Recommendations
All	<p>This is a new e-learning package and at this stage it is anticipated that there will be no negative implications as the training package is available and fully accessible to all.</p> <p>The PREVENT e-learning package has been formulated to raise awareness of Prevent, within the context of the Contest strategy and prompts the use of single points of contacts (SPOC).</p> <p>Therefore the recommendation is that there is no need for a full equality impact assessment. However as this is a new learning package there will be a re-evaluation of its content, delivery and if it has achieved its aim to raise awareness. This would also include any government changes in legislation which may affect the e-learning package. The aim being to ensure that the training package is current and relevant. It is anticipated that the evaluation is commenced within 12 months of adoption/delivery of the e learning training package.</p> <p>In addition it is further recommended that awareness of the e-learning package there will be supported by a communication plan and that as a future development the e-learning package will be available as a fully accessible version for circulation to wider third sector/community interested parties.</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.	