

Equality Impact Assessment

1	Title of Proposal:	Equality Mainstreaming Report and Equality Outcomes 2017 -2021
2	Service Area: Department:	Chief Executive
3	Description:	<p>Scottish Borders Council (the Council) is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community. Mainstreaming equality is the process by which we are working towards ensuring equality is at the heart of everything we do as an organisation.</p> <p>This is considered against the nine protected characteristics listed in the Equality Act 2010:</p> <ul style="list-style-type: none"> • Age • Disability • Gender Reassignment • Marriage and Civil Partnership • Pregnancy and Maternity • Race • Religion or belief • Sex • Sexual Orientation <p>The Equality Mainstreaming Report 2017- 21 replaces the previous Equality Mainstreaming report (2013-17) and serves to meet Scottish Borders Council's statutory duty to produce such a document.</p>

The development of the Report has taken account of the work the Council has undertaken on equalities, and legislative, economic and social changes both locally and nationally.

The mainstreaming report builds on work previously undertaken and provides background information on equalities in the Borders, describes the legal context, includes eight equality outcomes and provides an analysis of Employee data. Qualitative and quantitative assessment provides progress on how equality has been mainstreamed within the Council. The report concludes with an action plan that covers areas of improvement that needs to be made to progress equalities mainstreaming between 2017 and 2021.

From Summer 2016 until February 2017, the Council consulted internally and externally on its 2013 -2017 Equality Mainstreaming Report. The purpose of the consultation was to highlight the progress on equalities since the publication of the first Equality Mainstreaming Report and assist with the development of the Equality Mainstreaming Report 2017 – 2021. We asked to hear views on how the Council is performing on equality and diversity matters and what improvements could be made over the next four years. This included things that we do well, areas for that need to be improved and progress against our equality outcomes.

We also asked:

- If the Equality Outcomes helps us to improve equalities in the Scottish Borders
- For any suggestions for improving equalities in the Scottish Borders and Scottish Borders Council
- If we should add to or change our Equality Outcomes

We consulted with a variety of groups during this time, including:

Our employees

Community Councils

Community and Voluntary Groups representing:

- Older People
- Children and Young People
- People with disabilities
- People with learning disabilities
- Carers
- Race
- Interfaith/Belief
- Sexual Orientation/Gender Reassignment

The consultation document was also placed on SBC's Consultation Website Page for the Scottish Borders communities to respond to. Communities were made aware of the availability of the consultation by press releases and posters displayed in the regions Contact

	Centres, Libraries, Sports Centres and Community Halls where paper copies of the consultation document were available.
	From the consultation we learnt that whilst substantial progress has been made further work still needs to be undertaken in order to mainstream equalities within the Scottish Borders and the Council. Furthermore it is also appropriate to retain the eight existing equality outcomes for the period 2017-2021 as they are aspirational and still relevant.

4	Impact Assessment					
	Equality Characteristic	Impact			Description	Mitigation & Recommendations
		No Impact	Positive Impact	Negative Impact		
	All of the protected characteristics: Age, Disability, Gender, Race, Religion/Belief, Pregnancy and Maternity, Gender Reassignment		X		<p>It is deemed that the Mainstreaming Report will have a positive impact on all of the Scottish Borders Communities and Scottish Borders Council's (SBC) Employees regardless of their protected characteristic. The report sets out SBC Equality vision and the steps SBC will take to achieve its vision.</p> <p>Equality Outcomes 1 – 3 have been set as priorities for the Council to achieve focusing on equality matters specific to SBC. Equality Outcomes 4 – 8 have been set in agreement with Partners to ensure that a Borders wide approach to mainstreaming equalities can be achieved.</p> <p>Mainstreaming equality has a number of benefits:</p> <ul style="list-style-type: none"> • It helps SBC ensure that its services are fit for purpose and meet the needs of the community. • It helps SBC attract and retain a productive workforce, rich in diverse skills and talents. • It helps SBC work toward social inclusion and allows SBC to 	

					<p>support the communities it serves to improve the lives of everyone who lives in the Borders.</p> <ul style="list-style-type: none"> It helps SBC to continually improve and perform better through growing knowledge and understanding. <p>The mainstreaming report contains clear written information and on request may be made available in different formats or translated into the appropriate language for those communities who first language is not English.</p>	
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5	Relevance to the Equality Duty in Summary:		Reasoning:
	Elimination of discrimination (both direct & indirect), victimisation and harassment.		Through the successful implementation of the Equality Outcomes contained within the Equality Mainstreaming Report there will be a strong and sustained positive impact on equality of opportunity, fostering good relations and eliminating discrimination, victimisation and harassment.
	Promotion of equality of opportunity?		
	Foster good relations?		

6	Recommendations & Mitigation		
	Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal		
	Characteristic	Mitigation/Recommendation	Approved Yes/No
	General	Council's commitment to equalities is communicated to all	Yes
		Much has been proposed in the Equality Mainstreaming Report and an action Plan identifies how it will be delivered. It is recommended that the "Way Forward" Section contained within the Equality Mainstreaming Report and the encompassing Action Plan be considered and implemented immediately after publication of the 2017 -2021 Equality Mainstreaming Report.	Yes

		This is a refreshed Equality Mainstreaming Report and whilst at this stage equality impacts are proving to be positive, it is recommended that the Equality Mainstreaming Report will be reviewed 1 year from publication in order that it remains fit for purpose and that negative impacts have not become apparent.	
		As a legislative requirement progress on mainstreaming equality and the Equality Outcomes will be reviewed and published by April 2019 with a full review to be undertaken and published April 2021.	Yes

Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)			
Name:	Tracey Logan	Directorate:	Chief Executive
Post:	Chief Executive Officer	Date:	25 th April 2017

EIA Completed By			
Name	Iain Davidson	Service Area.	Chief Executive - Human Resources
Post	Employee Relations Manager	Date	8 th March 2017
Name	Simone Doyle	Service Area	Chief Executive - Human Resources
Post	Equality & Diversity Officer (HR)	Date	8 th March 2017
Name	Douglas Scott	Service Area	Chief Executive - Policy
Post	Senior Policy Adviser	Date	8 th March 2017