

Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	Title of Proposal:	Local Outcomes Improvement Plan for the Scottish Borders
2.	Service Area: Department:	Communities and Partnerships Customer and Communities Directorate
3.	Description:	<p>Part 2 (Community Planning) of the Community Empowerment (Scotland) Act 2015 requires each Community Planning Partnership (CPP) in Scotland to prepare and publish a local outcomes improvement plan (LOIP) which sets out the local outcomes which the CPP will prioritise for improvement.</p> <p>The LOIP should detail how public bodies work together and with the local community to plan for, resource and provide services which improve local outcomes in the local authority area, all with a view to reducing inequalities.</p> <p>The participation of and with communities lies at the heart of community planning and applies in the development, design and delivery of the LOIP as well as in the review, revision and reporting.</p> <p>The LOIP is to be published by 1st October 2017, and progress reported annually.</p> <p>The Act also expands the number of public sector bodies that are subject to community planning duties from the statutory partners - local authority, Health Board, Scottish Enterprise, Police Scotland, Scottish Fire and Rescue Service and the Regional Transport Partnership. For details please follow the link.</p>

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?	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	Yes
	Promotion of equality of opportunity?	Yes
	Foster good relations?	Yes

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
All of the below protected characteristics including: Age Disability Gender, Race Groups: People with Religious or other Beliefs: Pregnancy and Maternity,		X		<p>The LOIP is intended to improve outcomes and reduce inequalities across all communities in the Scottish Borders. To help identify inequalities and pull together the CPP's understanding of key issues and challenges from across the Scottish Borders a number of information sources will be used, notably:</p> <ul style="list-style-type: none"> • National and local data and statistics • Community views • Professional knowledge and expertise <p>With the CPP looking to improve local outcomes/reduce inequalities it is envisioned that each of the Equality Characteristics are impacted in a positive way.</p> <p>Community engagement and inclusion are two important principles/ways of working that are to be adopted by the CPP to support the delivery of the LOIP, this would include engaging and listening to hard-to-reach groups as is practically possible.</p>	

	Sexual Orientation, And the associated themes of: Carers			
	Poverty		X	As above. In addition a key focus to reduce inequalities is around those communities affected by socio-economic disadvantage; as such the CPP would expect issues around poverty to be positively impacted and evidenced.
	Employees		X	The LOIP will look to address outcomes and inequalities for people who live, work and visit the Borders; as such this will include employees of any business based in the Scottish Borders.

6.	Mitigation	
	Characteristic	Mitigation
		Whilst at this stage equality impacts are proving to be positive it is recommended that further research is conducted as the LOIP develops In order to ensure that no negative impacts become apparent.

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.	
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	X
	Not Certain – further assessment is recommended if proposal is progressed.	

Completed By			
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