

# Scottish Borders Council

## Stage 1 Equality Impact Assessment

(For Early Proposals, Project Initiation)

1.	<b>Title of Proposal:</b>	Creation of Area Partnerships
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*(Please enter the title or reference for your proposal)*

2.	<b>Service Area:</b> <b>Department:</b>	Democratic services Customer & Communities
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*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	Changes to the constitution and remit of current Locality Partnerships to have a greater focus on community engagement and involvement. With the greater emphasis on community empowerment, participative budgeting, and locality planning, it is proposed to change Locality Committees to Area Partnerships. Their main aim would be to form a community engagement platform to develop priorities and outcomes for the area. They would act as a community consultation body, not just for the Council but other service providers in the area, becoming a strong voice for the area.
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*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b> (If you believe that your proposal may have some relevance – however small please indicate yes)	
	<b>Duty</b>	<b>Yes/No</b>
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i>	The proposed change from Locality Committees to Area Partnerships would highlight the focus as being one of engagement with the whole community and seek to ensure meetings are open and inclusive for everyone in the Scottish Borders.

<b>Promotion of equality of opportunity?</b> <i>(Could your proposal help or hinder the Council with this)</i>	Meetings will be open to all with measures being put in place, where possible, to allow the involvement of all those that wish to attend. Days/times and locations of the meetings will be flexible to support the opportunity to attend for as many people as possible.
<b>Foster good relations?</b> <i>(Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	It is anticipated that the proposal will help foster good relationships with those who have equality characteristics.

<b>5. Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply ).				
<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<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. <b>If you are unsure of the answer please state this and recommend further investigation.</b></i>
<b>Age</b> (Older or younger people or a specific age grouping)		x		It is anticipated that the inclusive format of Area Partnerships meetings will make them more relevant and accessible to all age groups
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		Measures will be put in place where required to make the meetings and information discussed accessible to anyone with a disability or sensory impairment. All meetings will be held in accessible buildings. With prior notice information will be provided in an alternative format. Carers, support staff and service animals will be welcome at all meetings.
<b>Gender</b> (Males, Females, Transgender or		x		It is not expected that the meeting content, location, day or time will discriminate against anyone due to their gender. The meeting times and locations will be flexible and agreed by all

Transsexual people)				those attending and those that have informed Scottish Borders Council of any requirements they may have by other means.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		x		It is not expected that the meetings content, location, day or time will discriminate against anyone due to their race. The meeting times and locations will be flexible and agreed by all those attending and those that have informed Scottish Borders Council of their requirements by other means. With prior notice information can be provided in an alternative language.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		x		Area Partnerships will not have a religious aspect to them. The meeting times and locations will be flexible and agreed by all those attending to take account of days and times when religious observance may take place. Those that are unable to attend a meeting will be able to inform Scottish Borders Council of any requirements they may have which will need to be taken into account when setting the day, time or location of a meeting.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		x		It is not expected that the meeting content, location, day or time will discriminate against anyone due to their sexual orientation.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		x		The meeting times and locations will be flexible and agreed by all those attending. Those that are unable to attend a meeting will be able to inform Scottish Borders Council of any requirements they may have which will need to be taken into account when setting the day and time or location of a meeting.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x		All staff will be encouraged to attend Area Partnerships as either staff members or as members of the Borders community. It is anticipated that the flexibility of meeting days, times and locations will support those with non-consistent work patterns to attend.

6.	<b>Mitigation</b>	
	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. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	<b>All</b>	Area Partnerships will be informally assessed and reshaped, to meet local needs, as they progress through meeting evaluations and conversations with those attending or who wish to attend. It is proposed that formal review takes place after 18 months of operation.

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	<b>X</b>
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Jenny Wilkinson	Service Area.	Democratic Services
Post	Clerk to Council	Date	02/11/2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

**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.