### INTEGRATED IMPACT ASSESSMENT COVERING

- EQUALITIES & SOCIO ECONOMIC DUTIES
- HUMAN RIGHTS AND RIGHTS OF THE CHILD

DATE	UPDATES/EXECUTIVE SUMMARY	VERSION DETAILS
		Admin Use Only
06/02/2024	Stage 1 reviewed in preparation for SFC 28/02/2024	9.0 06/02/2024 JG

#### STAGE 1 - DO I NEED AN INTEGRATED IMPACT ASSESSMENT?

Name of policy or proposal:		
Option 1 – Remove Home Improvement Service Officer Post		
Is this a	Mark X below	
New activity, programme or policy?		
Change to an existing activity, programme or policy?		
Budget proposal?	Х	

Duties: tick the boxes you think apply	No	Maybe	Yes
Equalities: Will your proposal have an impact on groups with	Х		
protected characteristics?			
Consider the impact of your proposal on people and how they access your services and information without barriers.			
Socio-economic	Х		
Not every person/family has access to regular income or savings. Will your proposal have an adverse impact on them			

Does your proposal impact on the <b>human rights</b> of people?	Х	
Does your proposal impact on the <b>rights of children</b> and	х	
young people		

#### Reasoning

Briefly describe your reasoning for the responses given above:

This post is primarily about empty properties, although these empty properties may be owned by individuals or ultimately occupied by individuals experiencing inequality, it is not a defined characteristic of the work.

If you have answered "maybe" or "yes" to any of the Stage 1 questions above then proceed to complete the Stage 2 Integrated Impact Assessment questions below.

If you have answered "no" to the Stage 1 below and submit to [email]	questions above then provide the details
Lead Officer for developing the contract	Jim Grant
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	
Date	22/09/23

## STAGE 2: INTEGRATED IMPACT ASSESSMENT

Brief description of the affected service
1. Describe what the service does:
2. Who are your main stakeholders?
3. What changes as a result of the proposals? Is the service reduced or removed?
4. How will this affect your customers?
5. Impact on staff providing the service

6. Please indicate if these apply to any of the protected characteristics			
Protected groups	Potential impacts and considerations		
Race			
Disability			
Carers (for elderly, disabled or			
minors)			
Sex			
Pregnancy and maternity (including			
breastfeeding)			
Sexual orientation			
Age (include children, young			
people, midlife and older people)			
Religion, and or belief			
Gender reassignment			
Inequalities arising from socio-			
economic differences			

**Human rights** 

List of convention rights	Describe, where applicable, if and how specific rights are engaged
Article 5: Right to liberty and security	
Article 6: Right to a fair trial	N/A

List of convention rights	Describe, where applicable, if and how specific rights are engaged
Article 8: Right to respect for	
private and family life,	
correspondence and the home	
Article 10: Freedom of expression	N/A
Article 11: Freedom of assembly	N/A
and association	
Article 12: Right to marry	N/A
Article 14: Prohibition of	N/A
discrimination (in relation to the	
convention rights)	
Article 1 of Protocol 1: Protection	
of property	
Article 2 of Protocol 1: Right to	N/A
education	
Article 3 of Protocol 1: Right to free	N/A
elections by secret ballot	

Children's Rights and Wellbeing

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Relevant articles – UNCRC	
Article 2 – Non discrimination	N/A
Article 12 – Respect of the views of the	
child	
Article 3.1 – Best interest of the child	
Article 6.2 – Right to survival and	
development	

**7. Evidence**. What information have you used to make your assessment? (add dates for updates/additional information)

Performance data	
Internal	
consultation	
Consultation with	
affected groups	
Local statistics	
National	
statistics	
Other	

8. Evidence gaps (add dates for updates/additional information)

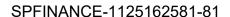
Do you need additional information in order to complete the information in the previous questions?

### 9. Mitigating action

Can the impact of the proposed policy/activity be mitigated? Please explain

#### 10. Justification (add dates for updates/additional information)

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?



## **SECTION 3 CONCLUDING THE IIA**

# Concluding the IIA

No potential negative impacts on any of the protected groups were found.		
Some potential negative impacts have been identified.		
The impacts relate to:		
Reducing discrimination, harassment, victimisation or other conduct		
prohibited under the Equality Act 2010		
Promoting equality of opportunity		
Fostering good relations		
3. The proposals interfere with human rights and/or the rights of the child		
4. Negative impacts can be mitigated the proposals as outlined in question 8		
5. The negative impacts cannot be fully mitigated but are justified as outlined in question 9.		
6. Further consultation with affected groups is needed.		
7. It is advised not to go ahead with the proposals.		
<b>Decision</b> (add dates for updates/additional information) Set out the rationale for deciding whether or not to proceed with the proposed actions:		

**Date of Decision:** 

# Sign off and authorisation:

Service	EG&D
Department	
Policy/activity subject to IIA	
We have completed the integrated impact	Name:
assessment for this policy/activity.	Position:
	Date:
Authorisation by head of service	Name: Jim Grant
-	Position: Head of Service
	Date:22/09/23
Permission to publish on website -	
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	

