

INTEGRATED IMPACT ASSESSMENT COVERING

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

DATE	UPDATES/EXECUTIVE SUMMARY	VERSION DETAILS <i>Admin Use Only</i>
14/02/2024	Stage 1 reviewed in preparation for SFC 28/02/2024	16.0 14/02/2024 AMcL

STAGE 1 - DO I NEED A DETAILED IMPACT ASSESSMENT?

Service/department	GSP	
Name of policy or proposal	Strategy and Performance team Option 1 reduce Equalities post by 0.5 fte Option 2 reduce RIO post by 0.5 fte Option 3 reduce RIO post by further 0.5 fte	
Budget template reference	F9.1	
Is this a		Mark X below
New activity, programme or policy?		
Change to an existing activity, programme or policy?		
Budget proposal?		x

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

Does your policy proposal impact on the rights of children and young people		x	
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Reasoning
 Briefly describe your reasoning for the responses given above:

There is not considered to be any impact for Options 2 or 3. These involve a central reporting post with no direct impact on front facing services.

For option 1 there is a potential indirect impact and stage 2 consideration would be recommended.

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

If you have answered **no** to the Stage 1 questions above then please sign off by providing the details below and submit to don.toonen@moray.gov.uk

Lead Officer for developing the policy or proposal	Louise Marshall
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	Alasdair McEachan
Date	29.09.23

STAGE 2: DETAILED IMPACT ASSESSMENT

Brief description of the affected service

<p>1. Describe what the service does:</p> <p>Equalities officer advises departments within the council on rights and responsibilities associated with Equalities, Socio economic duty, Human Rights, UNCRC rights and helps with Refugee/Asylum issues.</p> <p>Helps draft, monitors and reports on equalities indicators.</p>
<p>2. Who are your main stakeholders?</p> <p>Council services</p>
<p>3. What changes as a result of the proposals? Is the service reduced or removed?</p> <p>Reduced hours will mean the post holder will need to concentrate on core statutory responsibilities (including equalities outcomes and impact assessments). Council services may need to be able to deal with more equalities issues themselves.</p>
<p>4. How will the proposals impact on your customers?</p> <p>The indirect impact on those with protected characteristics would be that council services may be less knowledgeable of their responsibilities and are less able to meet needs.</p> <p>Having less time resource with this post increases the likelihood that major strategies and policies may not be fully compliant with legislation.</p>

<p>6. How will your proposals impact on people with these protected groups?</p> <p>Potentially all groups below.</p>		
<p>Protected groups</p>	<p>X</p>	<p>Potential impacts and considerations – give details</p>
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

Potentially relevant convention rights	X	Describe, where applicable, if and how specific rights are affected.
Article 5: Right to liberty and security		
Article 6: Right to a fair trial		
Article 8: Right to respect for private and family life, correspondence and the home		
<i>Article 10: Freedom of expression</i>		
<i>Article 11: Freedom of assembly and association</i>		
<i>Article 12: Right to marry</i>		
<i>Article 14: Prohibition of discrimination (in relation to the convention rights)</i>		
<i>Article 1 of Protocol 1: Protection of property</i>		
<i>Article 2 of Protocol 1: Right to education</i>		
<i>Article 3 of Protocol 1: Right to free elections by secret ballot</i>		

Children's Rights and Wellbeing

Relevant articles – UNCRC	X	Describe, where applicable, if and how specific rights are affected.
Article 2 – Non discrimination		
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	
Engagement or 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 any negative impacts of the proposals be mitigated?

Knowledge can be shared with other officers such as the RIO team and legal team although these teams also have diminishing resources and will have competing demands.

This wider cooperation will be required to assist around budget time when there is a spike in demand for the service.

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

If nothing can be done to reduce the negative impact(s) but the proposed proposal must go ahead:

- What justification is there to continue with the proposals?

- Can you demonstrate that the proposals are still proportionate in a wider sense?

If the equalities officer resource is decreased then post holder would need to focus on statutory and higher risk areas. This will increase the risk to the Council of non-compliance and legal challenge.

The Council's budgetary position means that current levels of service provision (across all services) are unsustainable and the Council may need to operate in a higher risk environment.

The proposal can be justified on these grounds.

CONCLUSIONS:	Indicate with an X
1. The impact of the proposals were found to be positive in: <ul style="list-style-type: none"> • Reducing discrimination, harassment, victimisation or other conduct prohibited under the Equality Act 2010 • Promoting equality of opportunity and fostering good relations 	
2. No negative impacts were identified in the proposals/ any negative impacts were considered to be negligible	
3. Some potential negative impacts have been identified as outlined in question 6. <ul style="list-style-type: none"> • Protected characteristics under the Equalities Act • Socio Economic impact and inequality • Human rights/rights of the Child 	X
4. Negative impacts can be mitigated with the proposed actions outlined in question 8.	
5. The negative impacts cannot be fully mitigated but the proposals can be justified as outlined in question 9.	x

6. Further consultation with affected groups is needed.	
7. It is advised not to go ahead with the proposals.	

Decision (*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:

We have completed the integrated impact assessment for this policy/activity.	Name: Position: Date:
Authorisation by head of service	Name: A McEachan Position: Head of Governance Date: 07.02.24
Permission to publish on website -	
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	