

## Section 4 Integrated Impact Assessment

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### Summary Report Template

Each of the numbered sections below must be completed

Interim report	Oct '20	Final report	3 March '21
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#### 1. Title of proposal

Meeting specific and general Equality duties through the development of the City of Edinburgh Council's Equalities and Diversity Framework for 2021-25.

#### 2. What will change as a result of this proposal?

The Equality Act 2010, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, 2015 and 2016 require public listed bodies such as the Council, Education Authority, Licensing Board, NHS Boards and Integrated Joint Boards/Health & Social Care Partnerships to produce and publish an Equality Outcomes Report every four years.

Equality Outcomes are designed to ensure that listed bodies progress the requirements of section 149 (1) of the Equality Act 2010 to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

It is now time to develop and publish Equality Outcomes for the period 2021 – 2025. Public consultation including Listed Bodies' service sections and staff is necessary to ensure that we capture the evidence-based needs and aspirations of all people who make up our communities and organisations.

Seven themes were presented in this consultation exercise and we asked consultees to tell us whether they are the correct themes for them, and to tell us in their opinion the numerical order they should be placed in.

Since the completion of the consultation period, the themes were converted into outcomes and all participating bodies will work over the next four years to achieve

these in a Specific, Measurable, Achievable, Realistic, and Time bound (SMART) manner.

A final meeting was held on 3 March 2021 to update and finalise the interim IIA. This takes into account the work taken forward since the first scoping meeting to develop a set of equality outcomes. It also expands on this work and assesses any potential impact in the development, publication of and implementation of the Equality report itself. This report, like the outcomes, will be different for different Lothian partners. For example, the inclusion of information about how the partners are meeting its equality duties in procurement, employment and impact assessment in addition to publishing equality outcomes and mainstreaming actions for 2021-2025.

**3. Briefly describe public involvement in this proposal to date and planned**

An internal organisation three-week consultation period was completed before October 2020. This was followed by a seven-week public consultation period across Edinburgh and the Lothians, with the opportunity of further contribution from the internal organisation services.

The public consultation took place in November and December 2020, with measures taken to encourage participation from different groups. Further engagement across service areas in respective organisations also took place. Feedback from all sources was analysed and reflected in subsequent iterations of the framework.

**4. Is the proposal considered strategic under the [Fairer Scotland Duty](#)?**

Yes.

**5. Date of IIA**

01 October 2020; updated and finalised 03.03.21

**6. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

Name	Job Title	Date of IIA training
Michele Mulvaney <Michele.Mulvaney@edinburgh.gov.uk>	Strategy Manager, Communities	
Pamela Roccio 'Pamela.Roccio@westlothian.gov.uk'		
Bruce, Chris <Chris.Bruce@nhslothian.scot.nhs.uk>		

Euan Hamilton <Euan.Hamilton@volunteeredinburgh.org.uk>		
Julia Sproul Julia.Sproul@edinburgh.gov.uk	Senior Policy and Insight Officer, Community Planning team	2016
Lesley Crozier Lesley.Crozier@midlothian.gov.uk	Corporate Equality, Diversity & Human Rights Officer  Report Writer	2010
Annemarie Procter Annemarie.Procter@ea.edin.sch.uk	City of Edinburgh Council, Depute Head Teacher, ASL Service	2019
Lois Marshall Lois.Marshall@nhslothian.scot.nhs.uk		

**Attendance at update meeting of 3<sup>rd</sup> March 2021:**

Emma Candy Emma.Candy@edinburgh.gov.uk	Senior Policy and Insight Officer, Insight team, The City of Edinburgh Council	Nov 2019
Lois Marshall Lois.Marshall@nhslothian.scot.nhs.uk	Midlothian Health and Social Care Partnership	
Julia Sproul <u>Julia.Sproul@edinburgh.gov.uk</u>	Senior Policy and Insight Officer, Community Planning team, The City of Edinburgh Council	2016
Garry Sneddon	Senior Policy and Insight Officer, Community Planning team, The City of Edinburgh Council	
Sarah Bryson	Planning and Commissioning Officer, Edinburgh Health and Social Care Partnership	
Ruth Baxendale	Senior Policy and Insight Officer, Policy Unit, The City of Edinburgh Council	
Pamela Roccio 'Pamela.Roccio@westlothian.gov.uk'	West Lothian Council	
Gillian Donohue	Senior Housing Development Officer, Place, The City of Edinburgh Council	

## 7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Data on populations in need	<p>Scottish Government paper on Covid-19 and Domestic Abuse  <a href="https://www.gov.scot/publications/domestic-abuse-forms-violence-against-women-girls-vawg-during-covid-19-lockdown-period-30-3-20-22-05-20/">https://www.gov.scot/publications/domestic-abuse-forms-violence-against-women-girls-vawg-during-covid-19-lockdown-period-30-3-20-22-05-20/</a></p> <p>Stonewall research on impact of Covid on LGBT communities:  <a href="https://www.stonewall.org.uk/about-us/news/how-covid-19-affecting-lgbt-communities">https://www.stonewall.org.uk/about-us/news/how-covid-19-affecting-lgbt-communities</a></p> <p>How Covid-19 is affecting LGBT young people:  <a href="https://www.lgbtyouth.org.uk/news/2020/how-covid-19-is-affecting-lgbtqiaplus-young-people-living-in-scotland/">https://www.lgbtyouth.org.uk/news/2020/how-covid-19-is-affecting-lgbtqiaplus-young-people-living-in-scotland/</a></p> <p>What does lockdown mean for LGBT young people experiencing domestic abuse?  <a href="https://www.lgbtyouth.org.uk/news/2020/what-does-lockdown-mean-for-lgbt-young-people-living-with-domestic-abuse/">https://www.lgbtyouth.org.uk/news/2020/what-does-lockdown-mean-for-lgbt-young-people-living-with-domestic-abuse/</a></p> <p>Intercultural Youth Scotland survey/report: COVID in Colour: the experiences of young Black and People of Colour Scots during the Pandemic.  <a href="https://static1.squarespace.com/static/5b9aaa1c0dbda3921bdda433/t/5f74cd3e560f724947cdd939/1601490289574/COVID+IN+COLOUR+FINAL+UPL OAD+VERSION.pdf">https://static1.squarespace.com/static/5b9aaa1c0dbda3921bdda433/t/5f74cd3e560f724947cdd939/1601490289574/COVID+IN+COLOUR+FINAL+UPL OAD+VERSION.pdf</a></p>	See summary in “evidence of unmet need” row
Data on service uptake/access	Shielding Chart	See summary in “evidence of unmet need” row
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation,	<p><a href="https://www.nrpfnetwork.org.uk/information-and-resources/policy/covid-19-and-everyone-in">https://www.nrpfnetwork.org.uk/information-and-resources/policy/covid-19-and-everyone-in</a>            Evidence gathered through the Edinburgh Poverty Commission’s engagement activity.</p>	See summary in “evidence of unmet need” row

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
area deprivation.	Evidence gathered from the Edinburgh Armed Forces Covenant.	
Data on equality outcomes	Respective HR depts. will have data on Gender Pay Gap which may feed into potential Equality Outcomes.	
Research/ literature evidence	The Research on lgbt+ and the literature review and focus groups, and a social media survey are providing evidence for lgbt+ communities.	See summary in “evidence of unmet need” row
Public/patient /client experience information	Work in the localities has flagged up issues in relation to young people.	
Evidence of inclusive engagement of people who use the service and involvement findings	<p>The Third sector evidence about young people and the needs of young people.  <a href="https://www.health.org.uk/publications/long-reads/generation-covid-19">https://www.health.org.uk/publications/long-reads/generation-covid-19</a></p> <p>Multi-cultural Family Base work with children and young people.</p>	
Evidence of unmet need	<p>Evidence emerged from the Covid pandemic to highlight existing needs and those with the potential to be exacerbated e.g. through the economic consequences:</p> <ul style="list-style-type: none"> <li>• Digital inclusion – skills, connectivity, devices (challenge e.g. for older people). Some may have no computers (and can’t access one in the library at this time). It is a challenge for many older people leaving the house just now because of the Covid risk.</li> <li>• Young people are one of the groups hit hardest from the pandemic, re employment opportunities.</li> <li>• More children will experience poverty in the aftermath of the pandemic.</li> <li>• Two in five trans-people experience a lack of understanding by others of their specific health needs when accessing general</li> </ul>	

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
	<p>healthcare services; and now face delays or cancellations on essential gender-affirming treatment, which many have been waiting years to access.</p> <ul style="list-style-type: none"> <li>• The mental health impacts of the pandemic are of increasing concern, including the reduction in people coming forward for support during the crisis.</li> <li>• Many disabled people have reported reduced support during the pandemic even though there were clear instructions that service shouldn't be reduced ('Equality There' on resuscitation).</li> <li>• Increased risk of domestic abuse</li> <li>• Groups of people at increased risk of unemployment and poverty include single parents, people with mental health problems and physical disabilities and people from some BAME backgrounds - detailed in the Edinburgh Poverty Commission's final report, <a href="#">A Just Capital</a> and their <a href="#">Data and Evidence paper</a>.</li> <li>• Lone parents can experience insecurity of unsuitability of accommodation e.g. appropriate number of bedrooms to accommodate age ranges of children, potentially far from their support network – this leads to isolation, moving schools, etc.</li> <li>• Looked After Children often have poorer than average educational success rates, may lack a support framework through e.g. several moves in their lifetimes</li> <li>• Some former armed forces personnel may experience challenges adjusting to civilian life.</li> </ul>	
Good practice guidelines		

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected?
Carbon emissions generated/reduced data	N/A	
Environmental data	N/A	
Risk from cumulative impacts		
Other (please specify)	None.	
Additional evidence required	03.03.21 Colleague experience contributed to the second meeting and finalising of this IIA.	

**8. In summary, what impacts were identified and which groups will they affect?**

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>The framework is intended to bring positive improvement across protected characteristic groups, through the prioritisation of evidence-based actions to respond to identified needs, including those highlighted by the Covid pandemic.</p> <p>Benefits from the process of developing the framework include:</p> <ul style="list-style-type: none"> <li>- A greater understanding of needs, including those arising from or increased by the Covid pandemic, particularly issues around exclusion and equality.</li> <li>- Increased buy-in, knowledge and engagement of staff and leaders across the organisations through collaboration in developing the framework, which will increase likelihood of effective delivery of the plan.</li> </ul> <p>The communications plan to raise awareness of the Equality report once published has potential to raise the profile amongst staff and the community thereby</p>	<p>All groups targeted in equality outcomes and mainstreaming actions. This includes staff who share protected characteristics.</p>

increasing expectation and pressure to deliver for the different protected groups.

Raising awareness of this equality work, getting ownership from senior management and official leaders in the organisation, and ensuring a robust infrastructure for delivery have been identified as potentially having a positive effect on the groups of people impacted by this plan.

**Negative**

The governance framework described in the framework document describes how progress will be monitored. Any gaps or barriers emerging will be identified and addressed through this process.



<p><b>Environment and Sustainability including climate change emissions and impacts</b></p> <p><b>Positive</b></p> <p>The Framework underpins the strategic outcomes for the organisation, as described in the <u>Council Business Plan 2021</u> – poverty and prevention, sustainability, wellbeing and equalities.</p> <p>Any actions should consider how they can support the implementation of relevant environmental/climate change strategies for example the NHS Lothian Sustainable Development Framework, CEC Sustainability Strategies and the Edinburgh 2030 net-zero carbon target</p> <p><b>Negative</b></p> <p>There is a risk that the opportunities to further mainstream equality into other key workstreams of the organisation are not fully exploited. Risk management process will be used to address this.</p>	<p><b>Affected populations</b></p> <p>All</p> <p>All</p> <p>All</p>
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<p><b>Economic including socio-economic disadvantage</b></p> <p><b>Positive</b></p> <p>See Equality, Health and Wellbeing and Human Rights section above.</p> <p>As above, links between equality and economic impact should be made where possible.</p> <p><b>Negative</b></p> <p>See Equality, Health and Wellbeing and Human Rights section above.</p> <p>As above, risk management processes may help to prompt the links to be made between equality and economic impact.</p>	<p><b>Affected populations</b></p>
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**9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children’s rights, environmental and sustainability issues be addressed?**

This is addressed in the Council's Council's Sustainable Procurement and Commercial Strategy 2020 -2025 which includes the following actions:

- Equalities considerations and requirements are incorporated in all tender documents from the planning stage to contract award;
- The terms and conditions of our contracts require service providers and any sub-contractors to deliver services in a non-discriminatory way that ensures fairness and equality to all users of the services; as well as to comply with the Council's policies on equality and all relevant laws. The terms and conditions provide for information on protected characteristics in relation to employment and service users to be provided on request.

**10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

This consultation process had a full communications plan which ensures that all alternative formats and translations will be made available on request. The communications plan in relation to publicising the Equality Framework report will also consider alternative formats to reach particular groups.

**11. Is the policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a [Strategic Environmental Assessment](#) (SEA) will be required and the impacts identified in the IIA should be included in this.**

No.

**12. Additional Information and Evidence Required**

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

The governance framework which supports the implementation of this plan and progress in meeting its objectives is set out in the Framework. This includes an Operational Equalities Working Group which will provide the Elected Members Equality Working Group with quarterly briefings on progress. This process will help to identify the need for further evidence.

**13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and job title)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Develop a communications plan to raise the profile of the Equality report once published.	CEC – S+C team WLC	April 2021	Mar 23
Support and embed an effective infrastructure in the organisation to facilitate implementation, strategic oversight and support.	CEC – S+C team WLC	May/June 2021	Mar 23
Highlight equalities risk within risk management processes.	CEC – S+C team WLC	May/June 2021	Mar 23

**14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?**

None.

**15. How will you monitor how this proposal affects different groups, including people with protected characteristics?**

Legislation requires public bodies to report progress on equality outcomes every two years. These reports will go to appropriate Committees and Council for noting/approval.

**16. Sign off by Head of Service/ NHS Project Lead**

**Name**

**Date**

**17. Publication**

Completed and signed IIAs should be sent to [strategyandbusinessplanning@edinburgh.gov.uk](mailto:strategyandbusinessplanning@edinburgh.gov.uk) to be published on the IIA directory on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments), [pamela.roccio@westlothian.gov.uk](mailto:pamela.roccio@westlothian.gov.uk)