# Section 4 Integrated Impact Assessment

**Summary Report Template**

Each of the numbered sections below must be completed

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Interim report | X | Final report |  | (Tick as appropriate) |

**1. Title of proposal**

Equality Framework 2021-25 Engagement Programme

The engagement programme plan has four areas of focus: -

1. General engagement – utilising existing communication and network channels – reaching out to all protected groups (including those affected by poverty)
2. Themed engagement – hosting events that look at specific issues and themes the framework aims to address
3. Targeted engagement – specific outreach to prioritised groups identified as underrepresented to date
4. Internal engagement – directly involving staff networks

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

The engagement programme will be carried out in partnership with the Equality & Rights Network (EaRN) members and associates and aims to: -

1. Spread understanding and awareness of the Council’s Equality Framework and associated outcomes
2. Create a ‘feedback loop’ from individuals and their communities to help inform future reviews of actions taken to achieve outcomes.
3. Provide opportunities to capture individual ‘Lived experiences’ to provide insight where a change of thinking or direction in approach may be necessary.

Expected changes that may result from the implementation of the programme may include:

1. Improved understanding and awareness in those who engage in the programme either directly or via existing representative networks.
2. Better understanding of the impact of certain approaches and policy decisions resulting from the framework.
3. Improvement in the overall evaluation of the effectiveness of approaches/actions taken to achieve outcomes.

The engagement programme will be regularly reviewed to ensure it is meeting its objectives and action taken where necessary

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

As a result of a public consultation undertaken in late 2020 a further commitment was made to establish on-going engagement where feedback to help inform a future review and interim framework report in 2023.

The Equality and Human Rights Network (EaRN) initially utilised their network of over 190 members to get feedback from as wide a range of stakeholders as possible, adapting its methods during government restrictions to ensure that hard to reach groups had as much opportunity as possible to engage. The Council will continue to work closely with EaRN as its partner using any feedback to continue to inform equalities work.

**4. Is the proposal considered strategic under the Fairer Scotland Duty?**

Yes.

**5. Date of IIA**

March 2022

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

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| --- | --- |
| **Name** | **Job Title** |
| Garry Sneddon | Senior Officer CEC |
| Euan Hamilton | Officer EaRN |
| Robin Wickes | Edinburgh Access Panel |
| Michael Richardson | Business Support Senior Administrator |

**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 and to the environmental impacts of your proposal** |
| --- | --- | --- |
| Data on populations in need | Targeted Protected Groups  Disabled  <https://www.gov.scot/publications/fairer-scotland-disabled-people-progress-report-2019/>  Learning Disabilities  <https://hub.careinspectorate.com/media/3385/the-keys-to-life_2019-2021.pdf>  *Scotland’s Census, 2011, reported 26,349 people to have learning disabilities, which is 0.5% of Scotland’s population. Statistics show that people with learning disabilities do not yet enjoy the same life chances as others.*  BAME organisations  Gypsy Traveller Community  LGBTQ+  The engagement programme will reach out to LGBTQ communities via Stonewall and our existing internal Stride Network.  <https://www.stonewall.org.uk/about-us/news/how-covid-19-affecting-lgbt-communities>  <https://www.gov.scot/publications/sexual-orientation-scotland-2017-summary-evidence-base/>  Faith Groups  [Interfaith Dialogue | Edinburgh Interfaith Association | Edinburgh](https://www.edinburghinterfaith.com/)  The engagement programme will work closely with EIFA which aims to promote religious (and cultural) harmony and diversity in Edinburgh by bringing peoples of all faiths together. Projects and efforts seek to advance mutual understanding, trust, respect, cooperation and peace between the communities of Edinburgh.  Carers  [Carers (Scotland) Act 2016: statutory guidance - gov.scot (webarchive.org.uk)](https://www.webarchive.org.uk/wayback/archive/20210408121814/http:/www.gov.scot/publications/carers-scotland-act-2016-statutory-guidance/)  It is the intention of the Scottish Government that Scotland's estimated 745,000 adult carers and 44,000 young carers [[1]](https://www.gov.scot/publications/carers-scotland-act-2016-equality-impact-assessment/pages/3/)[[2]](https://www.gov.scot/publications/carers-scotland-act-2016-equality-impact-assessment/pages/3/)should be better supported on a more consistent basis so that they can continue to care, if they so wish, in good health and to have a life alongside caring. In relation to young carers, the intention is similar to that for adult carers but that young carers should have a childhood similar to their non-carer peers.  Intersectional  [Intersectionality-Revealing-the-Reality-of-Poverty-and-Inequality-in-Scotland-May-2021.pdf (povertyinequality.scot)](https://povertyinequality.scot/wp-content/uploads/2021/05/Intersectionality-Revealing-the-Reality-of-Poverty-and-Inequality-in-Scotland-May-2021.pdf)  [An intersectional approach to poverty and inequality in Scotland | IPPR](https://www.ippr.org/blog/an-intersectional-approach-to-poverty-and-inequality-in-scotland)  Older People Young people |  |
| Data on service uptake/access | * Service Knowledge and experience * Service Consultation and research | Work is ongoing with service leads on activities aimed at achieving successful outcomes within each of the thematic areas of the framework |
| Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation. | * LOIP/LIP’s * Poverty Commission Findings and data * Economy Strategy * SIMD statistics and analysis |  |
| Data on equality outcomes | * Is Scotland Fairer? (EHRC 2018) * EHRC findings and publications on protected groups |  |
| Research/literature evidence | * Previous evidence base that informed outcome themes |  |
| Public/patient/client experience information | * Service leads have existing communication channels which provide them with feedback on user experiences. |  |
| Evidence of inclusive engagement of people who use the service and involvement findings | * Online consultation findings * All service areas use feedback from users (customers) to shape and inform their approaches to delivery. * There is evidence of an understanding amongst staff and service leads around the Equality Act, people with protected characteristics, and equality considerations in general (including the use of impact assessments). * There has been extensive work to establish close working relationships with the Gypsy Traveller Community in the north of the city – this programme will sensitively and proactively ‘tap-in’ to existing engagement work where possible by working closely with service teams. |  |
| Evidence of unmet need | * The engagement programme aims to increase awareness across all protected groups and those most affected by economic disadvantage. * Within the targeted engagement phase (built into the programme) the aim is to specifically outreach to those groups identified as being under-represented due to the restrictions of the pandemic and also those groups we have traditionally had difficulty in engaging with in the past. |  |
| Good practice guidelines | * Communications – User-friendly formats made available, Languages. Easy Read, BSL. Where possible we will utilise existing representative networks (and resources) to assist us with communication methods and channels. |  |
| Carbon emissions generated/reduced data | Not identified |  |
| Environmental data | Not identified |  |
| Risk from cumulative impacts | Not identified |  |
| Other (please specify) | Not identified |  |
| Additional evidence required | Not identified |  |

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

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| --- | --- |
| **Equality, Health and Wellbeing and Human Rights**  **Positive**   * As the engagement programme aims to engage with as many protected groups as possible (including those most affected by economic disadvantage) it is challenging to assess any direct impact on affected populations at the onset. * Taking an ongoing risk assessment approach, further impact review sessions will be carried out within each phase as the programme is implemented to help evaluate the effectiveness of the approaches taken and to re-visit any identified impacts on key protected groups. * Direct impacts of the programme itself will be dependent on participation levels, responses and feedback received and are likely to be negative and positive in nature: -   The expected impacts (of the engagement) will centre around the following outcomes (as earlier above): -   1. Spread understanding and awareness of the Council’s Equality Framework and associated outcomes 2. Create a ‘feedback loop’ from individuals and their communities to help inform future reviews of actions taken to achieve outcomes. 3. Provide opportunities to capture individual ‘Lived experiences’ to provide insight where a change of thinking or direction in approach may be necessary.   **Negative**  Arranging engagement without recognising specific and varying needs of target group  Actions to mitigate   1. Draw on expertise of agencies working specifically with these groups (and EaRN) to ensure suitable arrangements are put in place to meet needs. 2. Ensure participants are also asked as individuals what considerations may need to be made to cater for their individual needs prior to an event/activity 3. Seek any existing checklist of what makes a venue ‘accessible’ and use when booking venues. | **Affected populations**  All groups |

|  |  |
| --- | --- |
| **Environment and Sustainability including climate change emissions and impacts**  **Positive**  **Negative**  Face to face engagement could increase fuel consumption to get to locations  Action to mitigate **-** Provide info on public transport to participants and promote Council’s commitment, but with acknowledgement that it’s not always possible for people to use public transport | **Affected populations** |

|  |  |
| --- | --- |
| **Economic**  **Positive**  A positive impact may be that by listening to those affected directly by poverty and gaining understanding of the challenges these people face – as a Council we may be able to take mitigating actions to further support.  **Negative**  poverty levels and personal circumstances may present a financial and practical barrier to engagement  **Action to mitigate -** Seek out advice and expertise from specialist agencies regarding this particular group or/and liaise with End Poverty Edinburgh; consider a small budget to address costs associated with participation; | **Affected populations**  Those people affected by poverty. |

**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?**

No

**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.**

A Communication plan will be developed and will be mindful of those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or those people with English as a second language.

**11.** **Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative**? If yes, it is likely that a [Strategic Environmental Assessment](https://www.gov.scot/policies/environmental-assessment/strategic-environmental-assessment-sea/) (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.

No identified environmental effects

**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.

**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:**

| **Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)** | **Who will take them forward (name and job title** | **Deadline for progressing** | **Review date** |
| --- | --- | --- | --- |
| Communications Plan will need to take into account the different needs of the general population  Establishing:   * Existing engagement & dialogue channels * Establishing a set of engagement ‘principles’ * Developing a core easy read ‘script’ around the ongoing work to achieve the outcomes | Garry/Euan (utilising network associates and key contacts) | Summer 2022 | Sept 2022 |
| Public meetings will need to be user-friendly, easily accessible and take into account those with specific needs (both mental and physical) | Garry/Euan | April/May 2022 | Sept 2022 |
| Conduct future risk/impact reviews  Looking at all mitigating actions taken and whether fully effective | Garry/Euan | Sept 2022 | Jan 2023 |

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

Any negative impacts are yet to be identified at this stage. These will be picked up as feedback and data comes in. Mitigating actions will be taken as required in response to negative impacts identified and at future review meetings.

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

Through ongoing dialogue with key individuals and networks. This programme is about relationship building and establishing mutual understanding and trust.

**16. Sign off by Head of Service**

**Name Paula McLeay**

**Date 25th March 2022**

**17. Publication**

Completed and signed IIAs should be sent to:

[integratedimpactassessments@edinburgh.gov.uk](mailto:integratedimpactassessments@edinburgh.gov.uk) to be published on the Council website [www.edinburgh.gov.uk/impactassessments](http://www.edinburgh.gov.uk/impactassessments)

**Edinburgh Integration Joint Board/Health and Social Care** [sarah.bryson@edinburgh.gov.uk](mailto:sarah.bryson@edinburgh.gov.uk) to be published at [www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/](http://www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/)