

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed

Please state if the IIA is interim or final

Final - Reviewed and amended 11 Jan 2023 from previous IIA of March 2021

1. Title of proposal

'Impact of proposed changes detailed in the March 2023 Equality outcomes and mainstreaming interim progress report.'

This follows on from the IIA in March 21 on '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 Council and the Education Authority have a statutory duty 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

Internal and public consultation was undertaken to ensure that we captured the evidence-based needs and aspirations of all people who make up our communities and organisations. 10 Equality Outcomes for the period 2021 – 2025 were published in the City of Edinburgh Council's Equality and Diversity Framework 2021-2025 and approved at the Policy and Sustainability Committee 20 April 2021. The Council has been working towards these over the last two years.

The statutory interim progress report required after two years has provided an opportunity to review these outcomes and **the following changes are now proposed:**

Continue to progress the outcome as currently defined:

- People at risk from harm through poverty and deprivation, hate crime or discrimination, violence against women, children and young people, or of becoming involved in crime, are protected and supported

- Museum stakeholders, visitors and staff perceive greater fairness, representation and justice in their communities and local authority area
- People can access the facilities and support they need within their communities.
- Stakeholders experience easier access to services through increased digital inclusion and alternative access to services.
- Children and young people have improved health and wellbeing because there is a reduction in bullying and prejudice-based incidents.
- A more diverse and inclusive working environment is experienced by colleagues who share protected characteristics and colleagues are supported by an inclusive workplace culture and feel confident to challenge prejudice-based
- Colleagues are supported by a holistic and preventative approach to financial, mental and physical wellbeing.

Continue outcome but with wording refined to provide a sharper focus, changing from

- Increasing the availability of affordable homes, making sure that they meet people's needs, making heating more affordable and making the process of applying for a home easier.

to

- Ensuring all applicants including those with specific needs or who are vulnerable can use and access the application and choice based letting process as required as we move to having more services online.

Remove outcomes:

- Homelessness – activity now mainstreamed
- Increasing the life chances of all young people by increasing attainment at school – this work will continue to be progressed but under the auspices of the End Poverty Edinburgh programme.

In January 2023 IIA participants have reviewed the original IIA from March 2021 and assessed impact of proposed changes now detailed in the March 2023 Equality Outcomes and mainstreaming interim progress report. **This IIA, is therefore, a revised version following two years of implementation of the Framework.**

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.

Since then on-going engagement has taken place, is summarised in the interim progress report and will influence work over the 2023-2025 period.

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

Yes.

5. Date of IIA

A review of the original IIA on the Framework began on 11 January 2023 taking account of the progress with outcomes over the two years and consequent proposed changes. This revised IIA is completed for consideration by Elected members at the Policy and Sustainability Committee of 21 March 2023.

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)

Name	Job Title	Date of IIA training
Julia Sproul	Senior Policy and Insight Officer, Communities Team	2016
Michele Mulvaney	Strategy Manager, Communities Team	
Garry Sneddon	Senior Policy and Insight Officer, Communities Team	
Eleanor Cunningham	Lead Officer, City Strategies team	2018
Diana Morton	Outreach and Access Manager, Place	
Gillian Donohoe	Senior Housing Development Officer, Place	
Suzan Ross	Community Justice Development Officer, Education and Children's Services	
Anna Hamilton	(Interim) Lead Officer - Rapid Rehousing Transition Plan, Place	
Ian Tame	Programme Manager – 20 minute Neighbourhoods, Place	

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	<p>Edinburgh by Numbers 2021 Population Data Census Data</p> <p>Response to Ukrainian Refugee Crisis</p> <p>Scottish Government paper on Covid-19 and Domestic Abuse</p> <p>Stonewall research on impact of Covid on LGBT communities:</p> <p>How Covid-19 is affecting LGBT young people</p> <p>What does lockdown mean for LGBT young people experiencing domestic abuse?</p> <p>Intercultural Youth Scotland survey/report: COVID in Colour: the experiences of young Black and People of Colour Scots during the Pandemic.</p>	<p>This data assists as a baseline for our outcomes</p> <p>Refugee Integration Team are responding with information available to meet individual needs.</p> <p>See summary in “evidence of unmet need” row</p>
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, area deprivation.	<p>NRPF 'Covid-19 and 'everyone in'</p> <p>Evidence gathered through the Edinburgh Poverty Commission’s engagement activity.</p> <p>Poverty in Edinburgh: Data and Evidence, September 2020</p> <p>SIMD Data</p>	<p>See summary in “evidence of unmet need” row</p> <p>Equality and Poverty are often connected so the SIMD Index is useful as an indicator for the groups impacted by our Equality Outcomes.</p> <p>Implications of findings are detailed in the Feb 23 Progress Report.</p>

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
	<p>Evidence gathered from the Edinburgh Armed Forces Covenant.</p> <p>Respective service areas have collected information directly relevant to equality outcomes. On-going engagement is also influencing how we take forward the Framework.</p>	
Data on equality outcomes	HR dept. has data on Gender Pay Gap which can feed into potential Equality Outcomes.	
Research/literature evidence	<p>The Research on LGBT+ and the literature review and focus groups, and a social media survey are providing evidence for LGBT+ communities.</p> <p>Recommendations in the report from the Edinburgh Slavery and Colonialism Legacy Review Group.</p>	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.</p> <p>https://www.health.org.uk/publications/longreads/generation-covid-19</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"> • Digital inclusion – skills, connectivity, 	

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
	<p>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.</p> <ul style="list-style-type: none"> • Young people are one of the groups hit hardest from the pandemic, re employment opportunities. • More children will experience poverty in the aftermath of the pandemic. <p>Two in five trans-people experience a lack of understanding by others of their specific health needs when accessing general 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"> • The mental health impacts of the pandemic are of increasing concern, including the reduction in people coming forward for support during the crisis. • Many disabled people have reported reduced support during the pandemic even though there were clear 	

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
	<p>instructions that service shouldn't be reduced ('Equality There' on resuscitation).</p> <ul style="list-style-type: none"> • Increased risk of domestic abuse • 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 Just Capital and their Data and Evidence paper. • 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. • Looked After Children often have poorer than average educational success rates, may lack a support framework through e.g. several moves in their lifetimes • Some former armed forces personnel 	

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
	may experience challenges adjusting to civilian life.	
Good practice guidelines	EHRC 'Equality outcomes and the public sector equality duty' Scottish Attainment Challenge and local stretch aims 2022-223	The poverty attainment gap will be addressed following national guidance on stretch aims
Carbon emissions generated/reduced data	N/A	
Environmental data	N/A	
Risk from cumulative impacts		
Other (please specify)	None.	
Additional evidence required	Colleague experience contributed to the scoping meetings of this and the previous IIA.	

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

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</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>	<p>All groups targeted in equality outcomes and mainstreaming actions. This includes staff who share protected characteristics.</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<ul style="list-style-type: none"> - A greater understanding of needs, including those arising from or increased by the Covid pandemic, particularly issues around exclusion and equality. - 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. <p>On-going engagement to raise awareness of the Equality Framework once published has raised the profile amongst staff and the community thereby increasing expectation and pressure to deliver for the different protected groups.</p> <p>The rewording of the outcome on housing (2023) provides greater focus and clarity, increasing the likelihood of making a tangible difference over the next two years.</p> <p>The removal of the outcome on reducing homelessness is not removing the work itself. Practically, this work is now mainstreamed into everyday processes which will continue to have a positive impact on reducing the likelihood of homelessness for some leaving prisons and hospitals.</p>	<p>Those who share protected characteristics who are disproportionately experiencing poverty: particularly protected characteristics of disability and age</p> <p>Disability - particularly those with physical disability or mental health issues.</p>
<p>Negative None</p>	<p>All groups targeted in equality outcomes and mainstreaming actions. This includes staff who share protected characteristics.</p>

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Positive 11.01.23 The Framework is aligned to the revised draft Council Business Plan which has been updated to reflect new administration priorities. Any actions should be considered from the perspective of how they can support the implementation of relevant environmental/climate change strategies for example the NHS Lothian Sustainable Development Framework, CEC</p>	<p>All</p> <p>All</p>

Environment and Sustainability including climate change emissions and impacts	Affected populations
Sustainability Strategies and the Edinburgh 2030 net-zero carbon target	
Negative none	

Economic	Affected populations
Positive The outcome: protecting and supporting people at risk from harm through poverty and deprivation is intended to increase people’s income through benefits maximisation or employment and so may increase the amount of money available to spend on goods and services.	School pupils experiencing poverty
Neutral The removal of the outcome on attainment as a priority for this framework will have no impact on the work underway to improve attainment – the work is ongoing and will be monitoring and reported through the End Poverty Edinburgh workstream. Similarly, the work to address homelessness continues as mainstreamed activity.	
Negative none	

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 subcontractors 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. A BSL video was also produced at the time of consultation. To publicise the Equality Framework report the Happy to Translate logo was applied to the document and alternative formats were produced and published to reach particular groups. This included a summary version and an Easy Read version.

- 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 (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.

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.

11.01.23 Some of Framework is delivered under other strategic plans with respective IIAs that will also be reviewed as appropriate. Our governance is currently under review in light of local elections.

- 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
11.01.23 Findings of our on-going engagement April 21-Mar 23 is described in the Interim Progress Report and further engagement will continue over Mar 23- Mar 25,	S+C team	Mar 23	Mar 25

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
being reported on again in March 2025.			

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 go to the appropriate Committee for noting/approval. The next report will be the final progress report which will be published before April 2025.

16. Sign off by Head of Service

Name: Mike Pinkerton, Head of Communications

Date: 03 March 2023

17. Publication

Completed and signed IIAs should be sent to:

integratedimpactassessments@edinburgh.gov.uk to be published on the Council website www.edinburgh.gov.uk/impactassessments

Edinburgh Integration Joint Board/Health and Social Care

sarah.bryson@edinburgh.gov.uk to be published at www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/