

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final

Final

1. Title of proposal

Workforce Equality, Diversity & Inclusion Strategy 2024 to 2028

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

The Strategy builds on the progress made over the last 5 years under the existing Diversity and Inclusion Strategy. It supports progress towards a working environment where every one of our colleagues has an equal voice and where we work together to prevent discrimination of any kind that is based on who you are or appear to be. This includes age, disability status, ethnicity, faith, gender reassignment, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity or socio-economic background.

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

Not applicable as the Strategy is for our workforce. This strategy has been developed following engagement and consultation with a wide range of people, including:

- frontline workers
- colleague networks
- trade unions
- elected members
- partner agencies

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

Yes

5. Date of IIA

9 October 2024

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 |
|-------------------------|----------------------------------|-----------------------------|
| Ruth Baxendale | Facilitator | IIA Trainer |
| Kathy McLauchlan | Lead Officer & Report Writer | 15.11.2018 |
| Damon Wilkinson | Co-Chair of STRIDE network | n/a |
| Jennifer Dunlop | Solicitor | 25.05 23 |
| Annette Smith | Chair of SPARC network | n/a |
| Layla Smith | Operations Manager | n/a |
| Anne-Marie Proctor | Deputy Head Teacher | 17.12.19 |
| Rosie Rutherford | Senior Change & Delivery Officer | 01.02.24 |
| Caroline McKellar | Senior HR Consultant | 02-11-23 |
| Kavitha Raveendranathen | HR Consultant | 03.10.24 |
| Lauren Elder | HR Adviser (EDI) | n/a |

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 – where available use disaggregated data | | The population (16 years +) of Edinburgh is 440,00. |
| Data on service uptake/access | | |
| Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation | End Poverty in Edinburgh Annual Report 2023 | 17% of people in Edinburgh were living in poverty in the period to 2022, including 20% of all children. There's a higher risk of poverty among women, families with children, minority ethnic groups, and disabled families in the city. Poverty rates for some of these priority groups during 2022 were more than double the average for citizens as a whole. |
| Data on equality outcomes | Workforce demographic data presentation | Demographic data is disaggregated and shows our workforce profile:- <ul style="list-style-type: none"> ○ Part time versus full-time working by grade. The data shows an over-representation of part time workforce in the lower grades and an under-representation in senior grades. ○ New start and retention data by grade ○ Male and female employees by grade. We see an over-representation of women in the lower grades and an under-representation in many of the senior grades. ○ Our workforce profile by Ethnicity and by Disability where the data shows an over-representation of our minority ethnic workforce and disabled workforce in the lower grades and an under-representation in senior grades. ○ Caring responsibilities, Religious belief and Sexual orientation by |

| 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>grade where disclosure rates are low (It was noted that information on gender re-assignment was not provided by grade to ensure privacy).</p> <ul style="list-style-type: none"> ○ Our workforce paygaps which show that the gender pay gap has reduced to 1.8%, the ethnicity pay gap has increased to 18% and the disability pay gap has reduced to 7.7% <p>This evidence was referred to as part of the discussion to understand the potential impact the strategy will have on each group.</p> |
| Research/literature evidence | Summary document and Scotland's Local Government Workforce Report 2024 . | Provides context of labour market as well as background to how the strategy was developed |
| Public/patient/client experience information | | |
| Evidence of inclusive engagement of people who use the service and involvement findings | Strategy document provided | Engagement including the views of frontline workers about what matters most to them in their jobs informed the strategy |
| Evidence of unmet need | | |
| Good practice guidelines | | |
| Carbon emissions generated/reduced data | | |
| Environmental data | | |
| Risk from cumulative impacts | | |
| Other (please specify) | | |

| 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 |
|------------------------------|----------------------------------|--|
| Additional evidence required | | |

| Equality, Health and Wellbeing and Human Rights and Children's Rights | Affected populations |
|---|--|
| <ul style="list-style-type: none"> • LGBT+ colleagues through learning and education and our participation in the Stonewall Diversity Champion programme • part-time women and women from a minority ethnic background or with a disability or with caring responsibilities through the commitments to flexibility, pilots for part-time working in senior roles as well as pilots to address occupational segregation • women as part of our commitment to Equally Safe at Work (bronze accreditation) • people with different religions or beliefs through increasing our disclosure rates and improved understanding of cultural difference • older people as we review medical redeployment • care experienced adults included in the integrated impact assessment <p>Improving the working experience for parents will have an indirect positive experience on children.</p> | <p>lingual speakers), refugees and asylum seekers Lesbian, gay, bisexual and heterosexual people. Trans men, trans women and non-binary people.</p> <p>Women (including trans women), minority ethnic women (includes Gypsy/Travellers, migrant workers, multi-lingual speakers), disabled women (includes physical disability, learning disability, sensory loss, long-term medical conditions, mental health problems)</p> <p>Women (including trans women) and women who are pregnant or on maternity leave</p> <p>People with different religions or beliefs (includes people with no religion or belief)</p> <p>Older people and people in their middle years</p> <p>Care experienced young people and adults</p> <p>Young people and children</p> |
| Negative | |

| Environment and Sustainability including climate change emissions and impacts | Affected populations |
|--|-----------------------------|
| Positive N/A | |
| Negative N/A | |

| Economic | Affected populations |
|---|--|
| Positive Removing barriers for people with protected characteristics into employment, learning, progression and retention throughout employment with the Council will potentially | All people with protected characteristics. |

| Economic | Affected populations |
|---|--|
| <p>have a positive effect on income for individuals. In particular women, people with disabilities (including neurodivergence), people from ethnic minorities and care-experienced individuals including individuals with a combination of these protected characteristics are likely to benefit from improved income as a result of the commitments in the strategy.</p> | <p>Women (including trans women), minority ethnic women (includes Gypsy/Travellers, migrant workers, multi-lingual speakers), disabled women (includes physical disability, learning disability, sensory loss, long-term medical conditions, mental health problems), care experienced young people and adults</p> |
| <p>Negative</p> | |

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?

Under the three themes of the Workforce Equality, Diversity and Inclusion (EDI) Strategy there will be elements that may be provided by a contractor who will be required to comply with the commitments and spirit of the People Strategy and Workforce EDI Strategy as part of the tender process.

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.

Our communication and engagement approach will continue to include:

- Dedicated information and engagement space on the Orb with opportunities for colleagues to provide ongoing feedback
- Digital and face-to-face sessions
- Internal staff experience survey, including Pulse Surveys and focus groups
- Use of existing internal digital communication channels and traditional print methods (i.e. posters) where colleagues have reduced/no digital access.

We’ll ensure all communications are accessible for all colleagues and consider the best mode of communication for different colleague cohorts.

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

N/A

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 |
|---|--|---------------------------------|--------------------|
| As detailed action plans are developed for each theme IIAs will be conducted as appropriate | Action plan owner in HR | Sept 2028 | Sept 2028 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

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

No

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

An action plan will be developed each year to progress the commitments of The Workforce Equality, Diversity and Inclusion Strategy. Progress and how the Strategy is affecting different groups will be measured through a combination of quantitative and qualitative data including equalities dashboards, colleague surveys and external benchmarking with our partners.

16. Sign off by Head of Service

Name: Nareen Turnbull

Date: 06.11.2024

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/