

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Cabinet
of 26 September 2023**

Subject: Integrated Impact Assessment

1. Purpose

1.1 The purpose of this report is to seek Cabinet approval to pilot the new Integrated Impact Assessment (IIA) within the Strategic Change and Communities Directorate.

2. Recommendation

2.1 It is recommended that the Cabinet:

**2.1.1 approves the cross cutting thematic areas identified in [Appendix 1](#);
and**

2.1.2 agrees that the new IIA will be initially piloted within the Strategic Change and Communities Directorate with a view to full roll-out across the Council during 2024.

3. Background

3.1 The Public Sector Equality Duty (PSED) (or general duty) in the Equality Act 2010 came into force in April 2011. This requires that public sector bodies, in the exercise of their functions, have ‘due regard’ to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
2. Advance equality of opportunity between those who share a protected characteristic and those who do not; and
3. Foster good relations between those who share a protected characteristic and those who do not.

3.2 Under the Fairer Scotland Duty, we must also give due regard to reducing socio-economic disadvantage such as low/ no wealth, low income, area deprivation and material deprivation. [Equalities Impact Assessments](#) (or scoping papers) that incorporate the Fairer Scotland Duty are the Council’s current method of meeting these duties and are required to be carried out at the beginning of any new policy or strategy development or decision making process that may negatively impact on protected groups.

- 3.3 The Council Plan 2023-28 recognises that local authorities operate in a complex legislative and policy environment that can unintentionally lead to silo working and inefficient use of resources.
- 3.4 The plan proposes development of a new IIA to increase opportunities for effective collaboration and ensure key strategic priorities are always part of our decision-making process. The additional areas to be assessed are:
- Our ageing population;
 - Children’s rights;
 - Sustainability, climate change and biodiversity;
 - Trauma;
 - The Promise;
 - Rurality; and
 - Human Rights.
- 3.5 Alongside meeting our statutory obligations, assessing our strategic decisions in this way will allow us to critically assess whether a ‘policy’ has wider impacts beyond its intended outcomes and if it impacts differentially on different groups in our communities. It also ensures that decision makers are supported to consider the strategic context in which we operate at an early stage of a proposal, avoiding wasted effort and increasing opportunities for collaboration and efficient service delivery.
- 3.6 The IIA has been developed by a multi-service, short-life working group who have provided the supporting guidance. The group included:
- Senior Policy Officer for Equalities and Community Planning;
 - Education Officer;
 - Corporate Parenting Lead Officer;
 - Trauma Informed Practice Officer;
 - HSCP Planning and Performance; and
 - Coordinator for Sustainability.
- 3.7 The proposed IIA was referenced by Audit Scotland in the Council’s recent thematic audit on leadership, noting its role in meeting our Best Value obligations relating to reducing inequalities and tackling climate change.

4. Proposals

- 4.1 Much like the existing EQIA, the proposed IIA will ask decision makers assess for positive and negative impacts providing justification for the impact rating and providing information on any mitigations required for negative impacts.
- 4.2 Information is gathered using a drop-down menu style excel spreadsheet with guidance notes built in to support completion. Further support and advice is available to colleagues from the Equalities team. A copy of the draft master document is available for Members to access [here](#) (Members only).

- 4.3 As the IIA is completed, a summary document (attached as [Appendix 1](#)) is generated, offering a clear visual overview of the positive and negative impacts of the assessed policy and any mitigations required. Impacts are displayed using a RAG status. It is proposed that the IIA Summary documents are attached to Council decision making reports as an appendix, replacing the existing Equalities Impact Assessment.
- 4.4 This format will also allow improved data collection and analysis of our impact in reducing inequalities and tackling climate change. Data and accompanying commentary from the assessments will be reported to the Service and Partnerships Performance Panel and the Council Leadership Team twice a year for scrutiny. This is in addition to using the data to complete our bi-annual Mainstreaming Equalities Report and our Climate Change reporting.
- 4.5 If Members agree the suggested format, it is proposed that the new IIA is rolled out to a small group of Service Leads within the Strategic Change and Communities Directorate for testing and evaluation before being rolled out to the wider Council by the end of 2024.
- 4.6 Training materials are currently under development to support services and Members to start using and scrutinising the new IIA.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements.
- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable

7. Human Resources Implications

- 7.1 Not applicable

8. Risk

8.1 Risk Implications of Adopting the Recommendations

- 8.1.1 There are no risks associated with adopting the recommendations.

8.2 Risk Implications of Rejecting the Recommendations

- 8.2.1 The risks associated with rejecting the recommendations are that the Council fail to measure its impact against inequalities in line with Best Value.

9. Equalities

- 9.1 This report is proposing an improved impact assessment process.

10. Sustainable Development Implications

10.1 **Considering Strategic Environmental Assessment (SEA)** - this report is proposing an improved impact assessment process

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 As noted below:

Priority	Outcomes	Indicate each outcome that applies
Spaces and Places	Moving around and the environment.	Yes
	Play, Sport and Recreation	Yes
Live, Work, Learn	Education and lifelong learning	Yes
	Work and economy	Yes
	Housing	Yes
Civic and Community Pride	Pride in South Ayrshire	Yes
	Community Engagement	Yes
Support Services	Efficient and effective enabling services	Yes

13. Results of Consultation

13.1 Consultation has taken place with Councillor Martin Dowey , Portfolio Holder for Corporate, and Councillor Lee Lyons, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

14. Next Steps for Decision Tracking Purposes

14.1 If the recommendations above are approved by Members, the Director of Strategic Change and Communities will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
Rollout new IIA to service leads in the Strategic Change and Communities Directorate	31 March 2024	Service Lead – Policy, Performance and Community Planning
Rollout new IIA to wider Council	31 December 2024	Service Lead – Policy, Performance and Community Planning

Background Papers [South Ayrshire Council Plan 2023-2028](#)

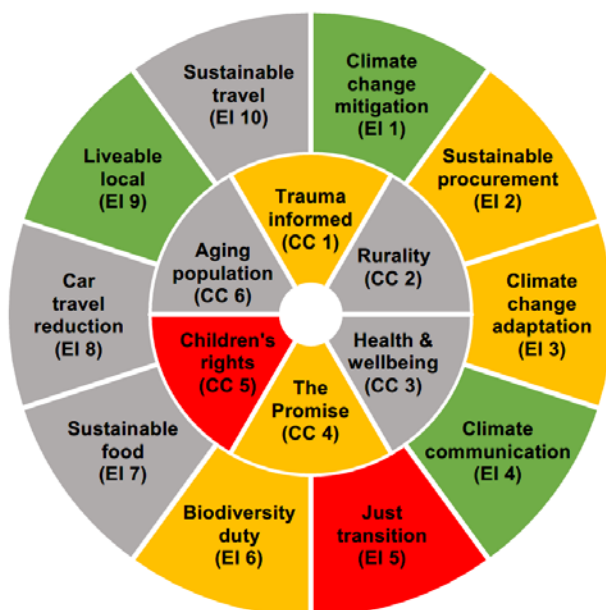
Report to Audit and Governance Panel of 28 June 2023 - [Best Value Thematic Work in South Ayrshire Council 2022/23](#)

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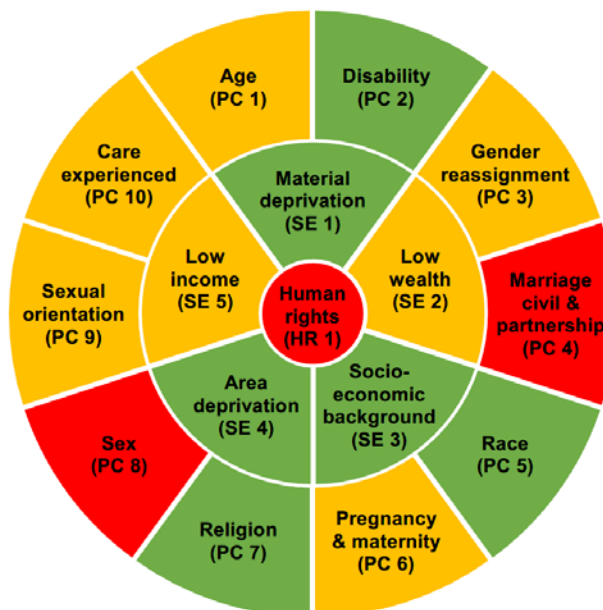
Date: 18 September 2023

Integrated Impact Assessment Summary Report

Title of proposal: [proposal title]
 Date of completion: [date]
 Completed by: [name, job title, service]



Environmental & cross-cutting impacts



Equalities impacts

Reserved space for key to RAG colours (rough size) - particularly if 'Cross-Cut' impacts requires 5-point colour scale (also need to experiment with all RAG hues for accessibility / printing to greyscale).

EQUALITIES (impact on socio-economic inequality)		Mitigating Actions Required (re negative impacts - red / amber status)
SE 1	Material Deprivation	[actions feed through from form - need to decide max char limit]
SE 2	Low and/or no wealth	
SE 3	Socio-Economic Background	
SE 4	Area Deprivation	
SE 5	Low Income/Income Poverty	

EQUALITIES (impact on human rights)		Mitigating Actions Required (re negative impacts - red / amber status)
HR 1	Human Rights	