

South Ayrshire Council

**Report by Depute Chief Executive and Director of Education
to Cabinet
of 25 September 2024**

Subject: Integrated Impact Assessment

1. Purpose

- 1.1 The purpose of this report is to seek Cabinet approval for the implementation of the Integrated Impact Assessment (IIA) following the test phase.

2. Recommendation

2.1 It is recommended that the Cabinet:

- 2.1.1 notes the progress that has taken place during the test phase and additional amendments made to the IIA; and**
- 2.1.2 agrees the implementation and roll-out of the IIA across Council Services and South Ayrshire Health and Social Care Partnership.**

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. The plan proposed a new Integrated Impact Assessment to increase opportunities for collaboration and ensure key strategic priorities are imbedded in our decision making processes.
- 3.4 Following approval of the Council Plan 23-28, a short life working group developed the assessment and associated guidance. This draft assessment was agreed by Cabinet in September 2023 and a period of practical testing was undertaken.
- 3.5 Since January 2024, the IIA has been tested across several new strategies including:
- South Ayrshire Local Outcomes Improvement Plan 2024-2029 (*IIA completed and [summary report published](#)*);
 - South Ayrshire Child Poverty Strategy 2024-2029 (*IIA completed and [summary report published](#)*);
 - South Ayrshire Ageing Well Strategy (*IIA completed and [summary report published](#)*);
 - Establishment of a Youth Council and Youth Strategy (*IIA completed*);
 - South Ayrshire Community Learning and Development Strategy 2024-2027 (*still underway*);
 - South Ayrshire Council Staff Wellbeing Strategy (*still underway*).

Copies of the IIA Summary Reports are attached as Appendix 1.

- 3.6 Following feedback by lead officers who have been involved in completing the IIA, it was agreed that further refinement was made to the final version which would allow 'areas of further consideration' to be highlighted particularly in areas, where at the time of completing, the impact rating was still uncertain/unclear. Similar to a negative impact rating, if an area was identified as uncertain/unclear, an action would be identified, and this would be pulled into the summary report.

4. Proposals

- 4.1 Cabinet is asked to approve the final version of the master IIA which can viewed [here](#). All completed IIAs will be saved within an internal SharePoint site. Any mitigations and/or areas of further consideration identified will be monitored through Pentana.
- 4.2 The initial Short-life Working Group has now become an Oversight Group and will provide a support function to services as part of the initial roll-out as the new process is embedded.
- 4.3 Staff briefing sessions have been organised for late September/ early October to introduce the new process and a COAST course is being developed to support implementation.

5. Legal and Procurement Implications

5.1 Guidance states that equality impact assessments must not be retrospectively completed, as this would render any decision on a proposal requiring an EQIA unlawful, as demonstrated by recent case law. Therefore, the IIA should be undertaken at the start of the development or review of any policy/strategy/proposal development.

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 risk of not adopting the recommendations is that the Council will be unable to improve the impact assessment process and is at increased risk of judicial review.

9. Equalities

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

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

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 The matters referred to in this report contributes to all three priorities of the Council Plan (Spaces and Places; Live, Work and Learn; and Civic and Community Pride):

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

13.2 Consultation has taken place with Councillor Martin Dowey, Portfolio Holder for Corporate and Strategic, 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 Depute Chief Executive and Director of Education 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</i>
Roll out training to staff	December 2024	Assistant Director – Corporate Policy, Strategy and Performance.

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

Report to Cabinet of 26 September 2023 – [Integrated Impact Assessment](#)

Person to Contact Kevin Anderson, Assistant Director Corporate Policy, Strategy and Performance
County Buildings, Wellington Square, Ayr KA7 1DR
Phone 01292 612982
E-mail kevin.anderson@south-ayrshire.gov.uk

Date: 17 September 2024

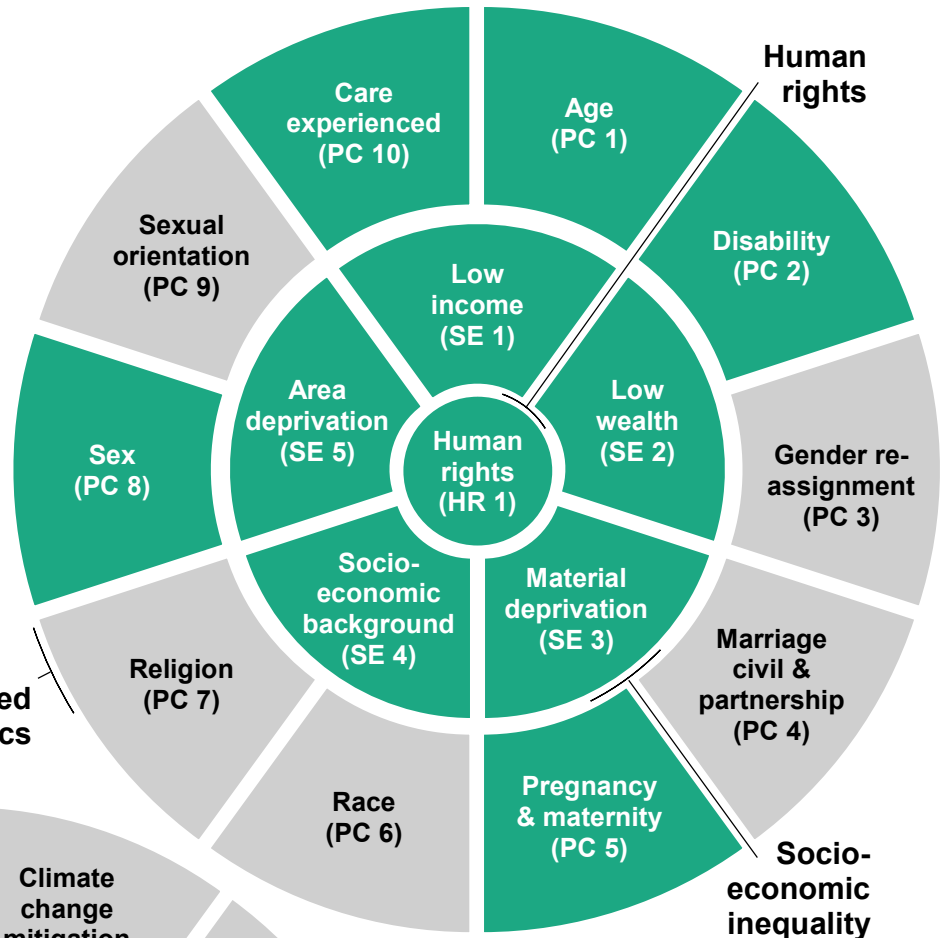
Integrated Impact Assessment Summary Report

Child Poverty Strategy 2024-2029

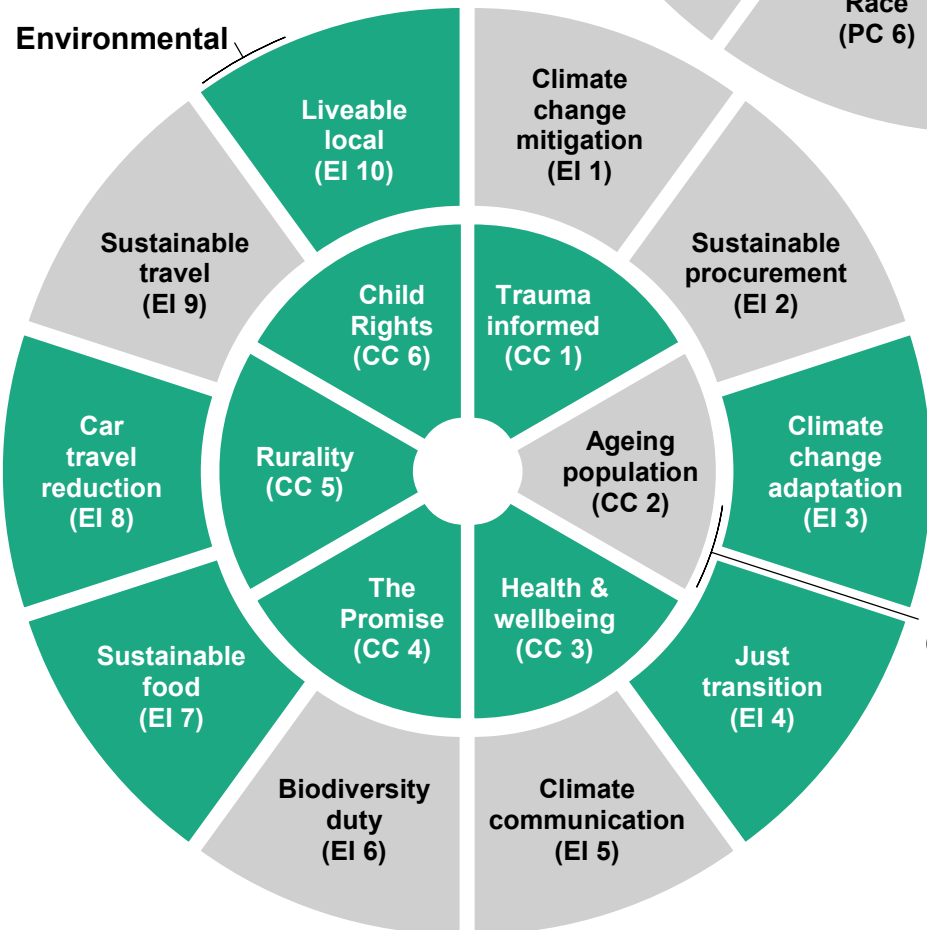


Completed by:
 Elizabeth Dougall,
 Senior Policy Officer Community
 Planning & Equalities,
 Performance, Policy &
 Community Planning

Date started: 26/04/23



Protected characteristics



Environmental

Cross-Cutting

To be implemented on:

#REF!

Review date:

18/04/24

Oversight Panel:

Financial Inclusion and
 Growth Strategic Delivery
 Partnership

- negative impact
- no impact / not applicable
- positive impact

Public sector equality duty

Eliminating unlawful discrimination, harassment, and victimisation?

The new Child Poverty Strategy seeks to mainstream equalities in it's over arching outcomes and will ensure that any subsequent action points to not disproportionately disadvantage one community or group over another. South Ayrshire CPP is committed to eliminating discrimination and stigmatisation and the structure which has been put in place will play a positive role in the contribution towards this vision, supporting our communities and citizens to grow, care and live a better life in South Ayrshire.

Advancing equality of opportunity?

The new Child Poverty Strategy is inclusive of everyone and ensure equality of opportunity to improve outcomes. In addition, the CPP has identified key areas of focus within the LOIP taking into consideration children and young people (in particular those with caring responsibilities and those who are care experienced/care leavers) and our ageing population. Poverty is a key area of focus. The CPPs seek to encourage and improve participation through our Community Planning Participation and Engagement Group which represents 'communities of interest' across South Ayrshire. Locality Planning is community led and driven and action plans will be determined by communities needs and understanding of their communities.

Fostering good relations?

The new Child Poverty Strategy is inclusive of everyone and ensure equality of opportunity to improve outcomes. In addition, the CPP has identified key areas of focus within the LOIP taking into consideration children and young people (in particular those with caring responsibilities and those who are care experienced/care leavers) and our ageing population. Poverty is a key area of focus. The CPP seeks to encourage and improve participation through our Community Planning Participation and Engagement Group which represents 'communities of interest' across South Ayrshire.

Impact code key

PC EQUALITIES: impact on protected characteristics

SE EQUALITIES: impact on socio-economic inequality

HR EQUALITIES: impact on human rights

EI ENVIRONMENTAL IMPACTS

CC CROSS-CUTTING IMPACTS

Does this proposal require a Child Rights and Wellbeing Impact Assessment (CRWIA)? **yes**

Please turn over for CRWIA detail.

Child Rights & Wellbeing Impact Assessment (CRWIA) summary

CRWIA for a non-legislative policy/measure

CRWIA title:

South Ayrshire Community Planning Partnership Child Poverty Strategy 2024-2029

Publication date:

18/04/24

Summary of policy aims and desired outcomes

The plan will focus on key drivers that impact on child poverty that have been stated within the acts delivery plan.

Executive summary

In April 23 the CPP approved work to take place to develop a new child poverty strategy for South Ayrshire, aligned to the national plan.

Background:

The new national delivery plan and changing strategic landscape presented an opportunity for South Ayrshire to refresh and realign our child poverty action plan to better reflect national and local circumstances.

Scope of the CRWIA, identifying the children and young people affected by the policy, and summarising the evidence base:

The SG identified 6 Priority family types as being at high risk of child poverty: Lone parent, Minority ethnic, Families with a disabled adult or child, Families with a younger mother (under 25, Families with a child under one, Larger families (three or more children).

Children and young people's views and experiences:

Initial lived experience workshops were held with parents/carers to capture feedback on interaction with services. As action plans develop we will extend engagement to capture views with children & young people.

Key Findings, including an assessment of the impact on children's rights, and how the measure will contribute to children's wellbeing:

The overall Child Poverty Strategy aims to improve outcomes and inequalities of children & young people.

Monitoring and review:

Annual Progress Report as part of statutory requirements as well as reporting to the Financial Inclusion & Growth SDP.

CRWIA Declaration Authorisation

Policy lead:

Elizabeth Dougall, Senior Policy Officer Community Planning & Equalities

Date:

12/04/24

Deputy Director or Equivalent:

Lyndsay McRoberts, Depute Chief Executive and Director of Education

Integrated Impact Assessment Summary Report

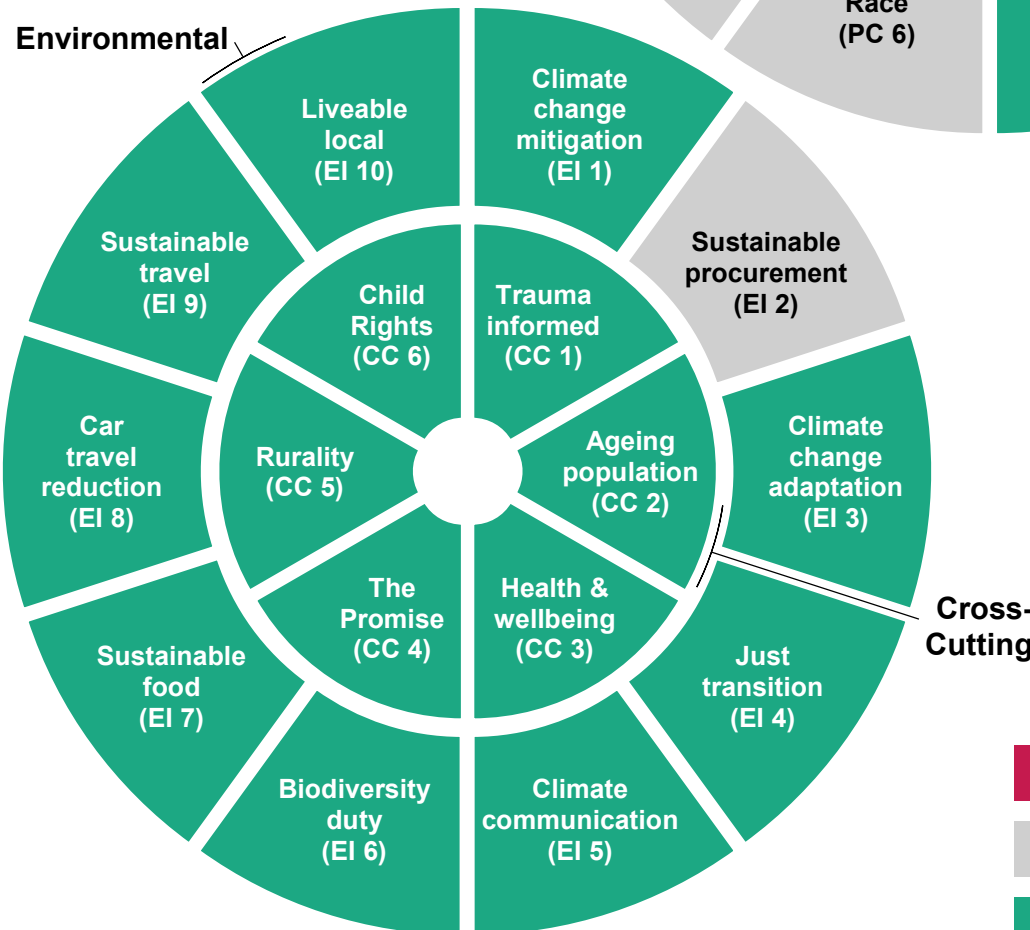
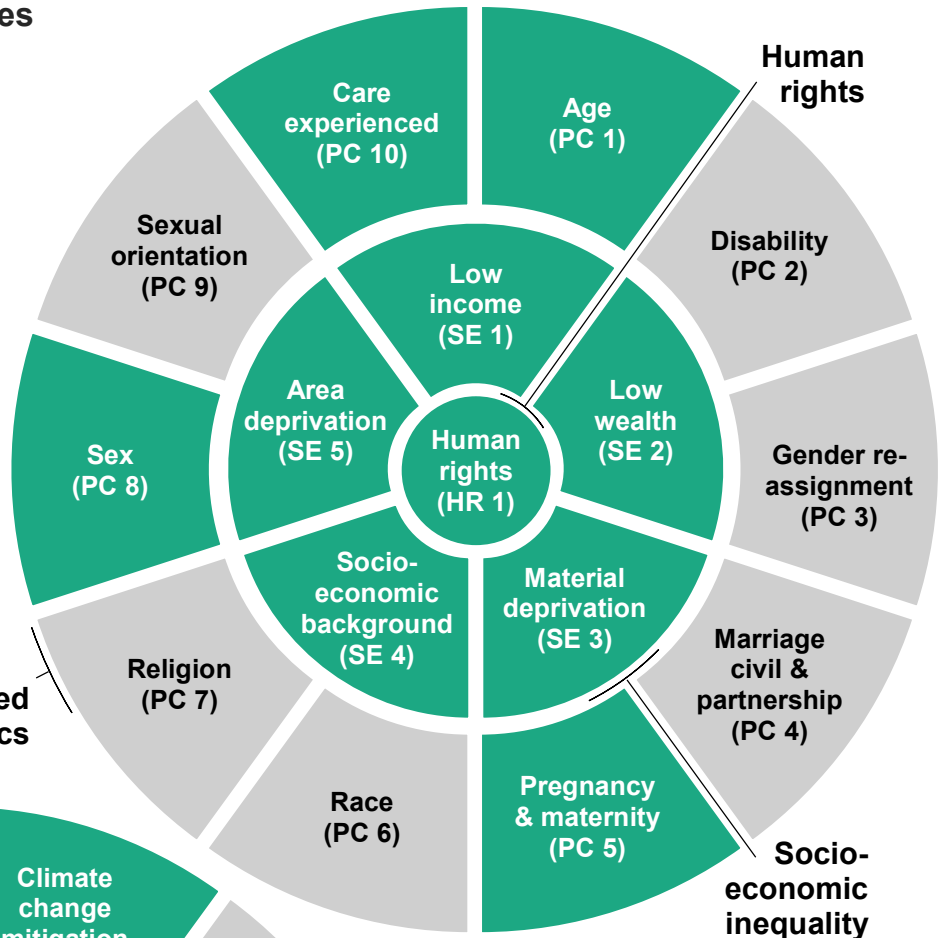


South Ayrshire Community Planning Partnership (CPP) move to locality-based working and new Local Outcomes Improvement Plan

Completed by:

Susan McCardie,
Co-ordinator - Performance and Community Planning,
Policy, Performance and Community Planning

Date started: 01/11/23



To be implemented on:

18/04/24

Review date:

01/10/25

Oversight Panel:

Community Planning Board

- negative impact
- no impact / not applicable
- positive impact

Public sector equality duty

Eliminating unlawful discrimination, harassment, and victimisation?

The new Local Outcomes Improvement Plan seeks to mainstream equalities in its overarching outcomes and will ensure that any subsequent action points do not disproportionately disadvantage one community or group over another. South Ayrshire CPP is committed to eliminating discrimination and stigmatisation and the structure which has been put in place will play a positive role in the contribution towards this vision, supporting our communities and citizens to grow, care and live a better life in South Ayrshire.

Advancing equality of opportunity?

The new Local Outcomes Improvement Plan is inclusive of everyone and ensure equality of opportunity to improve outcomes. In addition, the CPP has identified key areas of focus within the LOIP taking into consideration children and young people (in particular those with caring responsibilities and those who are care experienced/care leavers) and our ageing population. Poverty is also a key area of focus. The CPPs seek to encourage and improve participation through our Community Planning Participation and Engagement Group which represents 'communities of interest' across South Ayrshire. Locality Planning is community led and driven and action plans will be determined by communities needs and understanding of their communities.

Fostering good relations?

The new Local Outcomes Improvement Plan is inclusive of everyone and ensure equality of opportunity to improve outcomes. In addition, the CPP has identified key areas of focus within the LOIP taking into consideration children and young people (in particular those with caring responsibilities and those who are care experienced/care leavers) and our ageing population. Poverty is also a key area of focus. The CPP seeks to encourage and improve participation through our Community Planning Participation and Engagement Group which represents 'communities of interest' across South Ayrshire.

Impact code key

PC EQUALITIES: impact on protected characteristics

SE EQUALITIES: impact on socio-economic inequality

HR EQUALITIES: impact on human rights

EI ENVIRONMENTAL IMPACTS

CC CROSS-CUTTING IMPACTS

Does this proposal require a Child Rights and Wellbeing Impact Assessment (CRWIA)? yes

Please turn over for CRWIA detail.

Child Rights & Wellbeing Impact Assessment (CRWIA) summary

CRWIA for a non-legislative policy/measure

CRWIA title:

South Ayrshire Community Planning Partnership (CPP) move to locality-based working and new Local Outcomes Improvement Plan

Publication date:

18/04/24

Summary of policy aims and desired outcomes

Wider strategic refresh of the community planning structure and the development of a new Local Outcomes Improvement Plan (LOIP) in line with the requirements of the Community Planning Empowerment (Scotland) Act 2015.

Executive summary

In April 2023, the CP Board approved the restructure of the CPP. During the past year work has taken place to refresh Locality Planning Partnerships (LPPs) and develop a new LOIP with high level outcomes of Place and Wellbeing.

Background:

LPPs will develop locality plans based on local data and need. The new LOIP (2024-2029) has high level outcomes of Place and Wellbeing. The Children's Services Planning Partnership is a Strategic Delivery Partnership reporting to South Ayrshire Community Planning Board.

Scope of the CRWIA, identifying the children and young people affected by the policy, and summarising the evidence base:

There will be 2 LOIP priority areas with a specific impact: The Promise and Young Carers. Other LOIP priorities will positively impact children and young people through a wider population approach. Evidence through Children and Young People's Services Plan.

Children and young people's views and experiences:

This has been led by Children's Services Planning Partnership in relation to the development of the new Children and Young People's Service Plan 2023-2026. Wider engagement has also taken place as part of the public LOIP Consultation.

Key Findings, including an assessment of the impact on children's rights, and how the measure will contribute to children's wellbeing:

The Children's Services Planning Partnership has agreed that The Promise and Young Carers are LOIP priorities therefore specific impact. Other LOIP priorities will positively impact through a wider population approach through outcomes of place and wellbeing.

Monitoring and review:

Via CP Board due to statutory requirement to publish annual progress reports. The Children's Services Planning Partnership will be the lead for monitoring the priorities of The Promise and Young Carers through the Children and Young People Service Plan.

CRWIA Declaration Authorisation

Policy lead:

Susan McCardie, Co-ordinator: Performance and Community Planning

Date:

12/04/24

Deputy Director or Equivalent:

Lyndsay McRoberts, Depute Chief Executive and Director of Education

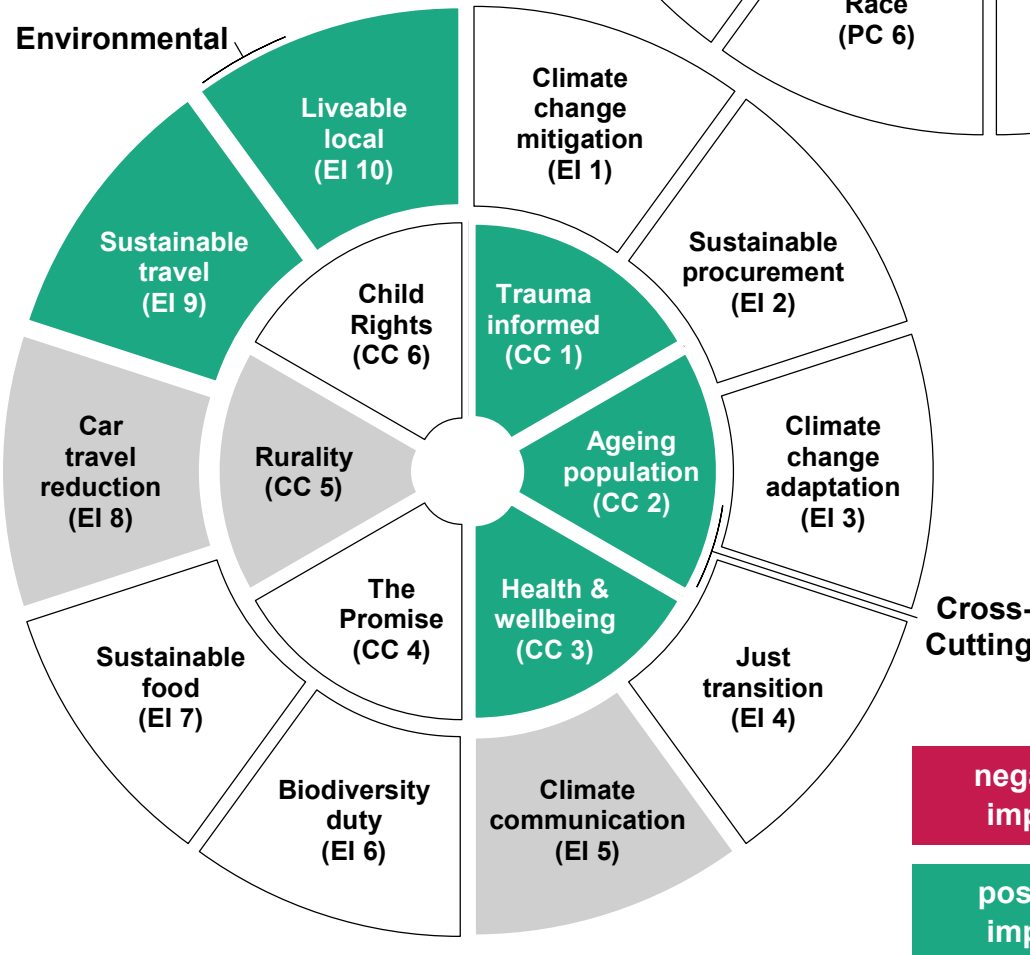
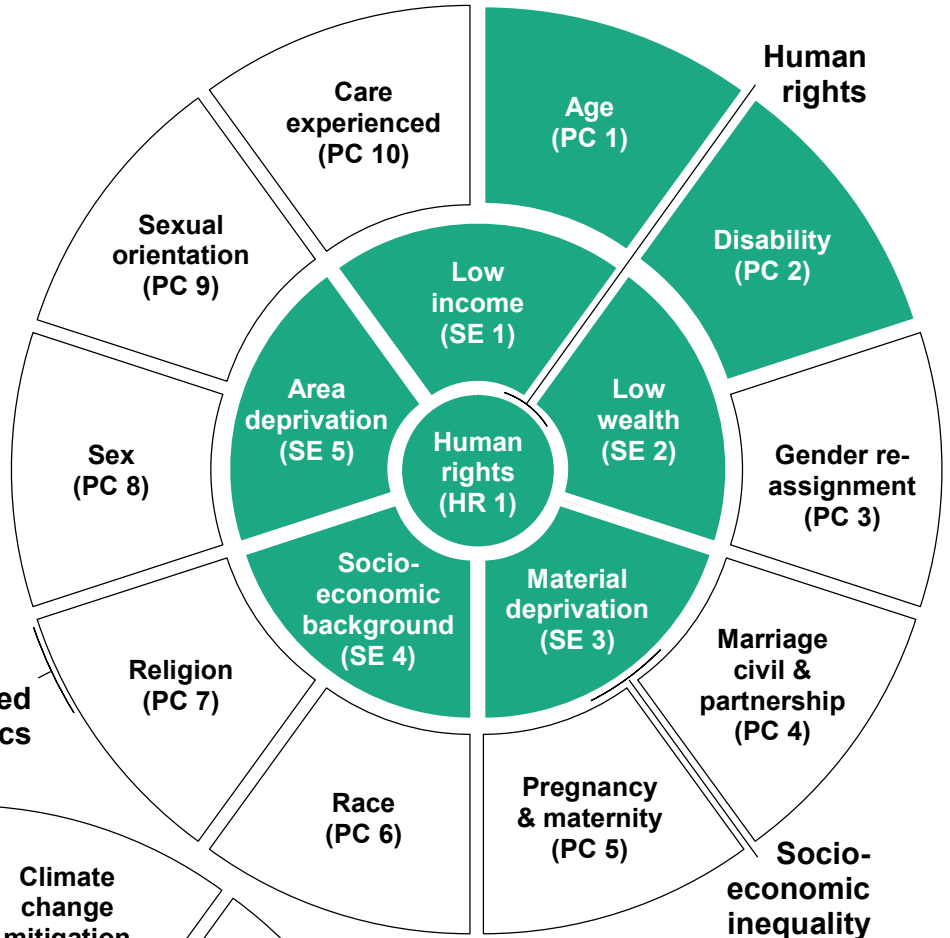
Integrated Impact Assessment Summary Report

Ageing Well in South Ayrshire Strategy



Completed by:
 Rachael Graham,
 Planning and Performance
 Coordinator,
 Planning and Performance

Date started: 25th June 2020



To be implemented on:

22/08/24

Review date:

22/08/25

Oversight Panel:

Community Planning Board

negative impact	uncertain / not clear
positive impact	no impact / not applicable

Public sector equality duty

Eliminating unlawful discrimination, harassment, and victimisation?

The new Ageing Well Strategy seeks to mainstream equalities in its overarching outcomes and will ensure that any subsequent action points do not disproportionately disadvantage one community or group over another. South Ayrshire CPP is committed to eliminating discrimination and stigmatisation and the structure which has been put in place will play a positive role in the contribution towards this vision, supporting our communities and citizens to grow, care and live a better life in South Ayrshire.

Advancing equality of opportunity?

The new Ageing Well Strategy is inclusive of everyone and ensure equality of opportunity to improve outcomes. The CPPs seek to encourage and improve participation through our Champions Board and Community Planning Participation and Engagement Group which represents 'communities of interest' across South Ayrshire.

Fostering good relations?

The new Ageing Well Strategy is inclusive of everyone and ensure equality of opportunity to improve outcomes. In addition, the CPP has identified key areas of focus within the strategy taking into consideration our ageing population. The CPP seeks to encourage and improve participation through our Champions Board and Community Planning Participation and Engagement Group which represents 'communities of interest' across South Ayrshire.

Mitigating Actions Required (re **negative** / unclear impacts)

ENVIRONMENTAL IMPACTS

EI 5	Climate communication	Further discussion will take place as part of the Ageing Well Strategy Oversight Group in relation to transport options within South Ayrshire.
EI 8	Travel less by cars	Further discussion will take place as part of the Ageing Well Strategy Oversight Group in relation to transport options within South Ayrshire that would encourage less car use.

Mitigating Actions Required (re **negative** / unclear impacts)

CROSS-CUTTING IMPACTS

CC 5

Rurality

Engaging with the champions board to find out what sepcific issues are for living in rural areas.

Does this proposal require a Child Rights and Wellbeing Impact Assessment (CRWIA)? no
