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**South Ayrshire Council**

**Equality Impact Assessment including Fairer Scotland Duty**

**Section One: Policy Details\***

|  |  |
| --- | --- |
| Name of Policy |  |
| Lead Officer (Name/Position) |  |
| Support Team (Names/Positions)  including Critical Friend |  |

\*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

|  |  |
| --- | --- |
| What are the main **aims** of the policy? |  |
| What are the intended **outcomes** of the policy? |  |

**Section Two: What are the Likely Impacts of the Policy?**

|  |  |
| --- | --- |
| Will the policy impact upon the whole population of South Ayrshire and/orparticular groups within the population? (please specify) |  |

**Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?**

**List any likely positive and/or negative impacts.**

|  |  |
| --- | --- |
| **Protected Characteristics** | **Positive and/or Negative Impacts** |
| **Age**: Issues relating to different age groups e.g. older people or children and young people |  |
| **Disability**: Issues relating to disabled people |  |
| **Gender Reassignment – Trans/Transgender:** Issues relating to people who have proposed, started or completed a process to change his or her sex |  |
| **Marriage and Civil Partnership:**  Issues relating to people who are married or are in a civil partnership |  |
| **Pregnancy and Maternity:** Issues relating to woman who are pregnant and/or on maternity leave |  |
| **Race:** Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers |  |
| **Religion or Belief**: Issues relating to a person’s religion or belief (including non-belief) |  |
| **Sex:** Gender identity: Issues specific to women and men/or girls and boys |  |
| **Sexual Orientation:** Issues relating to a person’s sexual orientation i.e. LGBT+, heterosexual/straight |  |

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| --- | --- |
| **Equality and Diversity Themes Relevant to South Ayrshire Council** | **Positive and/or Negative Impacts** |
| **Health**  Issues and impacts affecting people’s health |  |
| **Human Rights:** Issues and impacts affecting people’s human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections. |  |

|  |  |
| --- | --- |
| **Socio-Economic Disadvantage** | **Positive and/or Negative Impacts** |
| **Low Income/Income Poverty:** Issues: cannot afford to maintain regular payments such as bills, food and clothing. |  |
| **Low and/or no wealth:** Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future |  |
| **Material Deprivation:** Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies |  |
| **Area Deprivation:** Issues: where you live (rural areas), where you work (accessibility of transport) |  |

**Section Three: Evidence Used in Developing the Policy**

|  |  |
| --- | --- |
| **Involvement and Consultation**  In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation?  ***Who*** did you involve**, *when*** and ***how*?** |  |
| **Data and Research**  In assessing the impact set out above what evidence has been collected from research or other data. Please specify ***what***research was carried out or data collected, ***when*** and ***how*** this was done. |  |
| **Partners data and research**  In assessing the impact(s) set out in Section 2 what evidence has been provided by partners?  Please specify partners |  |
| **Gaps and Uncertainties**  Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further? |  |

**Section Four: Detailed Action Plan to address identified gaps in:**

# a) evidence and

# b) to mitigate negative impacts

|  |  |  |  |
| --- | --- | --- | --- |
| No. | Action | **Responsible Officer(s)** | **Timescale** |
| 1 |  |  |  |
| 2 |  |  |  |
| 3 |  |  |  |
| 4 |  |  |  |

***Note: Please add more rows as required.***

**Section Five - Performance monitoring and reporting**

Considering the policy as a whole, including its equality and diversity implications:

|  |  |
| --- | --- |
| When is the policy intended to come into effect? |  |
| When will the policy be reviewed? |  |
| Which Panel will have oversight of the policy? |  |

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**Section 6**

**South Ayrshire Council Appendix ..........**

**Summary Equality Impact Assessment Implications & Mitigating Actions**

**Name of Policy**: .................................................................................................

This policy will assist or inhibit the Council’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

|  |
| --- |
| **Eliminate discrimination** |
| **Advance equality of opportunity** |
| **Foster good relations** |
| **Consider Socio-Economic Disadvantage (Fairer Scotland Duty)** |

|  |  |
| --- | --- |
| Summary of Key Action to Mitigate Negative Impacts |  |
| Actions | Timescale |
|  |  |
|  |  |

|  |
| --- |
| **Signed: ...............................................................Service Lead**  **Date: ...............................................................** |