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**South Ayrshire Council**

**Equality Impact Assessment**

**Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment’s which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: [https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/](https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities)

The Fairer Scotland Duty (‘the Duty’), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider (‘pay due regard to’) how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](http://www.gov.scot/Publications/2018/03/6918) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

**1. Policy details**

|  |  |
| --- | --- |
| Policy Title |  |
| Lead Officer (Name/Position/Email) |  |

**2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts**

|  |  |  |
| --- | --- | --- |
| **Community or Groups of People** | **Negative Impacts** | **Positive impacts** |
| Age – men and women, girls & boys |  |  |
| Disability |  |  |
| Gender Reassignment (Trans/Transgender Identity) |  |  |
| Marriage or Civil Partnership |  |  |
| Pregnancy and Maternity |  |  |
| Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers |  |  |
| Religion or Belief (including lack of belief) |  |  |
| Sex – gender identity (issues specific to women & men or girls & boys) |  |  |
| Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight |  |  |
| Thematic Groups: Health, Human Rights & Children’s Rights |  |  |

**3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.**

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| --- | --- | --- |
| **Socio-Economic Disadvantage** | **Negative Impacts** | **Positive impacts** |
| Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing |  |  |
| Low and/or no wealth – 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 – 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 – where you live (rural areas), where you work (accessibility of transport) |  |  |
| Socio-economic Background – social class i.e. parent’s education, employment and income |  |  |

**4. Do you have evidence or reason to believe that the policy will support the Council to:**

|  |  |
| --- | --- |
| **General Duty and other Equality Themes**  **Consider the ‘Three Key Needs’ of the Equality Duty** | **Level of Negative and/or Positive Impact**  **(High, Medium or Low)** |
| **Eliminate unlawful discrimination**, **harassment and victimisation** |  |
| **Advance equality of opportunity** between people who share a protected characteristic and those who do not |  |
| **Foster good relations** between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?) |  |
| Increase participation of particular communities or groups in public life |  |
| Improve the health and wellbeing of particular communities or groups |  |
| Promote the human rights of particular communities or groups |  |
| Tackle deprivation faced by particular communities or groups |  |

**5. Summary Assessment**

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| --- | --- |
| **Is a full Equality Impact Assessment required?**  (A full Equality Impact Assessment must be carried out if impacts identified as **Medium and/or High**) | **YES**  **NO** |
| **Rationale for decision:** | |
| **Signed** : ……………………………………………………...**Service Lead**  **Date:** ……………………………………………………... | |