



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

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This is a summary of the key decisions/actions taken in the recent EHRIA, and has been separated from the full EHRIA document for publication on SCRA's external website in compliance with statutory requirements.

The Scottish Children's Reporter Administration (SCRA) are pleased to publish the outcome of this Equalities and Human Rights Impact Assessment on our Annual Workforce Report, 2020 / 2021.

The of Annual Workforce Plan aims to meet and deliver Year 1 of the 3 year People Strategy 2020/23. There is clear alignment between the People Strategy, the Operational Strategy and the Financial Strategy, as well as the Inclusion and Equalities strategy, albeit they will be subject to separate EHIRAs. The Annual Workforce Plan will also commission the development or review of human resources policies or procedures which will be subject to separate impact assessments.

SCRA's staff are our most valuable resource, and this plan is intended to continuously improve, provide guidance and direction and meet our statutory and best practice ambitions that make SCRA the best place to work, whilst attracting and retaining a diverse workforce that can deliver in a high performing organisation and who align with our organisational values.

There a number of areas of importance to staff that would make a difference to their working environment, wellbeing and feeling valued within SCRA, such as a more diverse workforce with a focus on succession planning and development, a commitment to ensuring that the wellbeing of staff is important whether it be through the working environment, supports available, ability to achieve a good worklife balance as well making sure staff have fair and equitable workloads and the importance of consistent, transparent and inclusive leadership.

The aims of the people strategy can be grouped into the headings outlined below. This has followed through into the development of the Annual Workforce Plan and delivered ambitious but realistic objectives that could be met whilst the organisation is implementing a new case management system.

- **Recruitment**
- **Reward**
- **Wellbeing**
- **Workload Equalisation**
- **Development**
- **Engagement**

And the following were considered as we completed this Workforce Plan:

- **Staff Survey Outcomes**
- **Employee Statistics**
- **Involvement in, and feedback from LGBT Youth Charter**
- **Chartered Institute of Personnel and Development**
- **Other key organisations**
- **Equality Impact Assessments**

The Annual Workforce Plan has a positive impact on all protected characteristics outlined below given the focus on attracting a more diverse range of applicants to SCRA and supporting their development and progression regardless of protected characteristic. We will track progression through the organisation by protected characteristic to demonstrate the positive impacts over the course of a number of years and to inform future reviews of EQIA.

The annual workforce plan underpins and meets Year 1 of the People Strategy which is also a supporting strategy for the Corporate Plan and which facilitates the three main aims of Care, Connect and Protect, which supports equality, inclusivity and engagement and details how these will be delivered to ensure that all of the organisations activities reflect its vision and values.

The Public Sector Equality Duty	
<p>Contribute to eliminating discrimination, harassment and victimisation? E.g.</p> <ul style="list-style-type: none"> • Raise awareness of our SCRA's vision and values for equality, diversity and inclusion. • Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity 	<p>POSITIVE: It will contribute to eliminating discrimination, harassment, victimisation <input checked="" type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on discrimination, harassment and victimisation <input type="checkbox"/></p>
	<p>NEGATIVE: It will make discrimination, harassment and victimisation worse <input type="checkbox"/></p>
	<p>POSITIVE: It will advance equality of opportunity <input checked="" type="checkbox"/></p>

Advance equality of opportunity between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> Remove or minimise disadvantage Meet the needs of equality groups that are different from the needs of others participation in public life 	NO EFFECT: It will have no effect on equality of opportunity <input type="checkbox"/>
	NEGATIVE: It will reduce equality of opportunity <input type="checkbox"/>
Foster good relations between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> Tackle prejudice Promote understanding 	POSITIVE: It will foster good relations <input checked="" type="checkbox"/>
	NO EFFECT: It will have no effect on good relations <input type="checkbox"/>
	NEGATIVE: It will cause good relations to deteriorate <input type="checkbox"/>

It will uphold human rights articles.

Recommended course of action: select relevant outcome and check the box when prompted:
Outcome 1: Proceed – no potential for unlawful discrimination/adverse impact on equality duty or interference with human rights has been identified. <input checked="" type="checkbox"/>
Outcome 2: Proceed with adjustments to remove or mitigate any identified potential for discrimination and/or interference in relation to our equality and/or human rights respectively <input type="checkbox"/>
Outcome 3: Proceed despite a potential for discrimination and/or interference with human rights that cannot be avoided or mitigated but which can and have been justified on legal/objective grounds (justification to be clearly set out). <input type="checkbox"/>
Outcome 4: Stop and consider an alternative approach. Actual or potential unlawful discrimination and/or interference with human rights have been identified, which cannot be justified on legal/objective grounds. <input type="checkbox"/>

SCRA Equality Review Group.