



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

Date: 7th May 2020

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:

Corporate Procurement Strategy 2020 – 2023

The Procurement Reform (Scotland) Act 2014 requires a contracting authority with expected annual procurement spend above £5 million to produce a Procurement Strategy. We are also required to carry out an annual review of the Strategy, publish it on SCRA's website and send a link to the Scottish Ministers.

This is intended to ensure continued compliance with current legislation and best practice, whilst attracting a diverse range of suppliers. The strategy sets out how we plan to carry out our procurements for this financial year, 1st April 2020 to 31st March 2021, providing focus on some of those policies that we aim to support through procurement.

The previous Strategy was approved by SCRA's Board and sent to the Scottish Ministers, Contracts Review Group and Delegated Purchasers for information. It was also published on SCRA's external website and Connect. No feedback was received. Consultation on this revision to date has been with the Head of Finance & Resources, Head of Human Resources, Inclusion & Diversity Manager and Procurement Officer. We also reviewed our Annual Procurement Report which provides details of contracts awarded to SME's, Supported Businesses etc.

Best practice guidance was also reviewed, equality has also previously been discussed at Central Government Sector Cluster Group meetings attended by SCRA and the Employers Network for Equality & Inclusion (ENEI) guidance on promoting diversity through the supply chain was also considered, together with ENEI best practice case studies.

During the consultation detailed above, the revision of this Strategy has enabled us to adopt a more inclusive approach to procurement and we are reflecting that in the language we are using and in our vision and strategic aims. We have also learned that completing EHRIA's in our regulated procurement exercises should encourage marginalised suppliers to be involved in the tendering process. We also learned the importance of consulting with equality groups, both internal and external (e.g. Equalities Network, National Partnership Forum, ENEI) on aspects of equality, inclusion and diversity in the procurement process.

This is the start of EHRIA process, however we have already made changes to the wording of our Strategy to make this more inclusive and completing the EHRIA has acknowledged that we need to carry out wider consultation with internal and external equality groups in future. The following were also used to complete this EHRIA.

- **Scottish Government Guidance**
- **Scottish Government Sustainability Test**
- **Central Sector Cluster Group**
- **SCRA's General Policy on Fair Work Practices (FWP)**

The Public Sector Equality Duty	
<p>Will the impact and outcomes of the new or revised policy, practice or process: (Consider for children and young people referred in terms of the equality risk assessment of their journey through the hearing system including initial referral, investigation and decision, attendance and participation at hearings and related court proceedings. Consider for staff in terms of the equality risk assessment for the staff journey with SCRA which includes recruitment, retention, progression, promotion, training etc.)</p>	
<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>Advance equality of opportunity between those who share a protected characteristic and those who do not? E.g.</p> <ul style="list-style-type: none"> • Remove or minimise disadvantage 	<p>POSITIVE: It will advance equality of opportunity <input checked="" type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on equality of opportunity <input type="checkbox"/></p>

The Public Sector Equality Duty	
<ul style="list-style-type: none"> Meet the needs of equality groups that are different from the needs of others participation in public life 	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"/>

5.4	FURTHER WORK RECOMMENDED:
1)	Further breakdown of the resource implications of the strategy in relation to the roll out of the strategy across those responsible for procurement in locality teams would be helpful. This should include some assessment of the resource implications of any further training / guidance or support which may be required in locality teams.
2)	Detail clearer lines of accountability and governance.

SCRA Equality Review Group.