



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

**Date: 4<sup>th</sup> 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:**

### **Equality and Inclusion Mainstream Report and Equality Outcomes 2020-2023**

SCRA has a Public Sector Equality Duty under the Equality Act 2010 to publish our equality outcomes every four years and a report detailing progress on the outcomes and how we mainstream equality within and across the day to activities within the organisation every two years. This report provides an update on our Equality Outcomes 2017-2021 and details our new Equality Outcomes 2020-2023 to underpin our corporate objectives and values detailed in our Corporate Plan 2020-2023. The intended outcome of the Report is ambitious:

- 1) to meet our Public Sector Equality Duties;
- 2) embed an inclusive culture, practice and services;
- 3) and create a diverse workforce that reflects the communities we serve.

There was extensive consultation in relation to the Draft Equality Outcomes 2020-2023. The Inclusion and Diversity Manager consulted with the PR/CEO, Head of HR, Head of Strategy and Organisational Development and SCRA's Planning and Performance Manager to ensure the new outcomes aligned with the corporate objectives and values for 2020-2023. Further consultation took place with the wider Executive Management Team.

An Equalities and Diversity Development Day took place in 2019 and all Equalities Network members and Inclusion Ambassadors (including The Chair of the Board of SCRA, Unison Reps, SCRA's Participation Officer and Press & Comms Manager) were consulted on the draft outcomes. Alongside this we considered the outcomes of the 2019 staff survey and what that temperature gauge from staff told us, as well as considering the Gender Pay Gap and Employee Statistics that inform the composition of SCRA's workforce.

Learning from the involvement in the LGBT Youth Charter was also considered, as there were particular areas highlighted in which SCRA could perform better and these were reflected in the actions to deliver on the equality outcomes. Additionally, we conducted a wider consultation exercise to include all of our staff via our staff intranet, the public via our external website and our partners through our Partner E-zine and existing links with equality groups. We also consulted with other strategy leads e.g. operations, practice and policy, etc to ensure alignment with corporate objectives and values.

<b>The Public Sector Equality Duty</b>	
<p><b>Will the impact and outcomes of the new or revised policy, practice or process:</b>            (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><b>Contribute to eliminating discrimination, harassment and victimisation?</b>  <b>E.g.</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of our SCRA's vision and values for equality, diversity and inclusion.</li> <li>• Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity</li> </ul>	<p><b>POSITIVE:</b>            It will contribute to eliminating discrimination, harassment, victimisation <input checked="" type="checkbox"/></p>
	<p><b>NO EFFECT:</b>            It will have no effect on discrimination, harassment and victimisation <input type="checkbox"/></p>
	<p><b>NEGATIVE:</b>            It will make discrimination, harassment and victimisation worse <input type="checkbox"/></p>
<p><b>Advance equality of opportunity between those who share a protected characteristic and those who do not?</b>  <b>E.g.</b></p> <ul style="list-style-type: none"> <li>• Remove or minimise disadvantage</li> <li>• Meet the needs of equality groups that are different from the needs of others participation in public life</li> </ul>	<p><b>POSITIVE:</b>            It will advance equality of opportunity <input checked="" type="checkbox"/></p>
	<p><b>NO EFFECT:</b>            It will have no effect on equality of opportunity <input type="checkbox"/></p>
	<p><b>NEGATIVE:</b>            It will reduce equality of opportunity <input type="checkbox"/></p>
<p><b>Foster good relations between those who share a protected characteristic and those who do not? E.g.</b></p> <ul style="list-style-type: none"> <li>• Tackle prejudice</li> <li>• Promote understanding</li> </ul>	<p><b>POSITIVE:</b>            It will foster good relations <input checked="" type="checkbox"/></p>
	<p><b>NO EFFECT:</b>            It will have no effect on good relations <input type="checkbox"/></p>
	<p><b>NEGATIVE:</b>            It will cause good relations to deteriorate <input type="checkbox"/></p>

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.



**SCRA Equality Review Group May 2020.**