



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

**Date: 1<sup>st</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 Mental Health & Wellbeing Action Plan 2020-2023**

The Equalities Network and the Health & Wellbeing Group (both sub-groups of EMT) both acknowledge the impact of poor mental health on those who use our services and the people who work for us and are aware that with the right support, the majority of people can recover. The Mental Wealth Group was established due to an increased awareness of the impact of mental ill-health on SCRA's workforce and an acknowledgement that our sickness absence due to psychological issues is significant and, with the right support, potentially avoidable. SCRA wants its staff to feel valued, supported and respected and this Action Plan aims to ensure this happens for all staff equitably and ensure that all managers are confident in discussing and dealing with staff with mental ill-health. Furthermore, the Action Plan will help SCRA to fulfil its equalities duties under the Equality Act 2010.

The plan has the following intended outcomes:

- 1) Increase of awareness of mental health and impact of mental ill-health amongst staff
- 2) Staff are better supported when mental ill-health impacts their work and life more generally
- 3) Encourage staff to take responsibility for their own mental health
- 4) Enable managers to recognise mental ill-health and support them to address these earlier to reduce the impact
- 5) Provide managers with a wider range of tools to support those they line manage who may be experiencing mental ill-health
- 6) Upskill staff to recognise and support colleagues who may be experiencing mental ill-health

There was wide consultation across:

- Mental Wealth Group – including staff from HR, Equalities Network, senior operational management, head office and health & safety.
- Inclusion & Diversity Manager
- Principal Reporter/CEO
- Head of Human Resources
- Dignity at Work Policy
- Equal Opportunities Policy
- Staff Code of Conduct
- Exit Interviews Procedure
- Recruitment and Selection Policy
- Supervision Framework
- Performance Appraisal Scheme
- Maximising Attendance Framework and Strategy
- Stress Policy
- People Strategy
- Equality and Inclusion Mainstream Report and Equality Outcomes 2020-2023
- Workforce Development Plan.
- Mental Health Foundation
- Mind
- Scottish Recovery Network
- See Me
- Equalities Network for Equality & Inclusion (enei).

As a result of the experience of the staff members on the Mental Wealth Group – some of whom have been with SCRA for a significant period of time – anecdotal and experiential evidence was also important in drafting the Action Plan as often this evidence is essential in understanding the nuances of the situation in the workplace.

1) SCRA's Workforce Development Plan demonstrates that in 2019/20, long-term absence was recorded at 2.6%. The highest recorded reason in 2019/20 of 32.36% of all long-term absence was attributed to Psychological absences, which include stress symptoms, anxiety, depression etc – a 14.62% increase on the previous years' figure of 17.74%.

2) The CIPD Health and Wellbeing Report also reports that mental ill health and stress are the two most common long-term absences across the public sector. In 2019, SCRA introduced Mental Health First Aiders, Mindfulness Champions and provided training to managers on how to recognise and support staff experiencing secondary trauma in the workplace, but it is clear that more needs to be done.

3) Figures from SCRA's Employee Assistance Programme show that of all users, just 13 contacted the EAP over the past 12 months. This highlighted the importance of ensuring staff (including managers) are aware of and feel able to use the EAP. Furthermore, this low level of uptake suggests there are still barriers in help-seeking behaviour for those who experience poor mental health.

4) SCRA's Equality and Inclusion Mainstream Report and Equality Outcomes 2020-2023 (and the accompanying EHRIA) emphasises the importance of addressing mental health in the workplace.

<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>
<p>It will uphold human rights articles. <input checked="" type="checkbox"/></p>	
<p><b>Outcome 1:</b> Proceed – no potential for unlawful discrimination/adverse impact on equality duty or interference with human rights has been identified.  <input checked="" type="checkbox"/></p>	