



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

Date: 17th March 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 new People Strategy.

1) Our EHRIA was based on evidence gathered from direct and indirect consultation with a range of employees and with UNISON; and included information gathered through our all staff survey and through the staffing data we have on the gender and other protected characteristics profile of our current staff group. The Strategy has been approved in draft by the SCRA Board, subject to ongoing relevant consultation and scrutiny across the SCRA Staff Group.

2) This strategy is focussed on SCRA's staff – not on the children and families who come to Children's Hearings. However, it is clear throughout the strategy that the SCRA vision of Care, Connect, Protect applies to children and their families as well as to the SCRA Workforce and the Strategy aims to ensure that the SCRA workforce is skilled, equipped and supported to provide the best service it can for children and families.

3) As a result, SCRA's People Strategy will have a positive impact and will advance equality of opportunity and will foster good relations between those with a protected characteristic. Human rights are upheld by the Strategy and the Strategy will have a positive impact on employees of SCRA in relation to all the protected characteristics, given the focus on the strategy of developing a more diverse and supported workforce. No negative impacts in relation to protected characteristics have been identified.

4) “We have consulted widely internally, and continue to do so, on the development of the People Strategy to ensure that we progress inclusion, equality and human rights as well as other key aspects of workforce development to ensure it meets the needs of SCRA and its key resource, its people. We have also shared the People Strategy with the Board of SCRA and the Sponsor Team at SG for comment and feedback which has been positive. We feel the People Strategy achieves its aim of promoting and progressing inclusion across protected characteristics.”

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

It will uphold human rights articles.

1.1 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.

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

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).

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.

Equalities Review Group, SCRA