



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:

SCRA's Recruitment and Selection Policy & Procedures

SCRA continues to require effective means of recruiting, selecting and retaining staff with the right skills, knowledge, behaviours and values. The revised policy and procedures incorporates developments in legislation and best practice, and sets out how SCRA seeks to attract, select and retain the most appropriate staff; and provides consistent, effective and fair processes to enable the selection of the best candidates who support SCRA's Vision, Values and Strategic Objectives. The updating of the policy and procedures supports SCRA's Corporate Plan 2020-23 and SCRA's People Strategy.

The intended outcome of the new approach is to provide clear guidance and direction on approaches to fair and equitable attraction and selection of candidates, both internal and external, which meets our statutory and best practice ambitions. Enabling SCRA to attract and retain a diverse workforce which can deliver in a high performing organisation, and who align with SCRA's Vision, Values and Strategic Objectives. The revised procedures provides clarity as to the processes to be followed throughout the recruitment process, from identification of a vacancy through to induction, in order to minimise the risk of discrimination, and promote the equality of opportunity.

The review and update of the Recruitment & Selection Policy & Procedures has been an extensive and thorough review and development process. Benchmarking with other NDPBs has taken place and consideration of key learnings or best practices adopted.

As with all HR Policies – the governing body for the development of the policy and procedures was the HR Sub Group of the National Partnership Forum. The Group is made up of a cohort of line managers, HR professionals, UNISON Branch Secretary and UNISON representatives. The revised Policy has been in development for circa 18 months, with many detailed discussions and consultations flowing into, and out with, the HR Sub Group including consultation with the Branch on a regular basis.

In addition, managers have been consulted nationally on the ambitions of the updating of the policy and procedure, as well as the detail within it. There has also been a keen interest from the EMT and Board in the

review and development of what is a key HR policy and procedure, which supports our important investment in our people, with regular updates and feedback given and received.

SCRA's HR Ambassadors and the Inclusion & Diversity Manager have thoroughly reviewed, and feed into the full policy & procedures, with particular attention in relation to the public duties relating to the 10 protected characteristics.

The new policy and procedures will be supported with eLearning Manager and Candidate training to be available shortly after launch.

The HR Sub Group and HR team have consulted widely externally and internally in the review and development of the Recruitment and Selection Policy & Procedures, and will continue to do so, to ensure it continues to support and enhance inclusion, equality and human rights, as well as other key aspects of workforce development in order to meet the ongoing and developing needs of SCRA, its workforce and society.

We believe the revised Recruitment and Selection Policy and Procedures achieves its aim of promoting and progressing inclusion and diversity across all protected characteristics.

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 • 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>

The Public Sector Equality Duty	
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"/>

SCRA Equality Review Group.