



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

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

### **CSAS Training and Familiarisation Strategy for SCRA Staff 2020**

The CSAS training strategy has been developed to provide a framework for Localities to ensure that all staff undergo a familiarisation process on the CSAS pre-production environment before transitioning to the CSAS Live platform. The intention is to provide a framework to Localities to plan for all staff to have access to the pre-production platform and to provide detailed guidance/training materials on the use of CSAS to provide a level of familiarisation and confidence in the user prior to continuing their learning on the live system.

The CSAS training strategy has had many iterations as the agile approach to developing the technical aspects of CSAS has progressed. The early devised strategy (some of which is no longer applicable due to changing timescales and COVID19) had to be further developed as result of the agile nature of the Digital Delivery Programme by an action plan for Localities. The ongoing development work forced some changes to our original strategy and the COVID 19 pandemic has had a significant impact on the intended training strategy.

The Operational Readiness (OR)Team have had the responsibility to ensure that a framework for local planning and delivery of the familiarisation opportunities on a 'training' platform were made available to staff prior to transitioning to live, in the context of the above. In preparation of access to the training platform, the core OR team co-opted a number of Digital Leads onto testing and using the system as services became available and were able to gather operational input and feedback on how to use the functions and processes within CSAS. This allowed early development of 3 core modules of training/familiarisation to be developed, however access to pre-production environment was somewhat delayed and meant that there was little time to finesse some of the materials prior to

launching to the Vanguard Teams. It is intended that these modules were developed so that users could follow these remotely at home, working in the office both individually or as part of buddy groups as could be accommodated as we returned to offices from COVID 19 lockdown.

In terms of rolling out the familiarisation programme locally, the final high level CSAS training plan was shared with Localities, followed by individual consultation/planning meetings that enabled Localities to consider how they would support their own staff groups to find the capacity to undertake the familiarisation programme, finalise peer support leads and agree final timescales for ensuring all staff have the appropriate time, bespoke support where required and capacity to feel confident before transitioning to the live system.

The EHRIA concluded that:

Recommended course of action: select relevant outcome and check the box when prompted:
<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"/>

And that the CSAS training and familiarisation will have a positive impact on all protected characteristics. All users will have the same training and the aim is to have the same level of confidence and competence when the transition to the new system commences. Learning will continue once the user starts to work in the new system.

Getting to that same level of confidence and competence will take different routes for different people – some will have be comfortable working solely with the materials, some will thrive working individually or in groups, some will need bespoke inputs and learning support and some may take longer than others to get to the stage before transitioning to the live system. This has all been factored into the familiarisation approach. No-one will be left behind.

On review by the Equalities Review Group the Training and Familiarisation Strategy was approved – but with a different outcome and subject to the Strategy being amended developed according to the following further required work:

5.5	<b>FURTHER WORK REQUIRED:</b>
1)	Further explanation is required - of potential for negative impacts in relation to public sector equality duties and the impact on the human rights of our workforce as a result of the approach which is being taken post Covid.
2)	Available adjustments for some of the negative impacts should be clearly spelt out and should be made immediately available to training teams.
3)	Managers must consult with each member of their team to ascertain the approach they would prefer to take re training and any concerns/worries they may have.
4)	The feedback loop for learning from the agile deployment of the training should be explained and should be implemented. At the moment this doesn't exist / isn't really working.
5)	Training commitment is significant at a time where workload will be increasing when capacity is still diminished post Covid. A contingency plan is required, with timescales, to ensure the human rights of our workforce are upheld.

The CSAS Training and Familiarisation Strategy has finally been approved with the following outcome:

Recommended course of action: select relevant outcome and check the box when prompted:

**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).



**SCRA Equality Review Group.**