



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

**Date: 06/05/2021**

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 Agile Working Policy**

This policy is being introduced because SCRA want to enhance the health and wellbeing opportunities to staff. Staff immediately shifted to home working as a result of the COVID-19 pandemic and they told us in the 2020 Staff Survey that they wanted to retain an element of flexible working as the new way of working. SCRA is keen to adopt this approach.

It will ensure a fair, transparent and consistent process to flexible working whilst recognising the individual requirements of different flexible working arrangements. The policy will be kept under review to ensure that there are no negative impacts on service delivery, productivity and/or employee health and wellbeing.

The policy takes into account feedback from SCRA's most recent all staff survey; consultation was carried out with EMT, Property Team, Diversity and Inclusion Lead and HR Team on the applicability, approach and framework of the policy. Formal consultation was taken forward in the HR Sub Group on 28<sup>th</sup> April. This is a sub group of the national partnership forum. The consultation included UNISON, members of the HR Team responsible for implementing and ensuring compliance with the policy and representatives from Head Office and the LRM/LSM network. It is intended to formally present and consult with Head Office and Locality Managers throughout May on the policy and consider further feedback and supports required to enable the launch of the policy.

There is a growing evidence base in relation to agile working – and SCRA is viewing this policy as a foundation policy, which will be built on as our own organisational experience and expertise develops.

The EHRIA of the policy concluded that:

<b>It will contribute to eliminating discrimination, harassment and victimisation.</b> <input checked="" type="checkbox"/>
<b>It will contribute to advancing equality of opportunity.</b> <input checked="" type="checkbox"/>
<b>It will contribute to fostering good relations.</b> <input checked="" type="checkbox"/>
<b>It will contribute to a fairer Scotland.</b> <input checked="" type="checkbox"/>
<b>It will uphold human rights articles.</b> <input checked="" type="checkbox"/>
<b>It will uphold UNCRC articles.</b> <input checked="" type="checkbox"/>

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

**SCRA Equality Review Group.**

**May 2021.**