



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

Date: 16/03/2021

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 Budget 2021-2022

The development of an annual Budget is done in the context of SCRA's Five Year Financial Plan and supports and is aligned to the organisation's other key plans/strategies i.e. the People Strategy, the Operational Strategy, the Property Strategy and the Corporate Procurement Strategy, albeit they will be subject to separate EHRIsAs.

The organisation is required under the terms of its Framework document (an agreement between the Scottish Government and SCRA) to develop an annual Budget in line with the budget and associated grant in aid approved by the Scottish Parliament. The 2021/22 Budget should be aligned to the 2021/22 Business Plan and underpin the 2020/23 Corporate Plan. It also enables delivery of SG Pay Policy.

The Budget is intended to support the Accountable Officer to discharge their duties to ensure the propriety and regularity of the NDPB's finances and ensure that the resources of the public body are used economically, efficiently and effectively, and that arrangements are in place to secure Best Value and deliver Value for Money for the public sector as a whole.

We have engaged with a variety of stakeholders (from Scottish Ministers, through Scottish Government, SCRA Board, SCRA EMT) to ensure the staffing budget is aligned to the priorities of the Board (overall size and shape, delivering SG Pay Policy), EMT (equal allocation of staff resources relative to workload and development of new roles) and budget holders (skills mix and maximising available staff resources). In addition the following were considered:

Staff Survey Outcomes – the staff survey outcomes from 2019 provide information on where staff feel the organisation could improve and this can generate ideas on how any discretionary areas of the budget should be allocated.

Quarterly Organisational Performance Reports – The workload, absence and budgetary performance data are analysed to provide a check that allocation of the budget supports any short to medium term locality pressures which may be negatively impacting on the local staff group or client groups or partners.

Public Bodies Director of Finance Group network / Chartered Institute of Public Finance and Accountancy – sources of information on best practice, new legislative developments or current thinking in relation to how equalities issues can inform resource allocation.

Budget Efficiencies Group – an internal network comprising budget holders, Business Managers and the Finance Team which focuses on budgetary allocations, efficiency planning and budgetary performance.

Other public bodies – a review of other key bodies financial strategies to identify approaches which support better matching of budget allocation to organisational goals, including Equalities.

After ERG review the following was agreed in respect of the Public Sector Equality Duty and the impact on Human Rights. However, the ERG review also highlighted a further area of stakeholder engagement which requires further consideration in relation specifically to the Fairer Scotland Duty and the impact of SCRA's pay policy in relation to socio-economic disadvantage. This is not an 'easy fix' and it is recognised that the Partnership Agreement between SCRA and the staff union, UNISON, is where consultation and negotiation in respect of pay happens. Every staff member has the opportunity to join the staff union and be involved directly in influencing these negotiations.

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>

The Public Sector Equality Duty	
Advance equality of opportunity between those who share a protected characteristic and those who do not? E.g. <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 	POSITIVE: It will advance equality of opportunity <input checked="" type="checkbox"/>
	NO EFFECT: It will have no effect on equality of opportunity <input type="checkbox"/>
	NEGATIVE: It will reduce equality of opportunity <input type="checkbox"/>
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.

SCRA Equality Review Group

March 16th 2021