



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

Date: 01/02/2021

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:

Our Renewal of contract for Human Resources and Payroll System (iTrent)

We are doing this to ensure the continued provision of a HR and Payroll service and system and to engage with the current providers through the SG procurement framework process to continue to provide Itrent as the payroll and HR system. Investment in the current system over the last 10 years meant that we wanted to continue with Itrent as opposed to undertaking a full procurement exercise for a new payroll/e-hr system. We wanted to ensure a contract length that enabled us to invest in future developments of the system and meant less change for staff at a time of significant technological change. There were procurement frameworks available to us that supported our approach and met with the specified requirements of a procurement exercise and MidlandHR were keen to continue providing a system and processes of support to SCRA.

In determining how we wanted to take forward the procurement strategy, we considered the successful use of Itrent of the past years. It is a straightforward system that staff can use, when sought feedback is positive, we have invested in some modules that have not yet been launched such as online recruitment and we would want the opportunity to do fully get the benefits of these modules. Costs of the provision of this system is very comparable across the sector and continues to meet the needs of the main payroll users. The security of the data in the system is vital and we have received significant assurance from our security audits that Itrent data is managed within the UK and is very secure. This is a key consideration about protecting the personal and sensitive information of our staff group.

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 type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on equality of opportunity <input checked="" 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 type="checkbox"/></p>
	<p>NO EFFECT: It will have no effect on good relations <input checked="" type="checkbox"/></p>
	<p>NEGATIVE: It will cause good relations to deteriorate <input type="checkbox"/></p>
<p>It will uphold human rights articles. <input checked="" type="checkbox"/></p>	
<p>Recommended course of action: select relevant outcome and check the box when prompted:</p>	
<p>Outcome 1: Proceed – no potential for unlawful discrimination/adverse impact on equality duty or interference with human rights has been identified. <input type="checkbox"/></p>	