



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

**Date: 30<sup>th</sup> August 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:**

## Stress Policy

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|---|--|
| Why are you introducing / revising the policy/practice/process? | Health and Safety policies are reviewed every 2 years by the H&S Adviser and H&S Committee. The stress policy has been updated to include additional information on activities undertaken by the organisation in relation to stress including, but not limited to the inclusion of reference mental health first aiders in the policy. |
| What is the intended outcome(s) of the proposed change?         | To provide staff with information on stress within the workplace including roles and responsibilities and details of groups involved in analysing stress within the organisation.  |
| What is the intended impact(s) of the proposed change?          | Updating staff on the policy and proactive approach taken by SCRA on stress in the workplace.  |

**It will contribute to eliminating discrimination, harassment and victimisation.**

This change will contribute to eliminating discrimination, harassment and victimisation because: Stress can affect anyone and manifest in physical symptoms (such as high blood pressure, headaches, sleep disruption etc). This in turn can lead to sickness absence. Prolonged sickness absence can affect a team leading to reduce moral and the potential for victimisation and bullying of the individual involved. Early intervention is therefore crucial to ensure the employee feels supported and can discuss any issue that might affect their work and lead to absence. Having early and ongoing dialogue helps to ensure small problems don't spiral out of control for the individual and allows managers to plan effectively – reducing workload where necessary and ensuring staff

are not placed under undue pressure for extended periods of time without any release mechanisms in place.

**It will contribute to advancing equality of opportunity.**

This change will contribute to advancing equality of opportunity because:  
All those employed by the SCRA could be negatively impacted by stress. Ensuring staff have access to means by which to reduce stress (through supervision, access to the employee assistance programme and / or mental health first aiders) can help identify quickly if stress is becoming an issue and allow dialogue between management and the individual to reduce sickness absence from stress

**It will contribute to fostering good relations.**

This change will contribute to fostering good relations because: It reduces the stigma associated with admitting a person is feeling stressed / unable to cope. This could be as a result of age (going through the menopause for example) and having colleagues of a similar age they can discuss their emotions with in relation to a specific topic.

**It will contribute to a fairer Scotland.**

This change will contribute to a fairer Scotland because:  
stress is cumulative. Those living in poverty and from a socio-economically disadvantaged background often face more cumulative stress. This policy should help to counter that.

**It will have a positive Island / rural or remote Community impact.**

This change will have a positive Island Community impact because: Identify any individual who is part of an island community who may be struggling with their mental health / stress and let them know they are not remote in the sense they can contact others who can help – whether that's another team member who is in a similar geographical location or external resources such as occupational health.

**It will uphold human rights articles.**

This change will uphold human rights because: It will allow the SCRA to monitor stress levels within staff groups (such as Reporters) and identify whether changes in other policies and procedures are having a positive or negative effect on individuals. This information can then be used to adapt these policies to create a positive net effect on staff groups.

**It will uphold UNCRC articles.**

Recommended course of action:

Select relevant outcome and check the relevant box:

**Outcome 1:** Proceed – no potential for unlawful discrimination/adverse impact on equality duty or interference with human rights has been identified.

**SCRA Equality Review Grou**

**p.**