



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

**Date: 04/02/2021**

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 recent Procurement of new Financial Management Software Solution & Hosting.**

The current contract expires on 31st March 2021 and no further extensions are available. Under the Public Contracts (Scotland) Regulations 2015, we are required to advertise this requirement unless utilising a suitable Framework Agreement. Our strategy is to award a new contract to our incumbent supplier through the NHSS/Scottish Government Software Value Added Reseller (SVAR) framework.

There may be some changes required to the specification of the new system. To ensure continued compliance with the Scottish Public Finance Manual which in turn requires compliance with the Government Financial Reporting Manual (FReM). The FReM's requirements, including adherence to International Financial Reporting Standards (IFRSs) and providing sufficiently robust accountability to SCRA's stakeholders, mean that SCRA is obliged to use a financial software package to ensure it meets its obligations.

A Finance System is therefore a core business requirement and continuity of service is essential.

As per our Corporate Procurement Strategy, to comply with the Sustainable Procurement Duty outlined in the Procurement Reform (Scotland) Act 2014, SCRA must consider how it can improve the Social, Environmental & Economic wellbeing of the area in which we operate. In order to explore the possibilities a Sustainability Test would normally be completed. Given the nature of software purchase it does not lend itself to getting sustainability built in to individual call offs from Frameworks, however, by utilising a Framework some areas have already been addressed at the time the Framework was set up.

We have learned the importance of consulting with equality groups, both internal and external (e.g. Equalities Network, National Partnership Forum, ENEI) on aspects of equality, inclusion and diversity in the procurement process and to adopt a more inclusive approach to procurement and to reflect that in the language we use and in our vision and strategic aims.

We have also learned that completing EHRIA's in our regulated procurement exercises should encourage marginalised suppliers to be involved in the tendering process, however, in this instance we will be using a single supplier framework who will sub-contract the requirements to one of their strategic partners who is our current supplier.

Evidence considered:

- **SCRA's Corporate Procurement Strategy**
- **Scottish Government Sustainability Test**
- **SCRA's General Policy on Fair Work Practices (FWP)**
- **Softcat & Advanced - Modern Slavery Statements**

The Public Sector Equality Duty	
<p><b>Will the impact and outcomes of the new or revised policy, practice or process:</b>            (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><b>Contribute to eliminating discrimination, harassment and victimisation?</b>  <b>E.g.</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of our SCRA's vision and values for equality, diversity and inclusion.</li> <li>• Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity</li> </ul>	<p><b>POSITIVE:</b>            It will contribute to eliminating discrimination, harassment, victimisation  <input type="checkbox"/></p>
	<p><b>NO EFFECT:</b>            It will have no effect on discrimination, harassment and victimisation <input checked="" type="checkbox"/></p>
	<p><b>NEGATIVE:</b>            It will make discrimination, harassment and victimisation worse <input type="checkbox"/></p>
<p><b>Advance equality of opportunity between those who share a protected characteristic and those who do not?</b>  <b>E.g.</b></p> <ul style="list-style-type: none"> <li>• Remove or minimise disadvantage</li> <li>• Meet the needs of equality groups that are different from the needs of others participation in public life</li> </ul>	<p><b>POSITIVE:</b>            It will advance equality of opportunity <input type="checkbox"/></p>
	<p><b>NO EFFECT:</b>            It will have no effect on equality of opportunity <input checked="" type="checkbox"/></p>
	<p><b>NEGATIVE:</b>            It will reduce equality of opportunity <input type="checkbox"/></p>

The Public Sector Equality Duty	
<b>Foster good relations between those who share a protected characteristic and those who do not? E.g.</b> <ul style="list-style-type: none"> <li>• Tackle prejudice</li> <li>• Promote understanding</li> </ul>	<b>POSITIVE:</b> It will foster good relations <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on good relations <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> 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:
<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 February 2021.