



## EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

# EHRIA PUBLICATION

**Date: 22/02/2021**

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:**

**SCRA's Procurement of Internal Audit Services to commence 1<sup>st</sup> July 2021**

A revised policy, practice or process

SCRA's current contract expires on 30<sup>th</sup> June 2021 and no further extensions are available.

In accordance with the Public Finance & Accountability (Scotland) Act 2000, SCRA's and CHS's Accountable Officers are required to put in place Internal Audit arrangements. These will accord with the objectives, standards and practices set out in the Government Internal Audit Manual (GIAM) and its companion volume Government Information Systems Audit Manual (GSIAM).

Internal Audit Services are therefore a core business requirement and continuity of service is essential.

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 by direct award through the APUC Audit Services Framework.

No changes are required to the specification for the new contract.

[The Public Sector Equality Duty](#)

**Will the impact and outcomes of the new or revised policy, practice or process:**

The Public Sector Equality Duty	
(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.)	
<b>Contribute to eliminating discrimination, harassment and victimisation?</b> <b>E.g.</b> <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>	<b>POSITIVE:</b> It will contribute to eliminating discrimination, harassment, victimisation <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on discrimination, harassment and victimisation <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will make discrimination, harassment and victimisation worse <input type="checkbox"/>
<b>Advance equality of opportunity between those who share a protected characteristic and those who do not?</b> <b>E.g.</b> <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>	<b>POSITIVE:</b> It will advance equality of opportunity <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on equality of opportunity <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will reduce equality of opportunity <input type="checkbox"/>
<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.

**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.**