

**South Ayrshire Council
Equality Impact Assessment
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. FSD Guidance for Public Bodies in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

1. Policy details

Policy Title	Whole Family Support Tender Action
Lead Officer (Name/Position/Email)	Russell Hamilton – Senior Manager -Russell.Hamilton@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys		X
Disability		X
Gender Reassignment (Trans/Transgender Identity)		X
Marriage or Civil Partnership		X
Pregnancy and Maternity		X
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers		X
Religion or Belief (including lack of belief)		X
Sex – (issues specific to women & men or girls & boys)		X

Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight		x
Thematic Groups: Health, Human Rights & Children’s Rights		x

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing		x
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		x
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies		x
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)		x
Socio-economic Background – social class i.e. parent’s education, employment and income		x

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Low Negative Impact/High Positive Impact
Advance equality of opportunity between people who share a protected characteristic and those who do not	Low Negative Impact/High Positive Impact
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low Negative Impact/High Positive Impact

Increase participation of particular communities or groups in public life	Low Negative Impact/High Positive Impact
Improve the health and wellbeing of particular communities or groups	Low Negative Impact/High Positive Impact
Promote the human rights of particular communities or groups	Low Negative Impact/High Positive Impact
Tackle deprivation faced by particular communities or groups	Low Negative Impact/High Positive Impact

5. Summary Assessment

<p>Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)</p>	<p>YES <input type="checkbox"/></p> <p>NO <input checked="" type="checkbox"/></p>
<p>Rationale for decision:</p> <p>This scoping exercise has indicated that the level of risk is low in all areas, while the positive impact of this commissioning exercise is high in all areas.</p> <p>The tender action is in relation to Whole Family Support and will be aligned to the following policies (this is not an exhaustive list).</p> <p>Strategic Plan 2021-31 - Summary Version (Adobe pdf documents) Ageing Well - Draft Strategy - final consultation version (Adobe pdf documents) Adult Carers Strategy 2019-2024 (Adobe pdf documents) Young Carers Strategy 2021-2026 (Adobe pdf documents) South Ayrshire Parenting Promise 2021 - 2030 (Adobe pdf documents) Children and Young People's Services Plan 2023-2026 (Adobe pdf documents) United Nations Convention on Rights of a Child Act (UNCRC)</p>	
<p>Signed :C Jarman on behalf of Russell Hamilton Service Lead</p> <p>Date:09/07/2024.....</p>	