

## Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

### Basic Details

1. Title of proposal (include budget reference if applicable)

Midlothian Council Equality Mainstreaming and Outcomes Progress Report 2023-2025

2. Service(s)

Corporate Solutions

3. Lead officer (name, job title and date of IIA training)

Scott Williamson, Equality & Diversity Officer, 17 April 2024

4. Other officers/partners involved (name, job title and date of IIA training)

5. Date IIA completed

26/03/2025

6. Nature of proposal

Technical, progress or procedural report

Other (please specify)

7. Brief description of proposal

What are its main aims and objectives? What, if anything, will change as a result of this proposal?

This report provides an update on the progress the Council has achieved over the past two years to mainstream equality into its day-to-day business and to deliver its equality outcomes for 2021-2025

## Equality and Rights

8. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)

Protected characteristics	
<u>Age</u> (older people, young people and children)	<input type="checkbox"/>
<u>Disability</u> (people with disabilities)	<input type="checkbox"/>
<u>Gender reassignment</u> (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input type="checkbox"/>
<u>Marriage and civil partnership</u> (people who are married or in a civil partnership)	<input type="checkbox"/>
<u>Pregnancy and maternity</u> (women who are pregnant and/or on maternity leave)	<input type="checkbox"/>
<u>Race</u> (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input type="checkbox"/>
<u>Religion and belief</u> (people with different religions and beliefs, including no belief)	<input type="checkbox"/>
<u>Sex</u> (men or women)	<input type="checkbox"/>
<u>Sexual orientation</u> (lesbian, gay, bisexual, heterosexual/straight)	<input type="checkbox"/>

9. Could the proposal have an impact on children and young people under the age of 18?

No

10. Could the proposal have an impact on human rights?

See pages 14-15 of the IIA Guidance.

No

11. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)?

Please select from the list below. The proposal is strategic if it falls under any of the headings.

Choose an item.

Yes ☐

No ☒

Don't know ☐

If you answered yes to any of questions 8-11, you must also answer questions 12-15.

If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.

If you answered no to all of questions 8-11, please advance to **question 16 (Environment)**.

## Equality and Rights

12. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)

Protected characteristic	Potential impact	Explanation
Age	Choose an item.	
Disability	Choose an item.	
Gender reassignment	Choose an item.	
Marriage and civil partnership	Choose an item.	
Pregnancy and maternity	Choose an item.	
Race	Choose an item.	
Religion or belief	Choose an item.	
Sex	Choose an item.	
Sexual orientation	Choose an item.	

## Equality and Rights

13. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023?](#)

A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 ( <a href="#"><u>best interests of the child</u></a> )		Choose an item.	
Article 6 ( <a href="#"><u>life, survival and development</u></a> )		Choose an item.	
Article 12 ( <a href="#"><u>respect for the views of the child</u></a> )		Choose an item.	
Article 19 ( <a href="#"><u>protection from violence, abuse and neglect</u></a> )		Choose an item.	
Article 23 ( <a href="#"><u>children with a disability</u></a> )		Choose an item.	
Article 27 ( <a href="#"><u>adequate standard of living</u></a> )		Choose an item.	
Article 29 ( <a href="#"><u>goals of education</u></a> )		Choose an item.	
Article 31 ( <a href="#"><u>leisure, play and culture</u></a> )		Choose an item.	
Other (please specify)		Choose an item.	

## Equality and Rights

14. What kind of impact could the proposal have in terms of the Articles of the European Convention on Human Rights (ECHR)?

See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
		Choose an item.	
		Choose an item.	
		Choose an item.	
		Choose an item.	

15. What kind of impact could the proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Choose an item.	
Low and/or no wealth	Choose an item.	
Material deprivation	Choose an item.	
Area deprivation	Choose an item.	
Socio-economic background	Choose an item.	
Other	Choose an item.	

## Environment

### 16. What impact could the proposal have on the environment?

Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Not applicable		

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you must complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 29 (Recommendation)**.

## Evidence

### 17. What data, research and other evidence informed the proposal?

Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publication and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)

## Consultation and Engagement

18. How has the proposal been informed by consultation and engagement?

Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account.

## Mitigating Actions

19. Could the proposal, in its current form, discriminate against people in a protected characteristic group? Choose an item.

20. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act? Choose an item.

21. Could the proposal, in its current form, violate human rights under the European Convention on Human Rights (ECHR)? Choose an item.

22. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty? Choose an item.

23. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.

Please provide estimates of the resource implications of adopting these actions.

24. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.

**NOTE:** If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

### Monitoring and Review

25. How will the implementation and impact of the proposal be monitored? How frequently and by whom?

26. How will the results of this monitoring be used to develop future proposals?

27. When will the proposal be reviewed?

28. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?



## Recommendation

29. What is your recommendation for the proposal?

- Adopt proposal with no amendments ☒
- Adopt proposal with mitigating actions (outlined above) ☐
- Reject proposal due to disproportionately negative impact on equality, human rights or the environment ☐

30. Please give the reasoning behind your recommendation

- Include reference to any potential impact you have identified during the IIA process.
- **If you have not conducted a full impact assessment by completing all sections of this form, please explain why.**

This report provides an update on the progress the Council has achieved over the past two years to mainstream equality into its day-to-day business and to deliver its equality outcomes for 2021-2025. It is a progress report with no potential implications for protected characteristic groups, human rights, children and young people, socio-economic inequality or the environment. The Council's key equality objectives for the next four years are set out in the Midlothian Council Equality Outcomes 2025-2029.

## Authorisation by Director/Chief Officer/Head of Service

Name and job title

Saty Kaur, Chief Officer Corporate Solutions

Date

13/04/2025

Signature

*Saty Kaur*