Perth and Kinross – Summary Form (COVID-19) Equality and Fairness Impact Assessment (EFIA)

Name of Proposal – Food Fund One-Off Payment

Owner/Person responsible (include your name and position): Karen Donaldson

Screening

Sub-Theme Category

Age:	x	Disability:	x	Fairness:	x
Gender Reassignment:	x	Human Rights:	x	Marriage and Civil Partnership:	
Pregnancy and Maternity:		Race:	x	Religion or Belief:	
Sex:	x	Sexual Orientation:	x		

Positive:	Positive impacts identified but full impact assessment will be undertaken to ensure that these are fully understood and any appropriate mitigation is in place if the payments are formally improved.
Neutral:	
Negative:	Perceived negative impacts identified but full impact assessment will be undertaken to ensure that these are fully understood and appropriate mitigation is in place if the payments are formally approved.

Impact Assessment

Detail the impacts and steps to mitigate if negative

Key questions:

- Are there specific, potentially disproportionate, negative impacts on particular groups including those with protected characteristics?

- Are there specific positive impacts on particular groups including those with protected characteristics?

- What sources of evidence (qualitative and quantitative) could be used to assess the current and future impacts of the proposal?

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned) or Negative Impact (it could disadvantage the group concerned) or No Impact	Action to mitigate where a negative impact is identified
Age	Older people (65+)	No significant impact identified	
	Younger people (16-64)	Proposals will impact positively on a diverse, low paid, largely migrant workforce Potential negative impact in respect of workers affected in a similar way in the past	Add suggestions
	Children (0-16)	Children of agency workers are likely to be positively impacted by the payments	Add suggestions
	Looked After Children (Corporate Parenting)	No significant impact identified	Add suggestions
Disability	Physical disability	No significant impact identified	Add suggestions
	Sensory impairment	No significant impact identified	Add suggestions
	Mental health	The impact on mental health and wellbeing for all the workforce affected by the COVID-19 outbreak will be significant as most do not have any alternative means of securing additional income	Add suggestions
	Learning disability	No significant impact identified	Add suggestions
Gender Reassignment	Male transitioning to female	No significant impact identified	Options for signposting to LGBT Youth Scotland and associated online support will be shared if required

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned) or Negative Impact (it could disadvantage the group concerned) or No Impact	Action to mitigate where a negative impact is identified
	Female transitioning to male	No significant impact identified	Options for signposting to LGBT Youth Scotland and associated online support will be shared if required
Marriage/Civil Partnership	Women	No significant impact identified	
	Men	No significant impact identified	
	Same sex couple (male)	No significant impact identified	
	Same sex couple (female)	No significant impact identified	
Pregnancy/ Maternity/Paternity	Women	No significant impact identified	
	Men (paternity)	No significant impact identified	
Race	A list of categories used in the census is here	A large proportion of the workforce are migrant workers (17 nationalities)	Initial discussions have taken place with PKAVS Minority Communities Hub and EAL Support and options will be explored further
Religion/Belief	A list of categories used in the census is here	No significant impact identified	
Sex	Female	Potential for greater impact on female parents for additional home-schooling requirements	This will be considered within the overall Recovery and Renewal Plan for the Council

Equality Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit the group concerned) or Negative Impact (it could disadvantage the group concerned) or No Impact	Action to mitigate where a negative impact is identified
	Male	No significant impact identified	
	Other gender identity	No significant impact identified	
Sexual Orientation	Lesbian	May be risk of reduced access to appropriate support and advice within schools	Options for signposting to LGBT Youth Scotland and associated online support will be shared if required
	Gay	May be risk of reduced access to appropriate support and advice within schools	Options for signposting to LGBT Youth Scotland and associated online support will be shared if required
	Bisexual	May be risk of reduced access to appropriate support and advice within schools	Options for signposting to LGBT Youth Scotland and associated online support will be shared if required
Socio-economic (fairness)	Options detailed in Appendix 2	Impact will differ for urban and rural schools of different sizes. Implications for school transport and associated costs Implications for recipients of free school meals Implications for Wrap Around Care (breakfast clubs and after school care)	Add suggestions
Human Rights	See Appendix 3	There is a potential that people will see any changes as an impact on their Human Rights	Human Rights based approach will be integral to the recovery plan for the Council

Consultation/Involvement

Suggest adding in an outline of the planned consultation process here and note that different communication methods/formats and contacts with equality support groups (such as PKAVS Minority Communities Hub and LGBT Youth Scotland) will be included

Appendix 1 – Equality Monitoring Data Guidance

The Equality Protected Characteristics in our area

There are nine protected characteristics in the Equality Act and these are disability, sex, race, sexual orientation, gender reassignment, age, marriage and civil partnership, pregnancy and maternity and religion and belief.

The Scottish Government Equality Evidence Finder is updated twice a year with data surrounding equality evidence from a wide range of policy areas. Some key local statistics should be noted:

Disability – 37% of the Perth and Kinross population consider themselves to have a long term physical or mental health condition, compared to 28% for Scotland overall. (Scottish Household Survey 2017)

Sex – 49% of the Perth and Kinross population identify as male, the same as Scotland overall. (Scottish Household Survey 2017)

Race – 99% of the Perth and Kinross adult population classify themselves as 'White', compared to 96% for Scotland as a whole (Scottish Household Survey 2017)

Sexual orientation – 99% of the Perth and Kinross adult population identify as Heterosexual, compared to 98% for Scotland overall. (Scottish Household Survey 2017)

Gender reassignment – The Registrar General for Scotland maintains a Gender Recognition Register in which the birth of a transgender person whose acquired gender has been legally recognised is registered showing any new name(s) and the acquired gender. This enables the transgender person to apply to the Registrar General for Scotland for a new birth certificate showing the new name(s) and the acquired gender. The Gender Recognition Register is not open to public scrutiny. Local information is not available. (NRS Registration Division 2016)

Age – Young people under 16 currently make up 16% of the population in Perth and Kinross, compared to the national average of 17%. People aged 65 and over account for 23% of the total population, higher than the national average of 19%. By 2039 this proportion is set to increase to 30%. (ONS Population data)

Marriage and civil partnership – 54% of the Perth and Kinross adult population are married or in a civil partnership, compared to 47% for Scotland as a whole. (Scottish Household Survey 2017)

Pregnancy and maternity – In 2016, the birth rate was 50 per 1,000 women of childbearing compared to 51 for Scotland as a whole. (NRS Vital events 2017)

Religion and belief – 43% of the Perth and Kinross adult population consider themselves to have a religious belief, compared to 48% for Scotland as a whole. (Scottish Household Survey 2017)

National data sources have been used to provide this information but it should be noted that the Scottish Household Survey is only based on a sample of respondents so variations may not be statistically significant.

Appendix 2– Socio-economic (Fairness)

Socio-economic disadvantage:

- **Low income** – (in comparison to most others) – can be measured in a range of ways, eg relative poverty (after housing costs) looks at number of individuals living in households with incomes below 60% of UK median income. Statistics on absolute poverty (household living standards over time) and persistent poverty (where households live in poverty for 3 years out of 4) are also available. Poverty statistics can also be broken down by gender, disability, ethnicity, tenure and urban/rural.

- **Low/No wealth** – having access to wealth, eg financial products, equity from housing and a pension, provides some protection from socio-economic disadvantage. Single adult households (including single parent households) have very high risks of low wealth; households with lower educational qualifications and in routine or manual occupations have significantly higher risks of low wealth.

- **Material deprivation** – refers to households being unable to access basic goods and services and tends to focus on families with children.

- **Area deprivation** – living in a deprived area can exacerbate negative outcomes for individuals and households already affected by issues of low income.

- **Socio-economic background** – the structural disadvantage that can arise from parents' education, employment and income (ie social class) is more difficult to measure.

- **Inequalities of outcome** – any measurable differences for communities of interest or communities of place such as:

    o poorer skills and attainment

    o lower quality, less secure and lower paid work

    o greater chance of being a victim of crime

    o lower healthy life expectancy

    o less chance of a dignified and respectful life

- **Communities of place** – refers to people who are bound together because of where they reside, work, visit or otherwise spend a continuous proportion of their time. Poverty is often hidden in smaller rural communities with issues such as cost of living and accessibility of transport, education and employment impacting more negatively.

- **Communities of interest** – refers to people who share an identity, eg an equality protected characteristic. Consideration of the impact on those groups can help develop a deeper understanding of socio-economic impact, particularly by talking to people with lived experiences.

For further information refer to [Fairer Scotland Duty - Interim Guidance for Public Bodies](#).

Appendix 3 – Human Rights Based Approach

A Human Rights approach should also be an embedded consideration in an EFIA.

In summary, we need to consider, where applicable, to what (if any) extent policies, practices, projects, Service Reforms, or Budget Options impact on three key strands of Human Rights:

Absolute rights:

- the right to life
- the right to freedom from inhuman and degrading treatment

Limited rights:

- the right to liberty
- the right to a fair trial

Qualified rights

- the right to respect for private and family life, home and correspondence
- the right to freedom of thought, conscience and religion
- the right to freedom of assembly and association
- the right to protection of property

Any restriction of Qualified Rights must be:

- in accordance with the law: have a basis in domestic law, safeguards against arbitrary interference, foreseeable
- in pursuit of a legitimate aim: including "the economic wellbeing of the country"; "the protection of health", "protection of the rights and freedoms of others"
- necessary
- proportionate
- not discriminatory

There is further guidance on integrating human rights into the equality impact assessment process available on the Scottish Human Rights Commission website following previous pilots with local authorities: http://eqhria.scottishhumanrights.com/

Appendix 4 – Scottish Government Publication

Managers may also wish to use the following as reference when completing their impact assessment:

Improving People's Wellbeing: 6 key questions to ask when making budget decisions
https://www.gov.scot/publications/improving-peoples-wellbeing-6-key-questions-ask-making-budget-decisions/

1. What outcome is the policy and associated budget decision aiming to achieve?

2. What do you know about existing inequalities of outcome in relation to the budget area?

3. How will your budget decisions impact upon different people and places?

4. How will your budget decisions contribute to the realisation of human rights?

5. Could the budget be used differently to better address existing inequalities of outcome and advance human rights?

6. How will the budget decisions be evaluated?