

## Impact Assessment (IA) form

### General Information

<b>Name of policy/proposal</b>	<b>SSSC Strategic Plan 2020-2023</b>
<b>Responsible department</b>	Performance and Improvement Department
<b>Date</b>	17 March 2020

### Aims of the proposal

<b>What do you hope to achieve? Why is the policy/proposal needed, for example is there currently a gap in service delivery?</b>	The SSSC's Strategic Plan 2020-2023 sets out our priorities for the next three years.
<b>How will it contribute to the SSSC's strategic objectives and/or priorities?</b>	The Strategic Plan sets out our Strategic Outcomes for 2020-2023.
<b>Equality duties and protected groups Who will it affect (either positively or negatively)?</b>	The outcomes in the Strategic Plan aim to support a positive impact on everyone irrespective of any protected characteristic. The plan has three strategic outcomes:

	<p><b>Outcome 1:</b> People who use services are protected by ensuring the regulated workforce is fit to practise.</p> <p><b>Outcome 2:</b> The SSSC supports and enhances the development of the workforce to deliver high standards of practice and drive improvement.</p> <p><b>Outcome 3:</b> Our workforce planning activities support employers, commissioners and policy makers to deliver a sustainable, integrated and innovative workforce.</p> <p>It sets out our intentions to deliver on key statutory requirements as set out in the following Acts.</p> <ul style="list-style-type: none"> <li>• Equality Act 2010</li> <li>• Human Rights Act 1998</li> <li>• Children and Young People (Scotland) Act 2014</li> <li>• Islands (Scotland) Act 2018</li> </ul> <p>The Strategy is a high-level document that sets out the ways in which the SSSC will operate to advance equality of opportunity. However, it is appropriate that steps are taken to ensure that equality of opportunity is assessed during planning, implementation and monitoring of the strategy moving forwards. As such, where they relate to people, including the social service sector workforce, service users and partners/stakeholders, the plans, policies and projects that are developed to implement the strategy will need to be equality impact assessed.</p> <p>The Scottish Government has a zero tolerance approach to discrimination, harassment or victimisation and therefore, while the Strategic Plan does not explicitly seek to eliminate unlawful discrimination, harassment or victimisation, we will ensure that any plans, policies or projects that fall from it will seek to eliminate unlawful behaviour, where appropriate.</p>
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## Data and evidence gathering, involvement and consultation

(Please include any evidence or relevant information that has influenced the decisions contained in this IA)

<p><b>Please include details of all evidence used (qualitative and quantitative) you have included. This should include, where relevant, numbers of children and young people and their views/experiences and how this will affect them.</b></p>	<p>We undertook the following steps to involve stakeholders in the development of the strategic plan:</p> <ul style="list-style-type: none"><li>• Executive Management Team held two development sessions with Council Members. They also met with our Sponsor, the Office of the Social Work Adviser, and SSSC staff.</li><li>• We engaged with registrants through holding a series of roadshows throughout Scotland and via our eNewsletter.</li><li>• Approximately 4000 responses were received from the sector setting out what was important to consider for the plan. We did not gather data by protected characteristic.</li><li>• We involved people with lived experience by providing informative postcards and collecting feedback at 'Launching the Involving People Plan and developing the Involving People Charter' coffee and conversation events.</li><li>• We discussed the strategic plan and gathered feedback on it from parties in attendance at regulatory forum</li></ul>
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	<p>meetings for care providers, specifically Scottish Care and CCPS</p> <ul style="list-style-type: none"> <li>We consulted with our Sponsor department on a draft version of the strategic plan Consultation.</li> </ul>
<p><b>Has the proposal been the subject of relevant engagement and/or consultation?</b></p> <p><b>If yes, please say who with.</b></p> <p><b>If no, please say why none took place.</b></p>	<p>Yes – as set out above.</p>
<p><b>Engagement and/or consultation carried out</b></p>	<ul style="list-style-type: none"> <li>Public event</li> <li>Feedback, for example from service users or /elected members at local and national government level</li> <li>Focus groups</li> </ul>
<p><b>What were the results? Please include any consultation report/engagement results</b></p>	<p>We consulted relevant groups and they informed the final product.</p>
<p><b>Have you used best judgement (officer/practitioner knowledge and experience) in place of data/research/evidence?</b></p> <p><b>If yes, who provided this best judgement and what was this based on?</b></p>	<p>We explored a range of options to inform the development of the strategic plan. We engaged with a range of stakeholders as detailed in the section above and to supplement this, officers involved in drafting the plan engaged with staff and used their best judgement to utilise this feedback to inform the values that would be contained within the strategy. We chose to capture this feedback via contributions via Teams and at our 2019 staff conference.</p>

	Our draft strategic plan was then presented to Council who approved this in the first instance.
<b>What gaps (if any) did you find in your data?</b>	No gaps were identified.
<b>Is further research necessary?</b>  <b>If yes, what will you do, for example a further consultation, conduct a survey, engage with specific groups of people etc?</b>	The next stage in this process is to implement the strategy. Once in place, the further work necessary will be to develop strategic measures that will allow us to monitor progress under each strategic priority. Some of the measures will be met via anonymised surveys of the workforce, and we will include questions about their protected characteristics so that we can explore whether there are differences.

## ASSESSING THE IMPACTS AND IDENTIFYING OPPORTUNITIES TO PROMOTE EQUALITY

**Having considered the data and evidence you have gathered; you need to consider potential impacts – negative and positive that your proposal might have on each of the protected characteristics. It is important to remember the duty is also a positive one – this means we must explore whether the proposal offers the opportunity to promote quality and/or foster good relations. Under each protected characteristic please consider how your proposal achieves the following:**

- **eliminates discrimination, harassment, victimisation or any other prohibited conduct**
- **advances equality of opportunity by having due regard to:**
  - **removing or minimising disadvantage**
  - **meeting the needs of particular groups that are different from the needs of others**
  - **encouraging participation in public life**
- **fostering good relations – tackling prejudice, promoting understanding.**

**Gender – does the proposal take account of different roles and responsibilities? Does it assume, perhaps wrongly that men have no caring responsibilities? Is the proposal flexible enough to provide a service that everyone can access?**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristic. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Ethnicity – have you covered all minority ethnic groups? Consider the impact your proposal has on someone from a minority ethnic group and remember this impact may differ depending on the gender, disability, faith, sexual orientation or ethnicity of the person as different cultures have different views on what is acceptable. Consider language and format.**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Disability – a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out day-to-day activities. How does this proposal affect disabled people? Are there any impairment groups who are unfavourably affected by the policy?**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Sexual orientation – what are the issues for this group in terms of your proposal? Does it meet the needs of this group?**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Gender reassignment – does your proposal include people of different gender identities? Will your proposal impact transgender individuals in any way?**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Age – remember different age groups have different concerns. When considering age remember that some individuals are more vulnerable or have issues that may need additional consideration.**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristics. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Marriage and civil partnership – it is unlawful discrimination for people who are married/civil partnership/same-sex couple to be treated less favourable in employment than those who are not married/civil partnership/mixed-sex couple.**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristic. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on



			individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.
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**Pregnancy and maternity – protection against maternity discrimination covers 26 weeks after giving birth – this includes treating a woman unfavourable because she is breastfeeding.**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristic. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

**Religion/belief/non-belief – does your proposal take into account different festivals, holidays, religious days and traditions? Will the different faith beliefs impact on women from that group and exclude or prevent them from using the service?**

Positive impact	Neutral impact	Negative impact	Reasons for your decision
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals with this protected characteristic. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals with protected characteristics. The projects and activities that follow the strategic plan should have separate EIAs.

## CHALLENGES AND OPPORTUNITIES FOR EQUALITIES GROUPS LIVING IN AN ISLAND COMMUNITY

**This section considers the impact or effect of your proposal on an island community and whether this could be significantly different from its effect on other communities. Your proposal should be developed and delivered to improve or reduce any negative impact(s). Please consider each of the protected characteristics and complete the table below highlighting your evidence and justification for your response.**

<b>Is the impact positive, negative or no impact? Give comments</b>	<b>Positive Impact</b>	<b>Neutral Impact</b>	<b>Negative Impact</b>	<b>Reasons for your decision</b>
<b>Eliminating unlawful discrimination, harassment and victimisation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.
<b>Advancing equality of opportunity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Promoting good relations among and between</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

## CHILD RIGHTS AND WELLBEING

**This section considers the impact of your proposal on children and young people, or specific groups of children and young people, in Scotland. The UNCRC (The United Nations Convention on the Rights of the Child) has four general principles which you should consider as you develop your proposal.**

- 1. Non-discrimination children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).**
- 2. Best interests of the child every decision and action taken relating to a child must be in their best interests.**
- 3. Life, survival and development every child has a right to life and to develop to their full potential.**
- 4. Respect for the views of the child every child has a right to express their views and have them given due weight in accordance with their age and maturity. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.**

**Please identify the individual rights you consider most relevant to your proposal and highlight the potential impact.**

<b>Is the impact positive, negative or no impact? Give comments</b>	<b>Positive Impact</b>	<b>Neutral Impact</b>	<b>Negative Impact</b>	<b>Reason for your decision</b>
<b>Civil rights and freedoms (Children have a right to access and to move freely in public spaces, and to meet up and spend time with others. Children have a right to think and believe what they like, to access information)</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on

<b>and to speak their mind, so long as this is not harmful to others. They have a right to keep personal matters and communications private.)</b>				individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.
<b>Violence against children (Children have a right to be protected from inhuman or degrading treatment in every setting.)</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.
<b>Family environment and alternative care (Children have a right not to be separated from their parents, unless this is in their</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the

<p><b>best interests. Where children must live apart from their families, they have a right to be well cared for. If the child's parents are living apart, the child has the right to maintain contact with both, if that is safe and in their best interests. Children should have a say when adults make decisions about where they live and how they should be cared for, and those placements should be subject to regular review.)</b></p>				<p>plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.</p>
<p><b>Disability, basic health and welfare (Disabled children are children first and have a right to the same opportunities as every child. That means removing the barriers - whether social,</b></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the plans, policies and projects that stem from the strategy will have a</p>

<p><b>cultural, attitudinal or physical which impede their inclusion in education, play and recreation, and society, and providing whatever protective measures, health and social care services they might need. It also means promoting their equal rights and protecting them from discrimination. To fully take part in these opportunities, disabled children and their families sometimes require special care and assistance which should, where possible, be delivered free of charge.)</b></p>				<p>positive (or at worst a neutral) impact on individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.</p>
<p><b>Education, leisure and cultural activities (All children, no matter what their ability, interests or background, have a</b></p>	<p><input type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the</p>

<p><b>right to an education that will help them achieve their potential without discrimination. Education should be child-centred and empowering. It should strengthen their capacity to enjoy the full range of human rights as well as promote human rights values. Children should be able to express their views, and encouraged to participate in preschool, school and college life. Children have a right to learn about human rights. Children also have a right to play and recreational activities, to rest and leisure, and to take part in cultural life.)</b></p>				<p>plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.</p>
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<p><b>Special protection measures</b>  <b>(There are groups of vulnerable and marginalised children who require special protection and these are often the children who are most at risk of having their rights ignored or infringed. They include asylum-seeking and refugee children, child victims of trafficking or exploitation, and children in trouble with the law. Asylum-seeking children and child refugees are entitled to special protection and all the other rights in the UNCRC. They must not be the victims of discrimination or stigmatisation. If they arrive unaccompanied by any parents or other family members,</b></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>It is not considered that the strategy itself will directly impact on individuals from island communities. However, the intention is that the plans, policies and projects that stem from the strategy will have a positive (or at worst a neutral) impact on individuals from these areas. The projects and activities that follow the strategic plan should have separate EIAs.</p>
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<p><b>they should be well cared for. They should not be deprived of their liberty. Institutions where children are detained should treat them in a manner which takes into account their age, capacity and individual needs.)</b></p>				
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## **HEALTH AND WELLBEING AND HEALTH INEQUALITIES**

**This is about physical, mental health and wellbeing and includes for example, participation, creativity and developing potential. It also covers all aspects of poverty including income and fuel poverty. The Fairer Scotland Duty requires us to actively consider how we can reduce inequalities in any major decision we make. Think about health and the different causes of health inequalities:**

- **fundamental causes like macro-economic position, societal values about fairness and equity**
- **wider environmental influences like availability of jobs, physical environment for example, availability of services**
- **individual experiences like mental health and wellbeing, family income, ability to navigate services, connectedness**
- **socio-economic disadvantage like low income, low wealth, material deprivation and area deprivation.**

**Think about the different causes and types of poverty.**

- **Will this proposal provide services that meet the needs of people experiencing poverty?**

**Will the information and services be easy to access?**

<b>Is the impact positive, negative or no impact? Give comments</b>	<b>Positive Impact</b>	<b>Neutral Impact</b>	<b>Negative Impact</b>	<b>Comments</b>
<b>Remove inequalities and increase access to opportunities for improving health and wellbeing</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Neither a positive nor negative impact identified.
<b>Advance opportunities for increasing health and wellbeing across the sector</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Neither a positive nor negative impact identified.
<b>Foster good practice for sector wide health and wellbeing</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Neither a positive nor negative impact identified.

## ECONOMIC AND SOCIAL SUSTAINABILITY

**This is about pay, employment opportunities, valuing and supporting voluntary work. It also covers some areas of poverty including individual and community resilience. The Fairer Scotland Duty requires us to actively consider how we can reduce inequalities in any major decision we make.**

**How will your proposal impact on social status, employment (paid or unpaid), encourage investment in skills and training, assist people on low incomes or support other disadvantaged groups in any way, the impact of delivery of services for people living rurally?**

**How will your proposal work in rural areas where the existing infrastructure is typically less developed or where infrastructure does not exist, for example there's no fast broadband connections?**

Is the impact positive, negative or no impact? Give comments	Positive impact	Neutral impact	Negative impact	Reason for your decision
<b>Removes disadvantage of inequality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The strategy offers opportunities to advance equality of opportunity and reduce inequalities across Scotland. A central objective is workforce planning and taking those steps necessary to sustain Scotland's social service work force. It includes reference to the need for a skilled workforce who will support a growing and aging population and information on the economic value of the sector.</p> <p>It is not the sole purpose of the strategy to advance equality of opportunity and it is a high-level document. However, it is appropriate that steps are taken to ensure that equality of opportunity is assessed during planning, implementation and monitoring of the strategy moving forwards. As such, where they relate to people, including the social service sector workforce,</p>

				services users and partners/stakeholders, the plans, policies and projects that are developed to implement the strategy will need to be impact assessed.
<b>Advance opportunities for individuals</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Foster good relations and sustainability of communities</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

## DECISION MAKING

**Which one of the following statements best matches your assessment of this proposal? Please give your reasons.**

<b>No major change – proposal is robust, evidence shows no potential for discrimination, all opportunities to promote equality have been taken</b>	
<b>The proposal needs to be adjusted to remove barriers or better promote equality</b>	
<b>Proceed with proposal despite potential for adverse impact or missed opportunity to promote equality (not possible to remove all the risk protected characteristic groups)</b>	✓

<b>Stop and remove the proposal – shows actual/potential unlawful discrimination/in breach of equality legislation</b>	
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### MONITORING AND REVIEWING

<b>How will you monitor the implementation of the proposal? For example, customer surveys.</b>	Via the Annual Strategic Delivery plan which will use a mixture of approaches including surveys.
<b>How will you use the results of the monitoring to develop the proposal? (This information will be useful when you review the policy.)</b>	This information will inform our updated strategic plan.
<b>When and how will you review the proposal? (Please also give details of who is responsible.)</b>	Some measures will be reviewed quarterly, others annual.

### SIGN OFF

<b>Name</b>	Laura Shepherd
<b>Title</b>	Director of Strategy and Performance
<b>Date Approved</b>	17 March 2020