
**Please find attached the 2 IIA Appendices in respect of
Items 10 and 11 on the agenda for the above meeting**

10.	Headstone Safety Update (Pages 3 - 8) Consider report by Director Infrastructure and Environment. (Copy Appendix with IIA attached.)	15 mins
11.	Public Toilet Provision (Pages 9 - 16) Consider report by Director Infrastructure and Environment. (Copy Appendix with IIA attached.)	15 mins

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Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal: Headstone Safety Update	
What is it? A proposal to review the approach taken to headstone safety, considering options such as potential permanent repair to headstones that have been made safe following safety testing.	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
Description of the proposal: <ul style="list-style-type: none"> • 	The aim of the proposal is to review the Headstone Safety Inspection Programme to consider; <ul style="list-style-type: none"> • Communications refresh • Revised Headstone Policy Possible measures to re-erect headstones that have been made safe through laying flat
Service Area: Department:	Parks and Environment, Environment and Infrastructure
Lead Officer: (Name and job title)	Craig Blackie, Parks & Environment Manager
Other Officers/Partners involved: (List names, job titles and organisations)	Diane Munro, Bereavement Officer. Carol Cooke, Greenspace Manager.

Date(s) IIA completed:

07/03/2023

2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

No (please delete as applicable)

If yes, - please state here:

3 Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010?

(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)

No

Equality Duty

Reasoning:

Elimination of discrimination (both direct & indirect), victimisation and harassment. *(Will the proposal discriminate? Or help eliminate discrimination?)*

Once developed, the revised policy or programme of headstone re-erection would not eliminate or risk discrimination against any one group.

Promotion of equality of opportunity?
(Will your proposal help or hinder the Council with this)

Once developed, the revised policy or programme of headstone re-erection would not hinder equality of opportunity.

<p>Foster good relations? <i>(Will your proposal help or hinder the council's relationships with those who have equality characteristics?)</i></p>	<p>The revised policy may help foster good relations with communities by an improved communications plan. It may help promote good relations with those who would prefer to see headstones re-erected by the Council as burial authority; conversely it may hinder good relations with those who feel the programme of re-erection should not be undertaken by the Council; it may also hinder good relations with those who have already re-erected memorials or headstones at their own expense.</p>
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3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	x			
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	x			
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	x			
Marriage or Civil Partnership people who are married or in a civil partnership	x			
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work	x			

context, protection against maternity discrimination is for 26 weeks after giving birth),				
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)		x		The policy includes burial grounds associated with some churchyards, so congregations would benefit from improved communications and potentially headstones re-erected
Sex women and men (girls and boys)	x			
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			
<p>3.3 Fairer Scotland Duty</p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				
<p>Is the proposal strategic?</p> <p>No – the proposed pilot study and proposal to develop a revised policy are not considered strategic, however if approved, the forthcoming revised policy will be strategic.</p>				
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</p>				
	Impact		State here how you know this	

	No Impact	Positive Impact	Negative Impact	
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.				
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 and hobbies				
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				
Socio-economic Background – social class i.e. parents' education, employment and income				
Looked after and accommodated children and young people				
Carers paid and unpaid including family members				
Homelessness				
Addictions and substance use				
Those involved within the criminal justice system				

4 Full Integrated Impact Assessment Required

Select No if you have answered “No” to all of Sections 3.1 – 3.3.

No (please delete as applicable)

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

The proposed pilot/trial study and proposal to develop a revised policy are not considered strategic, however the data collected through the pilot/trial and any the forthcoming revised policy will be strategic therefore a full impact assessment is anticipated then.

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Signed by Lead Officer:	Carol Cooke
Designation:	Greenspace Manager
Date:	15 March 2023
Counter Signature Director	John Curry
Date:	18 March 2023

Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal:	Public Toilets
What is it?	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input type="checkbox"/>
Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)).	The proposal is to set out the strategy for the future provision of public toilets across the Scottish Borders. Scottish Borders Council currently has 27 public toilets open for use, 14 remain closed and will not reopen.
Service Area: Department:	Estates & Property Parks & Environment
Lead Officer: (Name and job title)	Craig Blackie, Parks & Environment Manager

Other Officers/Partners involved: (List names, job titles and organisations)	Norrie Curtis, Estates Strategy Manager Jill Fleming, Finance Business Partner
Date(s) IIA completed:	17 March 2023

2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

No
If yes, - please state here:

3 Legislative Requirements

3.1 Relevance to the Equality Duty:
<p>Do you believe your proposal has any relevance under the Equality Act 2010? <i>(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter "No" and go to Section 3.2.)</i></p>

Equality Duty	Reasoning:
Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	The strategy and its implementation intends, in the long term, to enhance provision, through rationalisation and focused investment as well as raising awareness and signposting of facilities available for public use other public sector and private sector providers.
Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	It is expected that the proposal should help in promoting the equality of opportunity for users of public toilets, the strategy recognises that public toilets are important to society for a range of different reasons: supporting vulnerable people to have confidence to leave their home, supporting our communities to be economically active and welcoming of visitors and supporting our and other mobile workforce welfare needs whilst at work. Developing a programme of investment to enhance provisions in time.
Foster good relations? <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	This proposal will see a permanent rationalisation of provision which will have a short term negative impact on the local community. However the proposal intends to enhance provision in time and raise awareness of other publicly available facilities that help those who have equality characteristics.

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal?

(You should consider employees, clients, customers / service users, and any other relevant groups)

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping	X			It is recognised that a reduction in toilet provision has the potential to impact on both the young and the older members of society as these groups are more likely to have more urgent need to use these facilities. However, this proposal does not seek to close any public toilet which is currently open. Moreover the overall strategy is to improve and enhance public toilet provision and this will be of benefit to all age groups. The proposal not only ensures that there will be at least one publically available toilet in all major settlements, but that the Council will in addition map and signpost additional publically available toilets in our settlements. Looking at the proposals in their entirety, therefore, the impact will be neutral for these groups.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			It is recognised that a reduction in toilet provision could impact on those with disabilities which may cause a more urgent need of toilet provision. However, provisions will continue to be maintained for those who need access for medical reasons and/ or emergency access via the RADAR mechanism. This fact, together with

				the enhancements the strategy seeks to provide described above, mean that the impact will be neutral for this group.
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	X			As part of the strategy a condition survey will be undertaken for the remaining toilet facilities to inform future refurbishment and upgrade requirements with appropriate provision included in the capital plan 2024/25, consideration to gender needs will be considered as part of this work.
Marriage or Civil Partnership people who are married or in a civil partnership	X			
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth),	X			It is recognised that a reduction in toilet provision could be seen to have an adverse impact on those with the protected characteristic of pregnancy as those in that group may have increased use to make use of these facilities. However, this proposal does not seek to close any public toilet which is currently open. Moreover the overall strategy is to improve and enhance public toilet provision and this will be of benefit to all age groups. The proposal not only ensures that there will be at least one publically available toilet in all major settlements, but that the Council will in addition map and signpost additional publically available toilets in our settlements. Looking at the proposals in their entirety, therefore, the impact will be neutral for this group.
Race Groups: including colour, nationality, ethnic origins, including	X			

minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)				
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	X			
Sex women and men (girls and boys)	X			
Sexual Orientation , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			
<p>3.3 Fairer Scotland Duty</p> <p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.</p> <p>The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.</p>				
<p>Is the proposal strategic?</p> <p>Yes / No <i>(please delete as applicable)</i></p> <p>If No go to Section 4</p>				
<p>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</p>				
	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	

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			This proposal formalises the existing provision of public toilet facilities and will see a plan for future investment in these facilities. It is not expected to have any impact to any of the groups noted in this table
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 and hobbies	X			
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)	X			
Socio-economic Background – social class i.e. parents' education, employment and income	X			
Looked after and accommodated children and young people	X			
Carers paid and unpaid including family members	X			
Homelessness	X			
Addictions and substance use	X			
Those involved within the criminal justice system	X			

4 Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

~~Yes~~ / **No** (please delete as applicable)

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

This proposal is strategic in terms of agreeing a sustainable operating model of public toilets.. This proposal seeks to:

- make permanent the existing operational arrangement;
- committing to a phased programme of investment to enhance the rationalised public toilet estate; and
- rationalise the surplus estate.

In their entirety, the proposals are expected to have a neutral impact on the Equality Duty, equality groups of people, our obligations of Fairer Scotland Duty or group of people highlighted.

Signed by Lead Officer:	Craig Blackie
Designation:	Parks & Environment Manager
Date:	18 March 2023
Counter Signature Director	John Curry
Date:	20 March 2023