

## Integrated Impact Assessment (IIA)

### Stage 1 Scoping and Assessing for Relevance

#### Section 1 Details of the Proposal

<b>A. Title of Proposal:</b>	<b>Resilience Policy</b>
<b>B. What is it?</b>	A new Policy/Strategy/Practice
<b>C. Description of the proposal:</b> (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))	Following an internal Audit, it was recommended the Emergency Planning department write a Resilience policy for SBC to outline how the organisation aims to be resilient during an emergency, but also how the organisation will assist the communities in the Borders to be resilient.
<b>D. Service Area:</b> <b>Department:</b>	Emergency Planning
<b>E. Lead Officer:</b> (Name and job title)	Andy McLean – Emergency Planning Officer
<b>F. Other Officers/Partners involved:</b> (List names, job titles and organisations)	Stephen Mitchell – Assistant Emergency Planning Officer
<b>G. Date(s) IIA completed:</b>	03/08/2023

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

**No** *(please delete as applicable)*

**If yes, - please state here:**

**Section 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.) Yes*

**Equality Duty**

**Reasoning:**

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

Developing resilience in communities will aid in the elimination of harassment.

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

N/A

**C. Foster good relations?**  
*(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)*

Encouraging communities to develop resilience will help foster good relations between groups with different 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	
<b>Age</b> Older or younger people or a specific age grouping		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency, or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Gender Reassignment/ Gender Identity</b> anybody whose gender identity or gender expression is different to the sex assigned to them at birth		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident , the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency, or assist with the recovery thereby

				minimising any potential impact on ALL sectors of the community.
<b>Marriage or Civil Partnership</b> people who are married or in a civil partnership		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Pregnancy and Maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Religion or Belief:</b> different beliefs, customs (including atheists and those with no aligned belief)		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the

				community by reducing the immediate impact of the emergency, or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Sex</b> women and men (girls and boys)		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<p><b>3.3 Fairer Scotland Duty</b></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><b>Is the proposal strategic?</b>          Yes <i>(please delete as applicable)</i>  <b>If No go to Section 4</b></p>				
<p><b>If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:</b></p>				
	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
<p><b>Low and/or No Wealth</b> – 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.</p>		x		<p>This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.</p>
<p><b>Material Deprivation</b> – 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</p>		x		<p>This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.</p>
<p><b>Area Deprivation</b> – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)</p>		x		<p>This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency, or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.</p>

<b>Socio-economic Background</b> – social class i.e. parents' education, employment and income		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Looked after and accommodated children and young people</b>		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Carers</b> paid and unpaid including family members		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Homelessness</b>		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.
<b>Addictions and substance use</b>		x		This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident, the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency, or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.

<p><b>Those involved within the criminal justice system</b></p>		<p><b>x</b></p>	<p>This policy is ensuring we remain resilient in an emergency as an organisation and also assist our communities to be resilient during and after an emergency incident , the pure nature of this resilience should have a positive impact on all areas of the community by reducing the immediate impact of the emergency, or assist with the recovery thereby minimising any potential impact on ALL sectors of the community.</p>
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<p><b>3.4 Armed Forces Covenant Duty (<i>Education and Housing/ Homelessness proposals only</i>)</b></p>	
<p>This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters. This relates to current and former armed forces personnel (regular or reserve) and their families.</p> <p><b>Is the Armed Forces Covenant Duty applicable?</b> <b>No</b></p> <p>If “Yes”, please complete below</p>	
<p><b>Covenant Duty</b></p>	<p><b>How this has been considered and any specific provision made:</b></p>
<p><b>The unique obligations of, and sacrifices made by, the armed forces;</b></p>	



<p><b>The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;</b></p>	
<p><b>The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.</b></p>	

## Section 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 yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

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

A full impact assessment is not required at this stage.

The policy is a formal statement of processes which are already in place. These processes have been formulated based on de- brief reports following previous emergency incidents and SBC Emergency Planning Officers’ experiences of such incidents.

The de- briefs indicated what went well, what could be changed and what did not go well providing pathways to improvement in resilience and support to the communities.

Monitoring will continue and outcomes of this Policy will be reviewed at least every two years. If any trends emerge these will be analysed and appropriate steps taken, potentially including a full review of the policy. Additionally, as a minimum an integrated impact assessment of the policy will be carried out every two years in accordance with the Council's Policy Review programme or as required by legislative requirements in order that the Policy remains relevant and fit for purpose.

<b>Signed by Lead Officer:</b>	<b>Andy McLean</b>
<b>Designation:</b>	<b>Emergency Planning Officer</b>
<b>Date:</b>	<b>03/0/8/2023</b>
<b>Counter Signature Director:</b>	
<b>Date:</b>	