

## Integrated Impact Assessment (IIA)

### Stage 1 Scoping and Assessing for Relevance

#### Section 1 Details of the Proposal

<b>A. Title of Proposal:</b>	Pension Administration Strategy
<b>B. What is it?</b>	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
<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))	Pension Fund Communication Policy review, which forms part of good governance requirements under the Local Government Pension Scheme (Scotland) Regulations 2018
<b>D. Service Area:</b> <b>Department:</b>	Scottish Borders Council Pension Fund People, Performance and Change
<b>E. Lead Officer:</b> (Name and job title)	Ian Angus, HR Shared Services Manager
<b>F. Other Officers/Partners involved:</b> (List names, job titles and organisations)	
<b>G. Date(s) IIA completed:</b>	9 <sup>th</sup> February 2024

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

**Yes / 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.)*

#### Equality Duty

#### Reasoning:

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

No, given the subject matter of this assessment, it is not relevant to Equality duty.

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

No, given the subject matter of this assessment, it is not relevant to Equality duty.

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

No, given the subject matter of this assessment, it is not relevant to Equality duty.

<b>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)</b>				
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			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<b>Gender Reassignment/ Gender Identity</b> anybody whose gender identity or gender expression is different to the sex assigned to them at birth	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<b>Marriage or Civil Partnership</b> people who are married or in a civil partnership	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<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			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018

<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<b>Religion or Belief:</b> different beliefs, customs (including atheists and those with no aligned belief)	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<b>Sex</b> women and men (girls and boys)	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	X			No impact or relevance. This is a routine good governance report required Local Government Pension Scheme (Scotland) Regulations 2018
<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></p> <p>Yes-/ No (<i>please delete as applicable</i>)</p> <p><b>If No go to Section 4</b></p>				

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:				
	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
<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.				
<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				
<b>Area Deprivation</b> – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				
<b>Socio-economic Background</b> – social class i.e. parents' education, employment and income				
<b>Looked after and accommodated children and young people</b>				
<b>Carers</b> paid and unpaid including family members				
<b>Homelessness</b>				
<b>Addictions and substance use</b>				
<b>Those involved within the criminal justice system</b>				

### **3.4 Armed Forces Covenant Duty (*Education and Housing/ Homelessness proposals only*)**

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.

**Is the Armed Forces Covenant Duty applicable?**

**Yes/ No**

If “Yes”, please complete below

<b>Covenant Duty</b>	<b>How this has been considered and any specific provision made:</b>
<b>The unique obligations of, and sacrifices made by, the armed forces;</b>	
<b>The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;</b>	
<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>	

## Section 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 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.**

Report is a regular governance report required to ensure good governance of the Pension Fund. All members of the Fund have equal status under the regulations followed.

<b>Signed by Lead Officer:</b>	<b>Ian Angus</b>
<b>Designation:</b>	<b>HR Shared Services Manager</b>
<b>Date:</b>	<b>9<sup>th</sup> February 2024</b>

<b>Counter Signature Director:</b>	<b>Clair Hepburn</b>
<b>Date:</b>	<b>19/02/2024</b>