

East Lothian Council Equality Impact Assessment Template

Please refer to East Lothian's Equality Impact Assessment Toolkit when completing this template. Copies are available from the intranet or phone 01620 827134. IF you require any help or advice please contact Rebecca Spillane, Equalities Officer, at the above number or email rspillane@eastlothian.gov.uk

- **Department:** East Lothian Community Planning Partnership, lead by the Chief Executive's Office, East Lothian council
- **Date:** 29th of April 2009
- **Lead Officer:** Andrew Strickland
- **Policy/Function Title:** Single Outcome Agreement 2009-11
- **New or Existing Function**

Section 1: Define the aim of the policy

1. What are the aims and objectives and purpose of the policy? Please List

The purpose of the Single Outcome Agreement is to identify areas for improvement and to deliver better outcomes for the people of East Lothian and Scotland, through specific commitments made by community planning partners and the Scottish Government.

The SOA focuses upon outcomes (i.e. the results for / impact on the community) rather than specific processes or initiatives. Fundamentally the SOA is an agreement between the East Lothian Community Planning Partnership (ELCPP) and Scottish Government establishing what needs to be achieved, rather than how to achieve it.

The SOA is based upon commitments made in the Concordat between the Scottish Government and the Convention of Scottish Local Authorities (COSLA). The main principles of the Concordat include:

- Shared Outcomes
- Mutual accountability and joint responsibility
- Reduced ring fencing
- Reduced monitoring and reporting
- Better partnership working

2. Who are the main beneficiaries of the policy and how will they benefit? Please list

The Single Outcome Agreement (SOA) signals the beginning of a new relationship between the Scottish Government and the wider public sector. As described in question 1, the purpose of the SOA is to identify and deliver better outcomes for the people of East Lothian and Scotland.

There are also benefits that can be felt by partners in the development of the SOA which include collaborative gain through partnership working, clear local priorities and a sharing of knowledge on how to tackle the major challenges facing East Lothian. The SOA reduces the burden of monitoring and reporting which should also afford partner agencies more resources to channel into service development and delivery.

3. How will the policy be delivered or put into practice e.g. who is responsible?

Logic models underpin each of the local outcomes. Logic modelling is a method for evaluating the links between outcomes and actions. Using logic models will help to translate our outcomes into more tangible activities that will form the basis of business planning. Logic models are well suited to joint planning because they can accommodate multi-partner activities and help to identify each partner's accountabilities.

Business planning across the Partnership will be arranged to include the Single Outcome Agreement and Joint Plans at Partnership level, which would feed into each organisation's individual business plans and performance management systems where relevant. Where possible the joint plans will be integrated into existing plans, for example the Integrated Children's Services Plan.

Adopting a revised business planning framework to complement to implementation of the SOA will help in achieving outcomes. The Partnership recognises that the move to Outcome Agreements requires more than simply measuring another set of indicators. Revising the business planning arrangements across the Partnership will help to generate a culture in which the focus is placed upon the eventual outcome.

Ultimately the individual organisations that make up the Community Planning Partnership remain responsible for the delivery of their own services.

4. Are there other departments or agencies involved in the delivery of the policy? Have they been involved in the impact assessment process?

Scope of the Agreement

This Agreement covers all the public/voluntary services that are the responsibilities of members of the Community Planning Partnership and which the Partnership has agreed should be covered.

Parties to this Agreement confirm their commitment to fulfil legal and policy obligations upon them in relation to Community Planning, Best Value, equalities and sustainable development.

They have not been involved in the initial equality impact assessment process however all partners will receive a copy of the draft EQIA and will have the opportunity to comment and make any changes they see fit.

5. Do you have a set budget? Are the resources being used in a way that promotes equal opportunities?

Single Outcome Agreements are supported by the consolidation of a number of previously ring-fenced revenue funding streams. Reducing the amount of ring-fenced funding – and the effort required to access such funding - will allow the Partnership more freedom in determining how outcomes are achieved. In practice the implementation of the strategies and actions identified in the SOA will be delivered through partners existing capital and revenue budgets.

All public sector bodies are bound by the public sector equalities duties and are required to pay due regard to the delivery of equal opportunities in all aspects of their work. For the purposes of the SOA East Lothian Community Planning partners have adopted the definition of an Equal Society presented by the UK Equalities Review as follows:

‘An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would chose, so that everyone can flourish. An equal society recognises people’s different needs, situation and goals and removes the barriers that limit what people can do and be.’ *UK Equalities Review 2007*

This definition of equality captures three aspects of equality:

Opportunity - whether everyone really has the same substantive freedom to flourish

Agency - what degree of choice and control an individual has in achieving the valued activity

Process – whether discrimination (or some barrier or process) causes or contributes to a particular inequality.

East Lothian Community Planning partners recognise the inter relationship of equality issues- individuals do not fit into one neat box, and may be affected by more than one aspect of discrimination.

6. How does this policy impact on other relevant policies?

This Agreement covers all the public/voluntary services that are the responsibilities of members of the Community Planning Partnership and which the Partnership has agreed should be covered. As a result, a wide range of policies is relevant to the SOA and the SOA process will impact on these.

Relevant Policies are referenced after each National Outcome and include the following:

- East Lothian Cultural Strategy
- East Lothian Sport Strategy
- Integrated Children's Services Plan
- Early Years Framework
- Corporate Parenting Strategy
- Homelessness Strategy

- Parenting Strategy
- CAMHS Health Improvement Fund Action Plan
- Education Service Improvement Framework
- Choose Life Action Plan
- NHS Lothian Smoking Strategy
- Joint Health Improvement Plan
- Curriculum For Excellence
- DAAT Strategy
- Partnership in Practice Agreement
- Joint Lothian Learning Disability Strategy

- Local Housing Strategy
- Fuel Poverty Strategy
- Older People's Strategy
- East Lothian Carer's Strategy
- The same As You?
- Children's mental health planning group

- Child Healthy Weight Strategy
- NHS Lothian Sexual Health Strategy
- ELDAAT Strategy
- Homelessness strategy
- Dental Health Strategy

- Development of an Environment Strategy for East Lothian with Community Planning Partners
- New Local Housing Strategy scheduled for early 2011
- Integrated Mental Health Strategy
- Partnership in Practice Agreement
- Tenant Participation Strategy
- East Lothian Heritage Strategy
- East Lothian Biodiversity Action Plan

- Homecoming East Lothian
- East Lothian Heritage Strategy
- Lothian & Borders Fire and Rescue Performance Plan
- East Lothian Council Corporate Plan
- NHS Lothian Local Delivery Plan

Section 2 Gathering Evidence

1. What do you already know about the diverse needs and/ or experiences of your target audience?

Source of Evidence	Details
Research	<p>As part of the development of the Single Outcome Agreement, the Community Planning Board developed an area profile of East Lothian. The Area Profile describes the main challenges that we face in East Lothian and our priorities to address these challenges. The profile includes information about population, economic activity and areas that have been identified within the lowest 30% of datazones within the Scottish Index of Multiple Deprivation.</p> <p>The SOA has also been influenced by the findings of the UK Equality Review 2007 which lead the partnership to adopt the definition of an 'equal society' as presented by the review.</p>
Consultation	Please see appendix 1 for a list of the partners involved in the development of the SOA
Equalities Monitoring	The SOA is a strategic and overarching document. Equalities monitoring has been undertaken to evidence need in the contributing policies, strategies and action plans that inform the document. Data that

	has been collected through the 2009 East Lothian Household Survey is currently being disaggregated by equality strand as appropriate.
User Feedback	The 2009 East Lothian Household Survey has provided significant information about resident's experiences of living in East Lothian and using public services delivered locally. All planning groups were also asked to consider equalities issues as part of the development of their local outcomes.
Professional/ Officer Knowledge and experience	Seven Planning Groups were created to draw together the relevant partner organisations. Each Planning Group was based on the Partnership's Core Priorities and included officers with high levels of knowledge and expertise in their subject areas. This allowed partners to agree shared outcomes, which are contained within the SOA.
Other	The Scottish Government and the Improvement Service issued guidance about how to consider equality within the SOA. This was considered as part of our overall approach to developing the SOA.

2. Do you have enough information for you to continue?

Equality Target Group	More Information Required?
Race	yes
Disability	yes
Gender	yes
Religion and Belief	yes
Age	yes
Lesbian, Gay , Bisexual	Little information is currently available that will allow us to prioritise the needs of LGBT people within the context of the SOA

3. **Rapid Impact Checklist** What does the information tell you about the potential impact of this policy on the following equality groups

Equality Target Group	Positive Impact +	Neutral Impact =	Negative Impact -	Cross cutting issue
Race	<p>The outcomes identified in the SOA deliver positive outcomes for everyone in the community.</p> <p>Importantly the SOA recognises that Hate Crime is a concern predominantly for BME people living locally and this has been identified as a key local outcome i.e. Fewer people in east Lothian will be affected by hate crime.</p> <p>The provision of English for speakers of other Languages (ESOL) has been recognised as a key indicators for people having the appropriate 'core life skills'.</p> <p>There is a strong focus in the SOA on the value of culture and national identity. The SOA recognises the diversity within East Lothian and seeks to ensure that this is recognised and celebrated. The celebration of this diversity is also linked with positive community cohesion and the promotion of good race relations. I.e. East Lothian and Scotland's culture and diversity is</p>			

	<p>recognised and celebrated</p>			
Disability	<p>The SOA make specific reference to the need to improve mental health in East Lothian</p> <p>The SOA also recognises the number of people with a learning disability in East Lothian.</p> <p>While there is an emphasis in the SOA on people receiving appropriate care and support, the local outcome is expressed to incorporate a focus on independent living, support for carers and more people receiving care at home. The SOA also includes indicators to establish the degree to which community care service users feel safe in their own homes.</p> <p>In East Lothian we will live healthier, more active and independent lives</p> <p>We have reduced the gap in health inequalities within East Lothian</p>			
Gender (male, female, transgender)	<p>Local outcomes recognise the issue of domestic abuse in East Lothian i.e. Fewer people will be affected by domestic abuse</p> <p>A lower male life expectancy in East</p>			

	<p>Lothian is recognised as part of efforts to reduce health inequalities in East Lothian. Relevant indicators are broken down by gender to demonstrate the progress being made.</p> <p>Reducing teenage pregnancy is also identified as a key indicator in helping to reduce health inequalities for women, particularly in deprived areas. This has a longer term benefit in helping to reduce child poverty.</p> <p>Carers: The SOA recognises the importance of the role of carers and includes indicators to reflect the nature of the support and care received by carers (including their own perception of this support). This recognition is important in relation to gender equality, as women are often the predominant providers of care within the home.</p>			
<p>Religion and Belief</p>	<p>There is reference made in the document to the need to provide 'appropriate care' which takes into account a variety of different needs from faith groups.</p>		<p>The inclusion of indicators related to hate crime could be a benefit to this group although the hate crime figures have not been disaggregated into motivating factors e.g. LGBT, faith based or disability related hate</p>	

			crime	
Age	<p>The SOA highlights a number of outcomes that relate to both older and younger people. The outcomes identified relate to the provision of appropriate support and care and include a strong emphasis on the importance of early years. Importantly, particularly for older people, there is also a focus on independent living and being active at all ages.</p> <p>The most relevant local outcomes are:</p> <p>All children in East Lothian will get a better start in life</p> <p>The most vulnerable children's needs are met through receiving high quality support and, where appropriate, care</p> <p>In East Lothian we will live healthier, more active and independent lives</p>		No major negative impacts identified	

<p>Lesbian, Gay and bi-sexual</p>		<p>The overall local outcomes should serve to benefit the LGBT community although no specific outcomes relating to LGBT are contained in the SOA.</p>	<p>Relatively little information is available to help us to prioritise LGBT equality within the SOA.</p> <p>The inclusion of indicators related to hate crime could be a benefit to this group although the hate crime figures have not been disaggregated into motivating factors e.g. LGBT, faith based or disability related hate crime</p>	
<p>Other groups to consider</p>	<p>The prevention of homelessness is a priority for community planning partners and this is recognised through the local outcome: People in housing need have access to an appropriate type, tenure and standard of housing are prevented from becoming homeless</p>			

At this stage you need to consider whether a full impact assessment is needed on your policy. This may be done on one strand as identified above.

4. Will you be making changes to your policy?

- What action will you take
There are no major negative outcomes identified in the Single Outcome Agreement for 2009-11 and therefore no action will be taken.
- Who will take that action
- When that action will take place

5. Have you decided to proceed with this policy?

Yes

6. If you have decided not to undertake a full equality impact assessment, can you justify this decision?

No major negative impacts have been identified as part of the EQIA on the Single Outcome Agreement for 2009-11. On this basis we feel confident that a full EQIA focusing on a particular strand will not be required.

Signed

Date

Please send a completed version of this form to:

Rebecca Spillane, Equalities Officer, East Lothian Council.

Email: rspillane@eastlothian.gov.uk

Phone 01620 827134

Appendix 1 Tracking engagement within the SOA process

1. SOA Planning Group: Children, Young People & Education

1. Who is involved in the core Planning Group?

Wendy MacAdie (JEC & ELLP), Raymy Boyle (Children's Services,) Gill McMillan (Children's Services), Ann Hume (Pupil Support), Myra Galloway (CLDS), Eliot Stark (VDEL), Yvonne Edmond (Careers Scotland). Lisa Shine (Children's Services)

Drafts sent for comment to: [Lande Wolsey \(QMU\)](#)

2. Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

GIRFEC Group representing:

- Children's Services
- Education
- Health
- Police
- Voluntary sector
- Community Services
- Service users and Communities

ICSP INTER-AGENCY GROUPS

- Looked After and Accommodated Children
- Parenting Group
- Child Protection
- Early Years
- Transitions to Adulthood Group
- Attendance Working Group
- More Choices, More Chances Strategy
- Disability Group
- Additional Support Needs
- Child and Young People Mental Health
- Community Health Partnership
- Behaviour Management Group
- Anti-Social Behaviour
- Youth Vision

ELLP

- Each of the thematic forums to be involved in the next stage

How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

Wendy MacAdie & Gill McMillan met with Peter McKenzie

How have communities' views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

- Through work of Consumer Involvement Officer relating to Integrated Children's Services Plan & other Service Planning.
- Through the development of the Youth Vision Strategy and the 'Count Us

SOA Planning Group: Community Safety

1. Who is involved in the core Planning Group?

The membership of the core planning group included Police, Fire, Transportation (Road Safety), Council and ASB with other partners being co-opted if required.

2. Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

The Road Safety Forum, Violence against Women Forum, Home and Fire Safety Sub-Group all had an active part to play in the formulation of the logic models.

3. How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

Where required interested councillors (Cllr Currie) have been consulted. There has also been consultation internally (Police/Fire) with departments (Community Safety, Roads Policing, Public Protection Unit) who have specific responsibilities for the outcomes detailed.

The leaders of each planning group also met to discuss the relevant logic models and identify and resolve potential gaps.

4. How have communities' views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

Tight timescales have not allowed for wider consultation through focus groups, wider public consultation.

3. SOA Planning Group: Enterprise & Skills

1. Who is involved in the core Planning Group?

All members of Local Economic Development Reference Group – invited reps. from VisitScotland, Scottish Enterprise, ELC (Culture & Community Development, Policy, Education & Children’s Services), Careers Scotland, Federation of Small Businesses, Midlothian & East Lothian Chamber of Commerce, EL Tourism Forum, Job Centre Plus, EL Learning Partnership, Queen Margaret University

2. Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

As above & Volunteer Development East Lothian

3. How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

Briefing to Cllrs Berry & McLennan 17 February 2009

4. How have communities’ views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

As above

4. SOA Planning Group: ENVIRONMENT

1. Who is involved in the core Planning Group?

- ELC - David Evans, Environment, Liz Mclean, Community Housing & Property Management, Maree Johnstone, Landscape & Countryside, Amber Moss, Sustainability Officer, Ian Glen, Planning, Paul Ince, Environment, Margaret O’Connor, Culture & Community Development
- SESTRANS - Alastair Short, SESTRANS,
- Scottish Environment Protection Agency - Alan Farquar
- QMU - Gill Kelly
- Forestry Commission - Maida Ballerini
- SNH - Janice Winning

2. Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

The Environment Forum Steering Group has had sight of the document and some comment was made through the last meeting. Members are:

Cllr Paul McLennan, Philip Revell, Sustaining Dunbar, Abbie Marland, Friends of the Earth, David Scott, ECO Schools, Education, ELC, Gill Kelly, Queen Margaret University, Lorraine Johnstone, MOBEX East Lothian, James Bruce, ELVON, Cathie McCarthur, ELTRP, Micheal Taylor, Scotland Rural Property & Business Association, Tom Davidson, NHS Lothian, Gordon Campbell, Association of East Lothian Community Councils, Duncan Priddle, Association of East Lothian Attractions,, Zoe Stirton, Business Environment Partnership Katherine Duncan, Michael McDowall & David Lancaster, East Lothian residents
Secretariat: David Evans & Amber Moss, Environment, ELC

3. How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

- Discussion with Cllrs Mclennan & Turner
- Wider discussion still needed with all partners re contributing to emission reduction targets – could be covered in part by support for Scottish Climate Change Declaration

4. How have communities' views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

Some priority areas established during the May 2008 Environment Forum meeting

5. SOA Planning Group: Health & Social Care

1. Who is involved in the core Planning Group?

- John Boyce (CHP), Fiona Watson (NHS Lothian), Allister Short (NHS Lothian), Steven Wray (Healthy Living Service), Ginnie Moreton (CHP), Carol Jenner (Adult Social Care)
- Input from Gill McMillan re. outcomes for children
- Voluntary sector invited but not able to attend

Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

Taken part in discussions:

- East Lothian Public Health Team
- East Lothian DAAT
- East Lothian Parenting Strategy Group

- Strategic Planning – NHS Lothian

We will be looking to actively involve the following:

- East Lothian CHP Board
- JHIP Project Board
- East Lothian sexual health promotion group
- Physical activity group
- Food & health group
- Smoking & health group
- Choose Life group
- Public Partnership Forum
- East Lothian Carers (meeting planned for 9 March)

How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

Councillors Ruth Currie and Peter Mackenzie have been sent copies of the logic models for comment and feedback

How have communities' views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

- The DAAT has recently consulted extensively with users and the wider community as it develops a new strategy.
- The PHT seeks to draw together the work of a number of health improvement groups (see above) that have conducted public consultations and surveys from time to time based on their own area of work.
- The outcomes reflect the work of the Joint Health Improvement Plan

2. SOA Planning Group: Housing & Places

Who is involved in the core Planning Group?

Ian Glen (Planning) and Esther Wilson (Community Housing) (IG has overlapped with the Environment group)

Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

The East Lothian Housing Partnership (ELHP) and the Homeless Strategy Group

How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

Paul McLennan (Environment spokesperson) and Stuart Currie (Housing spokesperson and chair of ELHP) have been briefed. The Housing & Places group has also worked closely with the Environment group. No obvious need to contact other interests

How have communities' views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

There are community/RSL reps on the ELHP, the Local Housing Strategy and the Homeless Strategy which input into the outcomes have been subject to substantial community involvement, and similarly the preparation of the development plan and supplementary planning guidance.

7. SOA Planning Group: Tackling Poverty

Who is involved in the core Planning Group?

- Haddington Citizen's Advice Bureau
- East Lothian Council - Revenues and Benefits
- East Lothian Council – Community Learning and Development
- East Lothian Council – Equally Well Test Ste representative
- East Lothian Council - Children's Services
- East Lothian Council – Policy and Business Management
- East Lothian Community Health Partnership

Which forums and organisations have taken part in discussions on the logic model to date and are there any more that you would like to involve?

As above

How have you involved Councillors and Board members from partner organisations with a direct interest in this theme and who still need to be contacted?

Together with Brian Duncan we will organise an information session for elected members on this work. This will be combined with an update on the implementation of the Fairer Scotland Fund.

How have communities' views been incorporated into setting the priorities and outcomes? e.g. through work from existing strategies, forum meetings, focus groups, etc.

Through the development of the Fairer Scotland Fund Year 1 plan, we held a number of focus groups in Tranent and Prestonpans to gather the views of local people. We also offered local practitioners working in the area the chance to share their views on what the local needs were.

