

Equality Impact Assessment (EQIA) form

A. General Information

Name of proposal	Planning, Performance and Risk system project.
Responsible department	Performance and Improvement

B. Aims of the proposal

What do you hope to achieve?	<p>The project aims to:</p> <ul style="list-style-type: none"> • develop and implement an integrated system which will enhance our efficiency, improve data security, and help us to manage and gain intelligence from all the information we hold. • develop and implement an integrated system which help us to manage our plans, performance and risk information. • introduce dashboard functionality to enable easy view and management of risk and performance information. • make better use of data and intelligence; sharing the outputs with our stakeholders to facilitate robust decision making.
Why is the proposal needed?	<p>Currently there is no system to combine our planning, performance and risk information. The benefits of the project include:</p>

	<ul style="list-style-type: none"> • Increased satisfaction with planning, performance and risk information • Centralised storage and retrieval of core critical data for the organisation • Increased reporting accuracy • Increased ease of access to performance and risk information • Increased output from the intelligence team • A data management strategy • Increase in modelling accuracy • Reduction in resource taken to produce modelling forecast information • Reduction of duplication of data and efforts throughout the SSSC • Centralised working group providing effective governance and enhance collaborative working.
<p>How will the proposal contribute to the SSSC's strategic objectives and/or priorities?</p>	<p>The project supports us to deliver all outcomes by ensuring we can effectively monitor and report on our performance and risk. Improved business intelligence will help us to forecast trends to develop in a more sustainable way.</p> <p>The project aligns to our "Produce evidence and intelligence that helps us, and others, make the right decisions", organisational characteristic.</p>
<p>How will the proposal address the SSSC's Equality duties?</p>	<p>The project supports us to deliver all outcomes by ensuring we can effectively monitor and report on our performance and risk. Improved business intelligence will help us to forecast trends to develop in a more sustainable way.</p> <p>The project aligns to our "Produce evidence and intelligence that helps us, and others, make the right decisions" organisational characteristic.</p>

C. Data and evidence gathering

What evidence has been used to come to the decisions contained in this EqIA?	<p>The Eyecademy Discovery Exercise gathered data about our information and reporting needs.</p> <p>Requirement gathering is underway with data owners across the business to understand our current and future data requirements.</p> <p>We hold some equalities data on our staff and council members who will be the primary users of this system.</p>
Has the proposal been the subject of relevant engagement and/or consultation?	<p>Yes - the Eyecademy exercise consulted staff across the SSSC.</p> <p>The project may impact data sharing agreements – consultation will be required to update these.</p>
Has best judgement been used in place of data/research/evidence?	<p>In part.</p>
Have any gaps been found in the data?	<p>We do not hold complete data on system user equality attributes to understand potential impacts.</p>

D. ASSESSING IMPACT AND IDENTIFYING OPPORTUNITIES TO PROMOTE EQUALITY

Disability - The project will introduce a new system to manage and present data. It will have a direct positive impact on disability because it will be designed to meet public sector accessibility standards – maximising accessibility. This is an enhancement on the current data available.

There's neutral direct impact on the Gender, Ethnicity, Sexual Orientation, Gender Reassignment, Age, Marital and Civil Partnership, Pregnancy and Maternity and Religion/Belief/Non-belief.

There will be an indirect positive impact on all characteristics as it will enable us to analyse and present data in a way that supports us to identify and understand equalities impacts and take appropriate management action.

E. CHALLENGES AND OPPORTUNITIES FOR GROUPS LIVING IN AN ISLAND COMMUNITY

This section considers the impact or effect of the proposal on island communities and whether this could be significantly different from its effect on other communities.

There will be an indirect positive impact on island communities as it will enable us to analyse and present data by location, to support us to identify and understand impacts and take appropriate management action.

F. CHILD RIGHTS AND WELLBEING

This section considers the impact of the proposal on children and young people, or specific groups of children and young people, in Scotland.

There will be an indirect positive impact on child rights and wellbeing.

The system will enable us to analyse and present data in a way that supports us to identify and understand impacts and take appropriate management action that contributes to:

- civil rights and freedoms
- violence against children
- family environment and alternative care

- disability, basic health and welfare
- education, leisure and cultural activities
- special protection measures.

The system will have the capacity to bring in data sets from a variety of sources. Our ability to understand impacts will be dependant on information being in the systems that relates to these areas.

G. HEALTH AND WELLBEING AND HEALTH INEQUALITIES

This section considers the impact of the proposal on physical and mental health and wellbeing; this includes for example, participation, creativity and developing potential.

There will be an indirect positive impact on health and wellbeing inequalities.

The system will enable us to analyse and present data in a way that supports us to identify and understand impacts and take appropriate management action that contributes to:

- removing inequalities and increasing access to opportunities for improving health and wellbeing
- advancing opportunities for increasing health and wellbeing across the sector
- fostering good practice for sector wide health and wellbeing

The system will bring in data sets from a variety of sources. Our ability to understand impacts will be dependent on information being in the systems that relates to health and wellbeing.

H. ECONOMIC AND SOCIAL SUSTAINABILITY

This section is concerned with the impact of the proposal on pay and employment opportunities as well as valuing and supporting voluntary work.

There will be an indirect positive impact on:

- removing disadvantage of inequality
- advancing opportunities for individuals
- fostering good relations and sustainability of communities

The system will enable us to analyse and present data in a way that supports us to identify and understand impacts and take appropriate management action. The system will have the capacity to bring in data sets from a variety of sources. Our ability to understand impacts is dependent on relevant information being in the systems.

I. Care experienced children, young people and adults

This section concerns our duties to put Scotland's care experienced children, young people and adults at the heart of what we do.

There will be an indirect positive impact on:

- the well-being of children and young people
- promoting the interests of eligible children and young people
- providing opportunities to eligible children and young people
- how we exercise our functions in relation to eligible children and young people.

The system will enable us to analyse and present data in a way that supports us to identify and understand impacts and take appropriate management action. The system will have the capacity to bring in data sets from a variety of sources. Our ability to understand impacts is on Care experienced children, young people and adults is dependent on relevant information being in the systems.

J. DECISION MAKING

Which of the following statements best describes the action that should be taken following the EqIA in relation to your proposal?

No major change	<input type="checkbox"/>
Adjust the policy	<input type="checkbox"/>
Continue with Policy	<input checked="" type="checkbox"/>
Stop and remove the policy	<input type="checkbox"/>

Outline the reasons why you've selected this option

Through completion of the Eye Academy discovery exercise, exploring the project aims and consulting widely with stakeholders, we have confidence that delivery of the new reporting tool will enable us to analyse and present data in a way that supports us to identify and understand impacts and take appropriate management action. We believe that there will be an indirect positive impact on all characteristics.

The system will have the capacity to bring in and analyse data sets from a variety of sources;

- Our ability to understand impacts is on Care experienced children, young people and adults, is however dependent on relevant information being in the systems.
- Disability - The project will introduce a new system to manage and present data. It will have a direct positive impact on disability, because it will be designed to meet public sector accessibility standards – maximising accessibility. This is an enhancement on the current data available.
- There's neutral direct impact on the Gender, Ethnicity, Sexual Orientation, Gender Reassignment, Age, Marital and Civil Partnership, Pregnancy and Maternity and Religion/Belief/Non-belief.

K.

L. MONITORING AND REVIEWING

How will the implementation of the policy/proposal be monitored? How and when will the impact of the proposal be reviewed? Outline the actions that will be taken, the timescale for these and who will be responsible for carrying out these actions.

Action	Timescale	Person Responsible
<ul style="list-style-type: none"> • Creation of a Centralised Data Governance Group is to protect data held by the SSSC. This ensures that access to data is in line with our legal obligations and that data use is ethical. The group will also govern data quality, which will improve accuracy. • Project Manager to review EQIA 	<ul style="list-style-type: none"> • Data Governance Meetings will be monthly although additional meetings maybe called where there is an extra demand for a review of projects, policies, or strategies due to new priorities. • At each Gate Review stage 	<ul style="list-style-type: none"> • Data Governance Group Members - see ToR • Project Manager

M. SIGN OFF

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Title: PMO Manager

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