EIA - Form

Name of person completing EIA*	Lorraine Wakefield
Name of policy/project*	SSSC website redevelopment
Date EIA began*	27/04/2018

1.1 Evidence
Please detail the evidence that you have considered on the possible equality impact of your policy or project.
This could come from the SSSC's own consultation. For further guidance the Scottish Government below:

Scottish Government guidance

Information	Source	Protected characteristic
Example - Around five out of six workers in social services are female.	SSSC Report on Workforce Data 2016	Sex
The median age of the workforce is 44.	SSSC Report on Workforce Data 2016	Age
The workforce is predominantly female – 85% of workers are female with the remaining 15% male.	SSSC Report on Workforce Data 2016	Sex
80% of the workforce is white (note there is a 17% unknown for ethnicity in the report).	SSSC Report on Workforce Data 2016	Race
2% of the workforce has a disability (note there is a 13% unknown for disability in the report).	SSSC Report on Workforce Data 2016	Disability
People with disabilities face barriers accessing some resources.	Scottish Government Equality Outcomes Disability Evidence Review 2013	Disability
53% of people aged >74 have internet access compared to 90% of <55.	Ofcom Communications Market Report 2017	Age

1.2 Impact
You should now consider the impact on your policy or project on people with each of the protected characteristics.

Characteristics	Positive impact—it may benefit an equality group	Good practice (promotes equality or improved relations)	Negative impact—it could disadvantage an equality group	No impact on this characteristic
Sex			More likely to affect women as majority of registered workers and SSSC staff are women.	
Race(eg asian, black, white or mixed race)				x
Disability			Website must adhere to accessibility standards to meet the needs of disabled people.	
Sexual Orientation				x
Gender Reassignment				x

Age (eg older people, younger people)			Older people can find it more difficult to access websites. Fewer have internet access.	
Marriage & Civil Partnership				x
Pregnancy & Maternity				x
Religion & Belief (eg christianity, islam, atheism, veganism)				x

Will delivering this policy or project allow the SSSC to demonstrate that it is doing one or more of the following to promote equality:

Eliminating unlawful discrimination, harassment and victimisation?
YES ☑   **NO** ☐

Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not?
YES ☑   **NO** ☐

Fostering good relations between people who share a protected characteristic and those who do not?
YES ☐   **NO** ☑

Is there any evidence that the policy or project might prevent the SSSC from:

Eliminating unlawful discrimination, harassment and victimisation?
YES ☐   **NO** ☑

Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not?
YES ☐   **NO** ☑

Fostering good relations between people who share a protected characteristic and those who do not?
YES ☐   **NO** ☑

1.3 Corporate Parenting
The SSSC is a Corporate Parent. This means we have a duty to uphold the rights and safeguard the wellbeing of looked after children and care leavers.

Does the policy or project have an impact on the rights or wellbeing of looked after children or care leavers? **(If YES please explain further)**
YES ☐   **NO** ☑

Comments:

For more information on the SSSC's corporate parenting role, you can read the SSSC Corporate Parenting Plan 2017-2019 or Scottish Government's guidance below:
SSSC's Corporate Parenting Plan
Scottish Government's Guidance

1.4 Fairer Scotland Duty

Please consider the possible impact of your policy or project on people facing unfavourable social or economic conditions. This can include people living in deprived areas or on low incomes.

Could the project have an impact on people facing social or economic disadvantages? **YES** ☑   **NO** ☐

If YES, what kind of impact could this be?   Positive ☐   Negative ☑

Please explain why the policy could have a positive or negative socio-economic impact:

Comments: People in the higher socio-economic groups are more likley to have access to internet enabled devices. (AB compared to DE ownership of smartphone 88% v 66%, laptop 81% v 43%, tablet 69% v 43%, Ofcom Communications Market Report 2017)

1.5 Outcome

Have you identified that the policy or project could have any negative impacts?   **YES** ☑   **NO** ☐

If NO, please continue to Section 1.6

If YES, choose one of the following options:

adjust the policy ☐
continue the policy without adjusting ☑
stop or remove the policy ☐

Please explain why you have chosen this option*****

We need to redevelop the website to join it to MySSSC and create an improved service for our customers.

Please explain how you will aim to mitigate any negative impacts of the policy or project*****

We will make sure the website meets W3C AA accessibility standards and is compatible with mobile devices.

1.6 Monitoring

During development we'll check nothing else emerges that could have a negative impact on any of the protected characteristics.

Please explain how the policy will be monitored?*****

EIA form should now be submitted to your relevant OMT member.
Please enter the email address of your relevant OMT member in cell A126 below:
example@sssc.uk.com

nicola.gilray@sssc.uk.com

For OMT members only

Sign-off

Date*****	30/04/2018
Name of OMT*****	Nicky Gilray

Approved EIA to be sent to Equality inbox for quality
control and publication