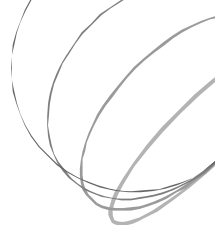


Single Equality Schemes Equality Impact Assessment

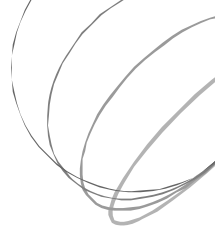


Audit Scotland Equality Impact Assessment

Policy Title ¹	Audit Scotland's Single Equality Scheme Accounts Commission's Single Equality Scheme
Strategic Outcome	To combine and refresh existing equality schemes in preparedness for the requirements of the Single Equality Act. To use this new single scheme to help provide better focus for improving equalities throughout Audit Scotland and the Accounts Commission and the work we do.
Directorate	N/A
We have completed the equality impact assessment for this policy.	Name: Lorna Meahan Position: Chair of Diversity & Equality Steering Group. Date: 6 November 2009
Approval by Director on behalf of Business Group Management Team	Name: Diane McGiffen Position: Director of Corporate Services Date: 6 November 2009
Sign off by the Diversity & Equality Steering Group (DESG) Chair on behalf of the DESG members	Name: Lorna Meahan Date: 8 December 2009

Once the EQIA documentation has been completed and signed off arrangements will be made by the Diversity & Equality Steering Group and communications team to publish the summary results from the EqIA on Audit Scotland's website.

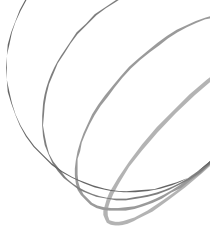
¹ Throughout this documentation we use the word **POLICY** to mean any activity, function, strategy, programme, service or process which is being considered for Impact Assessment.



Step 1: Define the aims of the policy

Title of policy	Audit Scotland's Single Equality Scheme Accounts Commission's Single Equality Scheme
Strategic Outcome	To combine and refresh existing equality schemes in preparedness for the requirements of the Single Equality Act. To use this new single scheme to help provide better focus for improving equalities throughout Audit Scotland and the work we do.
Directorate	N/A

What is the purpose of the proposed policy (or changes to be made to the policy)?	The Single Equality Schemes are the replacement for our current schemes on Disability, Gender and Disability. Its purpose is to demonstrate Accounts Commission and Audit Scotland's approach to fulfilling their duties to promote equalities under various parts of UK legislation, bringing this together; anticipating changes that are likely to be brought in with the Single Equality Bill.
Who is affected by the policy or who is intended to benefit from the proposed policy and how?	<ul style="list-style-type: none"> ▪ All current staff and future or prospective staff ▪ All stakeholders including Auditor General and Accounts Commission ▪ All clients/ audited bodies ▪ Scottish public
How have you, or will you, put the policy into practice, and who is or will be responsible for delivering it?	AS - Will be implemented after approval by Audit Scotland Board in December 2009. Responsibility for delivery is assigned in detail in the action plan. AC - Will be implemented after approval by Accounts Commission in November 2009. Responsibility for delivery is assigned in detail in the action plan
How does the policy fit into our wider or related policy initiatives?	Integral to equalities across Audit Scotland and Commission and this is reflected in the actions and the detail in the policy.
Do you have a set budget for this work?	Included in DESG project team work plan and allocations.

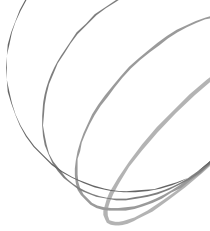


Step 2: What do you already know about the diverse needs and/or experiences of your target audience?

Do you have information on				
Age	Yes	✓	No	
Disability	Yes	✓	No	
Gender	Yes	✓	No	
Lesbian, Gay, Bisexual & Transgender	Yes	✓	No	
Race	Yes	✓	No	
Religion and Belief	Yes	✓	No	

Age	<p>Evidence – Equality Monitoring Report 2008/09 and previous years; HR Records</p> <p>Consultation –</p> <ul style="list-style-type: none"> ▪ Involvement event held with Capability Scotland (diverse age range represented) ▪ Staff Involvement Event (mixed age range in attendance) ▪ Staff Survey ▪ Young Scot and Commissioner for Children and Young People. <p>What do we know – The majority of Audit Scotland staff fall within the age range 35-49 (42.4%). The smallest proportion of staff are within the age bracket 16-24 (4.3%). We have 70 staff who are over 50; 128 staff between the ages of 35-49; 83 staff between 25-34; and 13 staff between 16-24.</p>
Disability	<p>Evidence – Recent staff annual return numbers of staff declaring disability under social model, last staff survey results; HR Records.</p> <p>Consultation –</p> <ul style="list-style-type: none"> ▪ Involvement event held with Capability Scotland. ▪ Staff Involvement Event ▪ Staff Survey ▪ Capability Scotland and Glasgow Disability Alliance <p>What do we know – Audit Scotland considers disability under the Social Model of disability rather than the legal definition provided by the Disability Discrimination Act. The Social Model goes further than the legal definition. We recognise that it is often the barriers in society that exclude people with disabilities, rather than any individual impairment or medical condition. 12 respondents to the staff survey considered themselves to have a disability.</p>

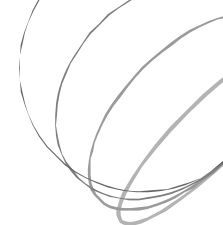
Gender	<p>Evidence – Equality Monitoring Report 2008/09 and previous years; HR Records.</p> <p>Consultation –</p> <ul style="list-style-type: none"> ▪ Involvement event held with Capability Scotland (mix of genders represented) ▪ Staff Involvement Event (mixed gender in attendance) ▪ Staff Survey <p>What do we know – 49% of our staff are male and 51% are female. We know the mix in the wider population in Scotland and there is detailed information from census data and that is available for our studies and our wider audit work considerations.</p>
Lesbian, Gay, Bisexual & Transgender	<p>Evidence – Last staff survey results.</p> <p>Consultation –</p> <ul style="list-style-type: none"> ▪ Staff Involvement Event ▪ Staff Survey ▪ Stonewall Scotland <p>What do we know – From our staff survey we know that 83.7% of our staff are heterosexual; 0.5% bi-sexual; 2.5% are gay men; 2.5% are lesbian and 10.8% would prefer not disclose this information. We are considering issues of staff monitoring in this are as part of the scheme action plan.</p>
Race	<p>Evidence - Equality Monitoring Report 2008/09 and previous years; HR Records.</p> <p>Consultation –</p> <ul style="list-style-type: none"> ▪ Staff Involvement Event ▪ Staff Survey ▪ Stonewall Scotland ▪ BEMIS <p>What do we know – 98.3% of our staff identify as white with 1.7% from ethnic minorities. We know there is a disparity with the wider Scottish population and we are considering this in the scheme action plan.</p>
Religion and Belief	<p>Evidence – Last staff survey results.</p> <p>Consultation –</p> <ul style="list-style-type: none"> ▪ Staff Involvement Event ▪ Staff Survey ▪ Scottish Interfaith Council <p>What do we know – From our staff survey 44% of our staff said they had no religion; 41% confirmed they were Christian; 0.5% Jewish; 4.4% other and 9.9% would not disclose. We are considering issues of staff monitoring in this are as part of the scheme action plan.</p>



Step 3: Do you have enough information to help you understand the diverse needs and/or experiences of your target audience?

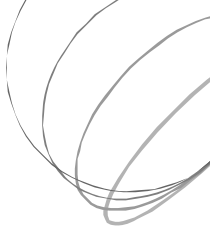
If not, what else do you need to know?

Age	Do you have enough information to proceed?	Yes ✓	No
	Yes – now sufficient		
Disability	Do you have enough information to proceed?	Yes ✓	No
	Yes – now sufficient		
Gender	Do you have enough information to proceed?	Yes ✓	No
	Yes – now sufficient		
Lesbian, gay, bisexual and transgender	Do you have enough information to proceed?	Yes ✓	No
	Yes – now sufficient		
Race	Do you have enough information to proceed?	Yes ✓	No
	Yes – now sufficient		
Religion and Belief	Do you have enough information to proceed?	Yes ✓	No
	Yes – now sufficient		

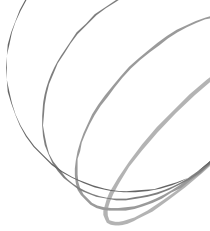


Step 4: What does the information you have tell you about how this policy might impact positively or negatively on the different groups within the target audience?

<p>Age</p>	<p>Opportunity for improvement on how age as with other strands is considered in development of internal policies and the work we perform and selection of studies.</p> <p>Also opportunity for improvement on how we engage with strands, incl. age, on selection of our studies, and improved networking and involvement in our policies and how we do our work.</p> <p>Actions set out on these in our Equality Action Plans</p>
<p>Disability</p>	<p>Opportunity for improvement on how disability as with other strands is considered in development of internal policies and the work we perform and selection of studies.</p> <p>Also opportunity for improvement on how we engage with strands incl. disability on selection of our studies, and improved networking and involvement in our policies and how we do our work.</p> <p>Actions set out on these in our Equality Action Plans</p> <p>Specific training on DDA also identified as improvement action to support better management of this across organisation.</p> <p>Changes in recruitment techniques and advertising also planned to increase numbers of applicants with disabilities.</p>
<p>Gender</p>	<p>Opportunity for improvement on how gender as with other strands is considered in development of internal policies and the work we perform and selection of studies.</p> <p>Also opportunity for improvement on how we engage with strands incl. gender on selection of our studies, and improved networking and involvement in our policies and how we do our work.</p> <p>Actions set out on these in our Equality Action Plans</p>
<p>Lesbian, Gay, Bisexual & Transgender</p>	<p>Opportunity for improvement on how LGBT as with other strands is considered in development of internal policies and the work we perform and selection of studies.</p> <p>Also opportunity for improvement on how we engage with strands incl. LGBT on selection of our studies, and improved networking and involvement in our policies and how we do our work.</p> <p>Focus on LGBT issues on priority areas of internal policies also identified as being an area for improvement including bullying and harassment policy.</p> <p>Opportunities for improving collection of monitoring information for sexual orientation also identified to support these actions.</p> <p>Actions set out on these in our Equality Action Plans</p>



Race	<p>Opportunity for improvement on how race as with other strands is considered in development of internal policies and the work we perform and selection of studies.</p> <p>Also opportunity for improvement on how we engage with strands incl. race on selection of our studies, and improved networking and involvement in our policies and how we do our work.</p> <p>Actions set out on these in our Equality Action Plans</p> <p>Changes in recruitment techniques and advertising also planned to increase numbers of applicants from diverse race/ ethnic backgrounds.</p>
Religion and Belief	<p>Opportunity for improvement on how religion and belief as with other strands is considered in development of internal policies and the work we perform and selection of studies.</p> <p>Also opportunity for improvement on how we engage with strands incl. religion and belief on selection of our studies, and improved networking and involvement in our policies and how we do our work.</p> <p>Focus on religion and belief on priority areas of internal policies also identified as being an area for improvement including bullying and harassment policy.</p> <p>Opportunities for improving collection of monitoring information for religion and belief also identified to support these actions.</p> <p>Actions set out on these in our Equality Action Plans</p>



Step 5: Will you be making any changes to your policy?

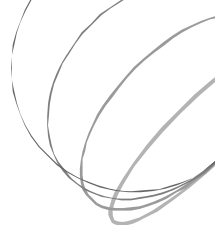
Are there any changes?				
Age	Yes	✓	No	
Disability	Yes	✓	No	
Gender	Yes	✓	No	
Lesbian, Gay, Bisexual & Transgender	Yes	✓	No	
Race	Yes	✓	No	
Religion and Belief	Yes	✓	No	

Please identify:

- what action you will take
- who will take that action
- when that action will be taken.

All issues reflected in Equality Action Plan as part of Schemes.

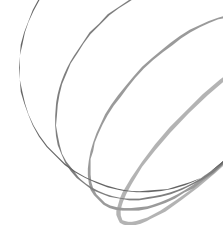
Action set out within the Equality Action Plans with timescales and responsibilities.



Step 6: Does your policy provide the opportunity to promote equality of opportunity or good relations by altering the policy or working with others?

Age	Yes	✓	No	
Disability	Yes	✓	No	
Gender	Yes	✓	No	
Lesbian, Gay, Bisexual & Transgender	Yes	✓	No	
Race	Yes	✓	No	
Religion and Belief	Yes	✓	No	

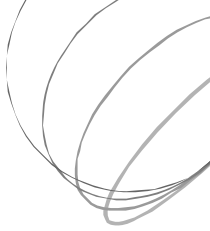
Age	The essence of the Schemes for the Commission and Audit Scotland is to promote equality of opportunity and improve what we do in this regard. This is reflected throughout the Schemes and Action Plans for all strands.			
Disability	The essence of the Schemes for the Commission and Audit Scotland is to promote equality of opportunity and improve what we do in this regard. This is reflected throughout the Schemes and Action Plans for all strands.			
Gender	The essence of the Schemes for the Commission and Audit Scotland is to promote equality of opportunity and improve what we do in this regard. This is reflected throughout the Schemes and Action Plans for all strands.			
Lesbian, Gay, Bisexual & Transgender	The essence of the Schemes for the Commission and Audit Scotland is to promote equality of opportunity and improve what we do in this regard. This is reflected throughout the Schemes and Action Plans for all strands.			
Race	The essence of the Schemes for the Commission and Audit Scotland is to promote equality of opportunity and improve what we do in this regard. This is reflected throughout the Schemes and Action Plans for all strands.			
Religion and Belief	The essence of the Schemes for the Commission and Audit Scotland is to promote equality of opportunity and improve what we do in this regard. This is reflected throughout the Schemes and Action Plans for all strands.			



Step 7: Based on the work you have done - rate the level of relevance of your policy

Tick one box for each strand

	Age	Disability	Gender	LGBT	Religion and belief	Race
High: <ul style="list-style-type: none"> ▪ There is substantial evidence that people from different groups or communities are (or could be) differently affected by the policy (positively or negatively) ▪ There is substantial public concern about the policy, or concerns have been raised about the policy's potential impact by relevant bodies ▪ The policy is relevant to all or part of the respective general duty, in the case of race, disability and gender. 	✓	✓	✓	✓	✓	✓
Medium: <ul style="list-style-type: none"> ▪ There is some evidence that people from different groups or communities are (or could be) differently affected (positively or negatively). ▪ There is some public concern about the policy. ▪ The policy is relevant to parts of the respective general duty, in the case of race, disability and gender. 						
Low: <ul style="list-style-type: none"> ▪ There is little or no evidence that some people from different groups or communities are (or could be) differently affected (positively or negatively). ▪ There is little or no evidence of public concern about the policy. ▪ The policy has little or no relevance to the respective general duty, in the case of race, disability and gender. 						
Unknown: <ul style="list-style-type: none"> ▪ No evidence or data has been collected therefore an assessment cannot be made. 						



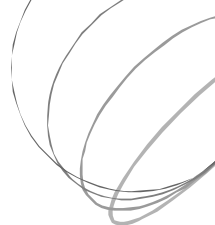
Step 8: Is a further impact assessment required?

Age	Yes		No	✓
Disability	Yes		No	✓
Gender	Yes		No	✓
Lesbian, Gay, Bisexual & Transgender	Yes		No	✓
Race	Yes		No	✓
Religion and Belief	Yes		No	✓

If you have answered yes please explain why

If you have answered no please explain why

The Schemes and Equality Action Plans provide the platform to focus our work in equalities across the organisation and therefore no further EIA is required.



Step 9: Explain how you will monitor and evaluate this policy/function or strategy to measure progress?

Please explain how monitoring will be undertaken, when it will take place and who is responsible for undertaking it:

The Diversity and Equality Steering Group will monitor the delivery of the Equality Action Plans and develop specific measures for each of the actions in support of the outcomes and outputs defined.

This will be reported quarterly to Management Team and also to the Board or Commission in an annual review each year and feature in each body's annual report.

Step 10: Summary of improvements, outcomes and impact

Please summarise in no more than 200 words the nature of the policy and main improvements, outcomes and impact as a result of this review

Audit Scotland - We believe that as an employer and public body, and in our audit role, we can play a leading part in the promotion and application of best practice in the areas of diversity and equality. This Single Equality Scheme draws together and updates previous statements and policies, and moves us onto another level. In particular the scheme demonstrates our commitment to making Audit Scotland a place where diversity and equality are integral to our organisational culture.

Our impact assessment work has enabled us to focus our actions where can make the most difference through the audit work we do and how we carry out our audits. The Scheme makes our current position on diversity and equality clear, sets out what we intend to do to achieve our aims and explains how we will monitor our progress.

Accounts Commission - The Accounts Commission is committed to using its position to promote equality in local authorities. This, our first Single Equality Scheme, demonstrates that commitment and provides us with the opportunity to play a leading role in the promotion and application of best practice in the areas of diversity and equality.

The impact assessment which supported the development of the Scheme ensured that together with Audit Scotland we focused on we will achieve this through our studies and Best Value audits, and by ongoing reviews of our other policies and activities.