Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final: **Interim**

1.   Title of proposal

Equality, Diversity, and Inclusion Framework – Interim Outcomes 2025-26 (INTERIM)

2.   What will change as a result of this proposal?

The Council's new EDI Framework should be published in late April 2025. However, within this timeframe, we are unable to develop:

  i.   a thorough engagement and consultation and;

  ii.   an accessible publication of the new EDI Framework

To mitigate any legal risk to the organisation, the Equality and Human Rights Commission (EHRC) has advised that the Council alternatively should publish a one-year interim set of equality outcomes from April 2025 – March 2026. This is a different approach from previously. It was agreed with the EHRC that:

1. These interim equality outcomes could be based on actions that are still relevant and ongoing from our current equality outcomes, or from more recent engagement findings. This short-term smaller set of outcomes should be actions that are achievable in one year.

2. A full one-year extension period is advised as it would bring the Council in line with other public bodies who report at the end of April, ensuring a full 4-year new EDI Framework can be published in April 2026.

3. The Council's Legal team considers this recommended approach as low risk to the Council.

Due to the above change in our approach, officers have engaged with the stakeholders on both the Interim Outcomes and key areas for improvement to be considered in the development of the 4-year EDI Framework 2026-2030 at the same time.

Based on this engagement to date, and desk research, officers as recommending that the Council focuses on the below interim outcomes in 2025-26 and this IIA reflects relevant evidence and impacts relating to these outcomes:

Outcome 1: People with communication needs find it easier to engage with council services through improved and standardised approaches to Inclusive Communications across the organisation.

Outcome 2: People in Edinburgh feel more confident reporting hate crime and victims of hate crime are supported.

Outcome 3: People in Edinburgh are aware of the impact of the climate and nature emergencies on their needs and understand what support is available to them.

3.   Briefly describe public involvement in this proposal to date and planned

To date, officers have engaged with stakeholders across the city (195 people contacted 47 attended with additional 1:1s being held) during October/November 2024, to invite them to engage in pre-engagement sessions. Additionally, stakeholders have engaged with several additional stakeholders as part of other pieces of equality work (Tackling Hate Crime and Islamophobia, Supporting LGBT+ Communities, Inclusive Communications, and Gender Reassignment). These stakeholders represent people they support from all protected 9 characteristic groups.

In line with The National Standards for Community Engagement, these pre-engagement sessions were designed to learn from Edinburgh's equality stakeholders (with representative organisations from all Protected Characteristic Groups invited), allowing them to share:
•   expertise on the biggest equality issues in the city, to help shape the main themes of the public consultation.
•   best accessible engagement practice, to ensure the Council's public consultation is accessible to all

This pre-engagement approach fosters good relations (as per the Council's Public Sector Equality Duties) ensuring the Council's new equality outcomes are shaped by communities. We anticipate that this approach will:
•   Create a stronger city-wide EDI approach
•   Standardise our EDI approach across the Council
•   Effectively support communities across the city and;
•   Strengthen EDI across future policy development

Following the pre-engagement sessions, there has been a specific Lead Officers session (12th November 2024) to review the findings in line with other key strategies e.g. Poverty, Climate, Equally Safe, Corporate Parenting, and Trauma Informed Practice.

Further public engagement will be held for 12 weeks in early 2025, to engage with communities and those with lived experience on the findings from the above, to shape the recommended longer term Equality Outcomes for 2026-2030. The live online consultation will be supplemented by accessible in-person

engagement sessions (co-facilitated with stakeholders where possible to ensure individual needs are supported).

4.   Is the proposal considered strategic under the Fairer Scotland Duty?

Yes, the proposal is also considered statutory and in line with the Council's Public Sector Equality Duty, including the Scotland specific duties.

5.   Date of INTERIM IIA MEETING

30/1/25

6.   Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. Council, NHS)

Name	Job Title	Date of IIA training
Lucy Pearson (Facilitator)	**Lead Officer - Equalities**	
Garry Sneddon	**Senior Policy and Insight Officer**	
Julia Sproul	**Senior Policy and Insight Officer**	
Pamela Curran	**Senior Policy and Insight Officer**	
Marion Findlay	**Equality and Human Rights Network**	
Ruth Baxendale (report writer)	**Senior Policy and Insight Officer**	**IIA trainer**
Christine Downie	**Strategy Manager**	
Joe Clancy	**Lead Officer - Nature**	

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on populations in need	Edinburgh by Numbers 2023	Edinburgh's population is an estimated 536,470 people. There are 79K children (aged 0-15), 366K working age (16-64) and 81K over 65.
	Scotland's Census 2022	Scotland's Census 2022 found that 19,990 people were trans or had a trans history, according to data published by National Records of Scotland (NRS).The figure equates to 0.44% of people aged 16 and over. Almost half (46.1%) of trans people were aged 16 to 24 with around a quarter (26.0%) aged 25 to 34. Edinburgh has 0.77% of trans people relative to their population aged 16. A total of 176,100 UK Armed Forces veterans were living in Scotland at the last census, according to new statistics from National Records of Scotland. A total of 51.1% in Scotland's Census 2022 responded 'no religion' – up from 36.7% in 2011. 'No religion' was the most common response in almost every council area in Scotland. The percentage of people in Scotland with a minority ethnic background increased from 8.2% in the previous census to 12.9% in 2022. This is a larger increase than over the previous decade (from 4.5% to 8.2%). The percentage of people who said Scottish was their only national identity increased since the previous census (from 62.4% to 65.5%). The percentage who said their only national identity was British also increased (8.4% to 13.9%). The percentage who said they felt both Scottish and British decreased (18.3% to 8.2%). The census also found that 2.5% of people aged 3 and over had some skills in

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		Gaelic in 2022. This is an increase of 43,100 people since 2011 when 1.7% had some skills in Gaelic. A total of 2.2% of people aged 3 and over can use British Sign Language (BSL). This was a new question for the 2022 census.
	Data for Edinburgh 2011 Census	Analysis of 2011 census results from Edinburgh's perspective
Data on service uptake/access		
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.	End Poverty in Edinburgh Annual Report 2023	An estimated 17% of people (over 80,000) in Edinburgh were living in poverty in the period to 2022, including 20% of all children. Groups at particularly high risk of poverty, include, women, households in minority ethnic groups, and households with disabled members.
	SIMD	The Scottish Index of Multiple Deprivation (SIMD) is a relative measure of deprivation based on the extent to which an area of Scotland is deprived across seven domains: income, employment, education, health, access to services, crime and housing. The most deprived areas are ranked SIMD 1. SIMD levels are calculated by quintile (SIMD 1 being the most deprived areas, SIMD 5 being the least deprived areas), or decile (SIMD 1 being the most deprived areas, SIMD 10 being the least deprived areas) Scottish Index of Multiple Deprivation 2020 – data available for Edinburgh areas broken down by: 5%, 10% and 20% most deprived.
Data on interim equality outcomes	Elected Member Briefing Note: Gender Responsive Budgeting (swbg.org.uk)	Women are more likely to experience poverty than men and still tend to have more responsibility for unpaid work including childcare, care for older or disabled people, and domestic work. For many women, this means a greater reliance on public services and can limit the time they have for paid work and other activities.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		Inequalities based on gender intersect with other forms of inequality based on class, race, disability and other factors so that some groups of women, particularly poor women, women from minority ethnic communities and disabled women face multiple disadvantages.
	EHRC Is Scotland Fairer 2023	The review is organised by the nine protected characteristics established by the Equality Act 2010 and provides an evidence-based overview of progress on equality and human rights in Scotland. • age • disability • gender reassignment • marriage and civil partnership • pregnancy and maternity • race • religion or belief • sex • sexual orientation Key Findings Disability: - • Despite overall exclusion rates declining across Scotland, having additional support needs (ASN), or being assessed or declared as having a disability continues to be associated with an increased likelihood of exclusion. • Attainment of pupils with ASN is lower than of pupils without ASN. In 2020/21, 73.0% of pupils with ASN achieved one or more qualification at SCQF Level 5 or higher, compared with 94.8% of pupils without ASN. • There has been a rise in the proportion of disabled 16–19-year-olds moving to positive destinations after compulsory secondary education. The participation rate increased from 86.3% in 2018 to 88.7% in 2022.

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		• Despite increasing levels of employment, disabled people in Scotland are more likely to earn a lower hourly wage and / or be in low-paid employment than are non-disabled people, with the gap widening. • Disabled people are more likely to experience worse living standards than are non-disabled people in Scotland. Between 2012/13 and 2019/20, the proportion of disabled adults in poverty increased from 21.5% to 25.4%. • There has been a notable increase in both disabled and non-disabled people reporting poor mental health in Scotland from 2015, but the increase has been much larger for disabled people (7.4 percentage points) than for non-disabled people (1.5 percentage points). • Disabled people report comparatively poorer experiences of and less confidence in the criminal justice system, both as victims and perpetrators. Gender reassignment : - • Many trans young people are bullied at school, with a self-selecting survey of LGBT young people conducted in 2022 finding that 57% of 526 trans young people reported experiencing transphobic bullying. However, reported confidence levels in reporting transphobia to school staff or authority figures have fallen. • Trans and non-binary people are more likely to have mental health conditions and report higher levels of self-harm and attempted suicide than lesbian, gay and bisexual (LGB) people and the general population. • The evidence suggests that trans and non-binary people face barriers when accessing general, specialised and gender-affirming healthcare. y Waiting lists to access gender identity clinics and other gender affirming care are growing. • In 2022, estimated waiting times for a first appointment at Sandyford Gender Identity Clinic in Glasgow was more than 44 months for adults.

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		The long waiting times can have detrimental effects on people's mental health, including anxiety, depression, continued dysphoria, self-harm and suicidal thoughts. • The number of transgender identity aggravated hate crimes recorded by the police tripled from 53 in 2014/15 to 185 in 2021/22. • The proportion of trans people who are confident about reporting hate crime to the police has sharply declined. Sex, including pregnancy and maternity, and marriage and civil partnership: - • Boys continue to underperform in early years, primary and secondary education compared with girls. • Since 2016/17, there has been an attainment gap of around 8 percentage points between boys and girls in early years' education. Boys are also more likely to be excluded than girls. In 2018/19, the exclusion rate was more than three times higher for boys than girls. • The employment and gender pay gap in Scotland has narrowed. In 2019/20, men's median hourly earnings were 14.4% higher than women's, compared with being 17.3% higher in 2010. • The Scottish labour market continues to have high levels of sex segregation. • Households headed by single women with dependent children, and single men without dependent children are most likely to experience poverty. • Women are more likely to experience sexual and sex-based violence. • There have been improvements in civic participation as women get closer to equal representation with men as elected officials and appointments to public boards. • Men are far more likely to die by suicide than women. In 2021, 75.0% of people who died by suicide were men.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		'Deaths of despair' (suicide, drugs, alcohol) are the leading cause of death among socio-economically deprived men aged 15–44. Race - Most ethnic minority groups perform better at school-leaving age than White Scottish pupils. In 2020/21, no defined ethnic group had a lower attainment level at SCQF Level 5 than White Scottish pupils. In this year, the best performing ethnic group was African, Black and Caribbean pupils, 93.9% of whom achieved one or more qualification at SCQF Level 5, 6.6 percentage points higher than the proportion of White Scottish pupils. - Despite increasing employment levels, ethnic minority workers in Scotland on average experience both a lower quantity and poorer quality of work, with consistently lower median hourly earnings and higher levels of insecure work. - Levels of poverty and child poverty among ethnic minorities in Scotland remain worse than for White British people. In 2019/20, 36.9% of ethnic minority adults were in poverty compared with 17.5% of White British adults. - Racially motivated bullying in schools and race-related police-recorded hate crimes are still an issue. Between 2014/15 and 2020/21, there was an 18% fall in the number of police-recorded race hate crimes though race hate crime continues to be the most reported of all hate crimes. - Ethnic minority representation in the Scottish Parliament has improved, reaching 4.5% after the 2021 Scottish parliamentary elections, but there is a mixed picture for public appointments Religion or belief: -

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		• Non-Christian religious minorities are less likely to be employed than those with no religion, with the employment gap particularly acute for Muslims. In 2019/20, 50.1% of religious minority adults were employed compared with 67.8% of non-religious adults. Only 45.2% of Muslim adults were employed in 2019/20. • There has been growth in the proportion of Muslim workers in high-paid occupations, which is now significantly higher than those with no religion. Despite this, Muslims remain the religious group with the highest rates of poverty. In 2018/19, 62.7% of Muslim adults were in poverty, compared with 18.4% of non-religious adults. • There has been a decrease in the number of religiously aggravated hate crime recorded by police in Scotland. Anti-Catholic prejudice was the most common form of prejudice expressed in religion hate crimes, with just under half of religiously aggravated offences motivated by anti-Catholic prejudice. • Issues remain for some religious groups, specifically Muslim women, in engaging with mental health services. Sexual orientation: - • Many gay, lesbian and bisexual young people in Scotland experience homophobic bullying at school. A self-selecting survey of 1,279 LGBT young people in 2022 found that 70% of gay and lesbian participants had reported homophobic bullying at school and 58% of bisexual participants had faced biphobic bullying at school. • Gay and lesbian adults have higher rates of employment than heterosexual adults.

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		- Bisexual adults are more likely to earn lower wages than heterosexual, gay and lesbian workers. - Relative poverty rates are higher and increasing at a faster rate for lesbian, gay and bisexual adults than for heterosexual adults. In 2019–2022, 27% of lesbian, gay and bisexual adults were in poverty compared with 20% of heterosexual adults and 17% of adults who did not disclose their sexual orientation. - Lesbian, gay and bisexual people, especially women and bisexual adults, experience worse physical and mental health and face barriers in using health services. - The number of police-recorded hate crimes aggravated by sexual orientation increased by 67% between 2014/15 (1,110 crimes) and 2021/22 (1,855 crimes).
Research/literature evidence	**Hate Crime** Notice of meeting and agenda - business bulletin Tackling hate crime - gov.scot Hate Crime Strategic Partnership Group Minutes : January 2024 - gov.scot	There is a need to improve hate crime reporting in a more coordinated way across the partnership and improve the promotion of support for victims that are at higher risk of hate crime i.e. those from protected characteristic groups that may already have mental health support needs or are higher risk of bullying or harassment. Our recent engagement with local organisations as set out in 7.2 Supporting the LGBT Community.pdf and Tackling Hate Crime and Islamophobia highlights that there is still concern of under reporting of hate crime and therefore a need to improve: Reporting and data accuracy on hate crime across the partnership – to work towards a data driven approach to tackling hate crime in local communities

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		• A holistic community safety approach – by facilitating ongoing engagement with Police Scotland and communities to build trust around reporting Hate Crime • Officers understanding of Hate Crime and how to support victims that are engaged in council services Further national research shows: • In a national survey of LGBT young people aged 13–25 in 2022, nearly half (49%) of the 1,279 self-selecting participants identified as trans (including non-binary) (LGBT Youth Scotland, 2023). This survey found 57% of 526 trans respondents reported experiencing transphobic bullying at school. • 62% of trans respondents to the same survey said they did not feel confident reporting transphobic bullying to staff. • In the academic year 2020/21, there were 1,198 instances of racially motivated bullying reported in Scottish schools – up from 409 in 2016-17. These are the highest recorded figures to date (since 2007/08) (Coalition for Racial Equality and Rights, 2022). • Police-recorded race hate crime in Scotland has declined over time. Between 2014/15 and 2020/21 there was an 18% fall in the number of race hate crimes recorded by police from 5,178 to 4,263 (Scottish Government, 2023). • A Scottish Government study into the characteristics of police-recorded hate crime revealed that, in 36% of race hate crimes, the words or actions used by the perpetrator suggested an anti-Black prejudice. In 27% of cases, the prejudice was shown towards the Pakistani community (Scottish Government, 2023).

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		• Anti-Catholic prejudice was the most common form of prejudice expressed in religion hate crimes in 2020/21, when almost one in two (47%) police-recorded hate crimes aggravated by religion involved prejudice towards the Catholic community (Scottish Government, 2023). • The proportion of hate crimes showing anti-Catholic prejudice, Islamophobia and anti-Semitism are disproportionately large compared with the population identifying with these religions in Scotland. • For example, anti-Semitic hate crimes accounted for 9% of religious hate crimes recorded in 2020/21, despite just 0.1% of the Scottish population identifying as Jewish in 2011 (Scotland's Census, 2021). • Hate crime data is unlikely to capture the full extent of religion-aggravated abuse and its disproportionate impact on certain groups with intersecting identities. Research undertaken for a cross-party inquiry into Islamophobia in Scotland revealed evidence that Islamophobia has a disproportionate impact on Muslim women (Hopkins, 2021). • A Scottish survey based on a self-selecting sample of 1,279 LGBT young people aged 13–25 found that 70% of gay and lesbian participants had reported homophobic bullying at school and 58% of bisexual participants had faced biphobic bullying at school. (LGBT Youth Scotland, 2023). • The organisation, Scottish Trans published a report in July 2024 which examined the experiences of 571 trans and non-binary people living in Scotland. They found that: • 61% of respondents had avoided at least one of the public services they were asked about due to fear of being harassed, being read as trans, or being outed • 54% of respondents had had at least one negative experience in at least one public service

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		• Discrimination can profoundly affect an individual's mental health and overall wellbeing. It has been associated with various psychological issues, including trauma, depression, anxiety, social isolation and diminished self-esteem, all of which can severely compromise one's quality of life. (The Impact of Hate Crime and Discrimination on Mental Health , Stop Hate UK) • Ethnic minority communities are over-represented in mental health admissions. Analysis of Mental Welfare Commission for Scotland research reveals that, of detentions that took place in 2020/21, the proportion of detentions for people from ethnic minority groups was 6.0% for emergency detentions, 7.4% for short term detentions, and 7.6% for compulsory treatment orders. • In the period 2010/11 to 2020/21, when compared with the ethnic distribution of the general population, a higher proportion of detentions under the Mental Health Act were recorded for White Other, Black, Mixed or multiple ethnicities, and other ethnic groups (Mental Welfare Commission for Scotland, 2021). Scottish Government-commissioned research exploring mental health, suicide and the experiences of 'adversely racialised' people51 in Scotland found that research participants placed significant emphasis on the effect of racism on exacerbating their mental health illnesses, increasing their propensity towards suicide (Jackson et al., 2022).
	Inclusive communications Accessible Communication - Findings.docx	The Communication Inclusion People say that 'inclusive communication means including as many people as possible in any communication. It means enabling people to understand and express themselves: • in ways they need to or prefer to • through communication channels and in situations that work for them • at every stage of a process or pathway (communication journey)

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	UKIM Submission to UNCRPD UK- final report.docx Communication Inclusion People	To communicate effectively people will use: • different ways to understand information and what is going on around them • different ways to express their needs and views. Some ways of communicating are easier to use than others. Inclusive communication means using the ways that people prefer and find easiest. We want to get better at using this kind of inclusive communication across all the services the council provides. Inclusive communication means always giving all people with multiple communication needs a choice of communication channel: in person, online, on paper or by phone. Our communications still present barriers for our customers and recent local engagement with 47 stakeholders from the Equality and Rights Network identified improvements as follows: • The need for council information to be accessible to the public throughout the customer journey - from finding out about a council service to exiting. • Alternative access to information about services for those who, for a variety of reasons (not just disability), may not be able to access information and services digitally. • The use of appropriate tone and use of Plain English across all communications.

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		• Engagement and development of guidance with lived experience groups as work progresses. • Having a trauma informed approach. Further national research shows: • Analysis of the 2019 Scottish Household Survey found almost all (99%) younger people aged 16–24 and over 90% of adults aged 16–59 reported using the internet, compared with 78% of the 60–74 age group and 43% of people of 75 and over. • In 2019, 94% of adults aged 45–59 reported using the internet, decreasing to 43% of adults aged 75 and over. Across all online security measures, there was no other age that reported they were less likely to implement them than the over 75 age group (Scottish Government, 2020b) • 71% of adults with some form of limiting long-term physical or mental health condition or illness reported using the internet. This was lower than for adults who reported some form of non-limiting condition or illness (90%) and those who had no reported condition or illness (94%). (Scottish Government 2020 & Scottish Household Survey 2019). • Scotland has an ageing population, caused by people born in the post-war 'baby boom' years from 1946 to 1964 getting older, the number of births dropping since the 1960s, and generally higher life expectancy (National Records of Scotland, 2022a). Women outnumber men in the older age groups, reflecting longer female life expectancy. • Older adults (aged 60 years and over) are still less likely to use the internet and online security measures than other age groups. In 2019, 43% of people aged 75 and overused the internet, compared with 99% of 16–24-year-olds.

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		Findings from the Health and Care Experience Survey (Scottish Government, 2022e) show that, between 2019/20 and 2021/22, fewer people of all ages felt they had a choice in how their social care was arranged, and more of them said they were not offered any choices/not communicated to them.
	Climate and Nature Emergencies What is a just transition? Equality, Diversity and Inclusion - Climate Change Committee Just and robust transitions to net zero Just transition? Climate change impacts women and men differently | United Nations Development Programme	People from all protected groups understand the impact of climate change and systems, services and policies are designed to promote equality ensuring 'A Just Transition'. A 'just transition' means moving to a more sustainable economy in a way that's fair to everyone. Recent engagement with 47 stakeholders from the Equality and Rights Network locally, highlighted that many people from protected groups around the city are not aware of the impacts of climate change or the support available to them. This highlighted the immediate need to: • Improve awareness of climate impacts on protected groups of people through community and stakeholder engagement • Understand and promote the support that is available to those impacted by climate change from protected groups Further research shows: A just transition addresses various dimensions of inequality, vulnerability and opportunity. It frames the transition with a human rights lens with the aim of eliminating existing inequalities, enabling social inclusion and promoting different forms of equity. From the climate justice perspective, relevant issues include: the disproportionate impacts of climate change on underrepresented and vulnerable communities; the injustices incurred by richer countries being the significant contributors to historical greenhouse gas emissions and poorer countries being the most vulnerable to the impacts of climate change; intergenerational injustices; loss and

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	📊 Climate Fresk debrief latest version.pptx	damage from climate change impacts; and unequal access to clean and affordable energy, green finance and to a sustainable and healthy diet. Inequitable access to nature and green spaces is also more pronounced in disadvantaged communities, exacerbating impacts of extreme weather events and mental health conditions, including stress from simply the threat of damage to property and livelihoods from extreme weather events such as flooding.

Additionally, a Just Transition can be assisted by the fact that increased access to nature, is associated with the adoption of more pro-environmental behaviours among residents. People from all protected groups value and need nature, however, how they interact with and utilise it, and the type of nature / greenspaces they prefer is entirely dependent on their needs. It is vital to understand this when retrofitting nature or new build sites, to ensure all groups receive the benefits provided by nature-based solutions in a Just Transition. The Just Transition is a crucial enabler to implementing the net zero transition: involving all affected parties and responding to injustices serves to ensure political acceptability for climate action, mitigate the risk of 'Just Transition litigation', and ultimately avoid delays in achieving net zero globally.

To achieve its varied aims, a Just Transition is considered to require fundamental restructuring of the socioeconomic systems that have created these inequalities and the climate crisis.

Examples of climate impact on protected groups are as follows:
A severe storm in 2023 where a town had a call to evacuate due to the predicted flooding of the river. Some of the most vulnerable stayed behind for a variety of reasons. The town was Brechin in Angus. https://www.bbc.co.uk/news/uk-scotland-67157991 |

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		Storm Babet hit around 19/20 October 2023. You can watch any of the videos just after this time to get any idea of the experiences of the people impacted. https://www.bbc.co.uk/news/topics/cerlz4j556nt People in flood prone areas struggle to cover the costs of home and contents insurance, so don't take the insurance out. https://www.bbc.co.uk/news/uk-scotland-67193047 'Angus Council said 60 households were rescued in the town in the early hours of the morning, while about 80 people had gone to special centres that were set up for evacuated people in Brechin and nearby Montrose and Forfar.' If we assume most households had more than one person living there, more people stayed and had to be rescued than left for the special centre. Exploring why that was is significant in health and social care (the man interviewed had a dog, I recall other residents said they didn't leave because animals weren't allowed at the relief centre) https://www.bbc.co.uk/news/uk-scotland-north-east-orkney-shetland-67193587 Mental health and financial impacts on council tenants when displaced by extreme weather and moved to emergency accommodation. https://www.bbc.co.uk/news/av/uk-scotland-67433812
Public/patient/client experience information		As above.
Evidence of inclusive engagement of people who use the service and involvement findings		As above.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Evidence of unmet need		It is recognised that there are gaps in equalities data in general – this is down to lack of resource, training and common data language across services internally but also this is reflected at a national level too. This IIA is based on both quantitative and qualitative data gathered via pre-engagement.
Good practice guidelines	Equality Outcomes and the Public Sector Equality Duty	Equality and Human Rights Commission guide for public authorities in Scotland to implement the duty as it relates to setting equality outcomes.
Carbon emissions generated/reduced data		As above.
Environmental data		As above.
Risk from cumulative impacts		It is recognised that equalities should be seen through an intersectional lens, with the view that no two people have the same needs, and many people present with multiple protected characteristics across their lifetime and therefore there is cumulative impact of need as a result.
Other (please specify)		Public bodies are required to promote, and report on, progress towards Getting it Right for Every Child wellbeing outcomes, which are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included. Under the Act, public bodies including local authorities and health boards have duties as CorporateParents https://www.legislation.gov.uk/asp/2014/8/part/9/enacted for all **care experienced children and young people** under 26. The Children and Young People (Scotland) Act 2014 defines corporate parenting as "the formal and local partnerships between all services responsible for working together to meet the needs of looked after children, young people and care leavers". The 2014 Act introduced new duties and responsibilities for Scottish public bodies defined as corporate parents, effective from April 2015. A good corporate parent will want the best outcomes for their looked after

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		children, accept responsibility for them, and make their needs a priority. (Scottish Government). The Council considers care experienced children and young people as a protected characteristic.
Additional evidence required		As this IIA focuses on interim outcomes, there will be continuous evidence collated and reviewed in the year ahead as the wider EDI framework is developed.

8. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
Positive **Outcome 1:** This outcome will have a positive impact on people's experience of engaging with the council and improve on mental health as people will be able to access services via the Council's improved inclusive communication practices. It will also ensure that those with lower literacy skills, ESOL and digital exclusion can access and engage services in formats that meet their needs. **Outcome 2:** This outcome will have a positive impact on protected groups, in particular those that are at higher risk of experiencing hate crime (people from different races and religions and LGBT+ communities). It will also have a positive impact on improving the mental health of victims of hate crime of all ages, thorough improved signposting to appropriate support. **Outcome 3:** This outcome will have a positive impact on all protected groups as it will raise their awareness on the climate and nature emergencies (as evidence shows people from protected groups are disproportionately impacted by these emergencies) and help them to make informed decisions based on their needs.	**ALL – in particular, those at risk of digital exclusion, eg older people** **ALL – those at higher risk of experiencing hate crime (Race/Religion and LGBT+)** **ALL – especially those who are most affected from the physical impacts of climate change eg, groups vulnerable to poverty**
Negative **Outcome 1:** Officers will need to ensure that there are more traditional methods of communications considered in this work. Digital exclusion remains an issue for those who are living in deprivation or may not have the skills required to engage digitally. Mitigations set out below.	**Those at risk of digital exclusion.**

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
Outcome 2: Whilst is it important to focus on those with race/religion and LGBT+ characteristics, it may have a negative impact on other protected groups who also require support from bullying and harassment but not covered under the definition of Hate Crime. **Outcome 3:** People may find the topic of climate and nature emergencies and adaptations overwhelming – mentally and financially, especially if they have mental health conditions or living in poverty/at risk of poverty.	**Other protected groups beyond race/religion and LGBT+** **Those with mental health conditions or living in/at risk of living in poverty**

Environment and Sustainability including climate change emissions and impacts	Affected populations
Positive **Outcome 1:** Inclusive communications will likely reduce printed materials (where applicable and appropriate) and improve sustainability. **Outcome 2:** N/A	**All**
Outcome 3: Improving understanding of the climate and nature emergencies will have a positive impact on the Council's climate and nature targets. It may also improve outputs and uptake of other services as people should engage more in support that is available to them.	**All**
Negative **Outcome 1:** N/A **Outcome 2:** N/A **Outcome 3:** N/A	**All** **All** **All**

Economic	Affected populations
Positive	

Economic	Affected populations
Outcome 1: Improving the Council's inclusive communications will improve people's engagement in services that support the economy such as: business gateway, Edinburgh Guarantee and licensing. Also, improved access to Council services, eg advice services, could help people maximise their income opportunities.	**All, in particular groups vulnerable to poverty**
Outcome 2: Tackling hate crime and improving data driven approaches to identify areas in need will help the Council to design cost-effective services.	**All**
Outcome 3: Delivering this outcome will support a Just Transition and will help people to understand and explore green job and training opportunities in the future and provide employment and progression routes.	**All**
Negative **Outcome 1:** N/A **Outcome 2:** N/A **Outcome 3:** N/A	**N/A**

9. **Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?**

Whilst there are no proposed actions under the interim outcomes that are carried out by contractors, the Equality and Rights Network (funded by the City of Edinburgh Council and delivered by Volunteer Edinburgh) work in partnership with Officers to ensure that the Council continues to foster good relations and engage with stakeholders and people with lived experience during the continuous development of the new EDI Framework, but also once equality outcomes are approved. The Lead Officer for Equalities with manage the proposed grant award with Volunteer Edinburgh throughout this period, and there will be effective monitoring (reporting and in-person) in place to ensure equality, human rights including children's rights, environmental and sustainability issues be addressed.

10. **Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

In line with ongoing development work on Inclusive Communications, all communication regard the interim outcomes will be published on the council website in an accessible format in line with the Public Sector Equality Duty.

11. **Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a <u>Strategic Environmental Assessment</u> (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.**

N/A

12. **Additional Information and Evidence Required**

    If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

13. **Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title	Deadline for progressing	Review date
Ensuring that Outcome 1 explores inclusive communications (with specialist organisations), beyond digital adaptations to reduce impact on those that are digitally excluded.	Julia Sproul – Senior Policy and Insight Officer	July 2025	June 2025

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title	Deadline for progressing	Review date
Officers to consider the needs of all protected groups across the actions of Outcome 2.	Pamela Curran – Senior Policy and Insight Officer	July 2025	June 2025
Officers to engage with Equality and Rights Network to ensure that communication around the climate and nature emergencies is appropriate.	Christine Downie – Strategy Manager	July 2025	June 2025

14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?

No

15. How will you monitor how this proposal affects different groups, including people with protected characteristics?

Once the Interim Equality Outcomes for 2025-26 are agreed by members, a project management approach will be taken to monitor the outputs of any actions – this will include establishing measurements of success and positive impacts for people with protected characteristics with an intersectional lens. A report on the progress of the one-year Interim Outcomes will be submitted to Policy and Sustainability in March 2026. Officers will report on the delivery of these interim equality outcomes to the Member Equality Working Group throughout the 12 months.

16. Sign off by Head of Service

Name Gillie Severin

Date 11/02/25

17. Publication

Completed and signed IIAs should be sent to:
integratedimpactassessments@edinburgh.gov.uk to be published on the Council website
www.edinburgh.gov.uk/impactassessments