

Integrated Impact Assessment – Summary Report

Interim (pending IIA assessment on delivery plan approval)

1. Title of proposal

Equality, Diversity, and Inclusion (EDI) Framework and Equality Outcomes 2026-30

This is the Council's four-year EDI Framework under the Public Sector Equality Duty. Associated Delivery Plan Proposals – three outcome areas where associated actions are to be assessed within this IIA.

2. What will change because of this proposal?

Outcome 1: Council services are easier to access and engage with and the needs of different groups of people are equally considered.

This will be delivered by adopting a strong and determined focus on prevention and working collaboratively and purposefully to embed equality interventions across service delivery.

Associated actions for this outcome area: -

1. Apply inclusive design across estates, street planning, and services
2. Expand the use of digital accessibility tools
3. Embed inclusive communication and EDI principles in leadership and budgeting
4. Promote safe and inclusive spaces across the city
5. Strengthening partnerships to improve accessibility and inclusion

Outcome 2: The Council engages diverse people across the city in ways that are meaningful and helpful to them.

We will engage with as wide a range of people as possible by adopting a broad range of methodologies and ensure joined up working across services from improved collaboration.

Associated actions for this outcome area: -

1. Close gaps in consultation and engagement
2. Share insights across directorates and improved sharing of information within neighbourhood
3. Embed inclusive communication in decision-making
4. Strengthen community empowerment through networks and forums
5. Improve transparency with communities via increased engagement

Outcome 3 – The Council is equipped to make data-driven decisions about equality matters ensuring people are treated fairly and equally.

We will purposefully gather intelligence to monitor and effectively provide services that meet people's needs, applying knowledge and learning into equality-related decision-

making.

Associated actions for this outcome area: -

1. Standardise equality and socio-economic data collection across services
2. Engage with communities on barriers to disclosure and preferred use of data
3. Explore inclusion and customer experience by joining up customer records through citizen transformation
4. Build staff confidence in capturing and monitoring equality-related data
5. Develop an Equalities Data Dashboard

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

Officers conducted focused equalities engagement work across 2024-2025 on Tackling Hate Crime and Islamophobia, Supporting LGBT+ Communities, Gender Reassignment, Rainbow Cities, Pride and Inclusive Communications.

Building on the pre-engagement with key stakeholders in autumn 2024, officers continued to engage with members of the public to help inform the recommended outcomes for the period 2026-30.

Findings and recommendations from this engagement can be found here: [7.7 EDI Framework 2026-30.pdf](#)

A further engagement session was held with the Equality and Rights Network on the 12 November 2025, to review the framework and equality outcome development.

Feedback from this session included:

- Positive feedback on the three outcomes and proposed delivery plans with recognition that the council has listened to engagement feedback to date
- The need for the framework to be accessible with inclusive communications throughout i.e. written in plain English
- The desire for stakeholders and communities to have continued meaningful engagement in the delivery and monitoring of the new framework

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 Scotland Specific Duties.

5 Date of Meeting - 19 November 2025

Further IIA meetings will be held as required.

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	Lead Officer - Equalities	August 2022
Garry Sneddon	Senior Policy and Insight Officer	March 2020
Ruth Baxendale	Senior Policy and Insight Officer	IIA trainer
Julia Sproul	Senior Policy and Insight Officer	
Euan Hamilton	Development Worker, Equality and Rights Network	
Lesley McMillan	Strategic Asset Partnership Manager	
Anna Grant	Planning Team Manager	
Fraser Rowson	Principal Accountant	
Joe Clancy	Lead Officer Policy and Insight (Nature Recovery Co-ordinator)	
Julie Waldron	Sustainability Partnerships and Climate Change Programme Manager	
Jacqueline Allan	Communications Manager	
Annemarie Procter	Quality Improvement Education Officer	3 September 2025
Kathy McLauchlan	Lead HR Consultant	
Caroline McKeller	Senior HR Consultant,	
Heather Williams	Scottish Women's Budget Group	N/A

7. Evidence available at the time of IIA

Evidence	Data Source	Comment: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal?
		The following evidence raises awareness of the issues faced by people with protected characteristics and gives disaggregated data on the residents of Edinburgh. This evidence informs officers to make their assessment of the potential impacts of the three outcomes.
Data on populations in need	Edinburgh by Numbers 2024 Equality and	Edinburgh has a population of around 525,000. <ul style="list-style-type: none"> • 51% are female • 17% are aged under 18 years • 15% are aged 65 years or over • 84% are white Scottish • 79% were born in the UK • 5% are lesbian, gay or bisexual

	<u>Diversity Framework 2021-25</u>	<ul style="list-style-type: none"> • 1% are transgender • 32% have a disability • 45% have no stated religion <p>10% are unpaid carers</p> <p>17% live in relative poverty compared to the Scottish average of 21%. As many as 1 in 5 children. Lone parents, (nine in ten of them women), disabled people, carers, and Black, Asian and minority ethnic families are more likely to be in poverty than others in the city.</p>
	<u>Scotland's Census 2022</u>	Scotland's Census 2022 found that a total of 2.2% of people aged 3 and over can use British Sign Language (BSL).
On service uptake/access		In evidence throughout.
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation.	<u>Edinburgh-Poverty-Commission-2025-Calls-to-Action.pdf</u>	<p>The key change we have seen since 2020 has been an increasing complexity and depth of poverty experienced by people in Edinburgh– as evidenced by increasing homelessness, increasing destitution, food insecurity, and increased difficulty people experience in escaping from poverty.</p> <p>Poverty rates in Edinburgh have remained largely unchanged in the past five years. Like Scotland as a whole, Edinburgh remains some way off meeting its 2030 poverty reduction targets.</p> <p>Meeting Edinburgh's poverty targets means lifting 36,000 people, including 8,000 children, out of poverty in this city by 2030.</p>
Research and Literature	<u>Equality and Human Rights Monitor 2023: Is Scotland Fairer? EHRC</u>	<p>The nine protected characteristics (PC) in the Equality Act 2010 are:</p> <ul style="list-style-type: none"> • age • disability • gender reassignment • marriage and civil partnership • pregnancy and maternity • race • religion or belief • sex • sexual orientation <p>Some of the issues faced by people with PC include:</p> <p>Disability:</p> <p>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.</p> <p>Attainment of pupils with ASN is lower than those</p>

	<p>pupils without ASN. In 2020/21, 73.0% of pupils with ASN achieved one or more qualifications at SCQF Level 5 or higher, compared with 94.8% of pupils without ASN.</p> <p>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.</p> <p>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 non-disabled people, with the gap widening.</p> <p>Disabled people are more likely to experience worse living standards than 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%.</p> <p>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).</p> <p>Disabled people report comparatively poorer experiences of and less confidence in the criminal justice system, both as victims and perpetrators.</p> <p>Gender reassignment:</p> <p>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.</p> <p>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.</p> <p>The evidence suggests that trans and non-binary people face barriers when accessing general, specialised and gender-affirming healthcare. Waiting lists to access gender identity clinics and other gender affirming care are growing.</p> <p>In 2022, estimated waiting times for a first appointment at Sandyford Gender Identity Clinic in Glasgow were more than 44 months for adults. The long waiting times can have detrimental effects on</p>
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	<p>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.</p> <p>The proportion of trans people who are confident about reporting hate crime to the police has sharply declined.</p> <p>Sex:</p> <p>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.</p> <p>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.</p> <p>The Scottish labour market continues to have high levels of sex segregation.</p> <p>Households headed by single women with dependent children, and single men without dependent children are most likely to experience poverty.</p> <p>Women are more likely to experience sexual and sex-based violence.</p> <p>There have been improvements in civic participation as women get closer to equal representation with men as elected officials and appointments to public boards.</p> <p>Men are far more likely to die by suicide than women. In 2021, 75.0% of people who died by suicide were men.</p> <p>Deaths of despair' (suicide, drugs, alcohol) are the leading cause of death among socio-economically deprived men aged 15–44.</p> <p>Race:</p> <p>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.</p> <p>Despite increasing employment levels, ethnic minority workers in Scotland on average experience both a</p>
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	<p>lower quantity and poorer quality of work, with consistently lower median hourly earnings and higher levels of insecure work.</p> <p>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.</p> <p>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.</p> <p>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</p> <p>Religion or belief:</p> <p>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.</p> <p>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.</p> <p>There has been a decrease in the number of religiously aggravated hate crimes 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.</p> <p>Issues remain for some religious groups, specifically Muslim women, in engaging with mental health services.</p> <p>Sexual orientation:</p> <p>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</p>
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		<p>biphobic bullying at school.</p> <p>Gay and lesbian adults have higher rates of employment than heterosexual adults.</p> <p>Bisexual adults are more likely to earn lower wages than heterosexual, gay and lesbian workers.</p> <p>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.</p> <p>Lesbian, gay and bisexual people, especially women and bisexual adults, experience worse physical and mental health and face barriers in using health services.</p> <p>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).</p>
	<p>Outcome 1</p> <p>Public Sector Reform Scotland</p> <p>Social isolation and loneliness: Recovering our Connections 2023 to 2026</p> <p>National Performance Framework Our Place</p> <p>Equality and Human Rights</p>	<p>Collectively, the following statistics demonstrate the scale of unmet need across age, ability, geography and socio-economic status and the societal and economic benefits of creating fully accessible services:</p> <p>1. Disability Prevalence: Approximately 20% of Scotland's population (around 1.1 million people) identify as disabled or limited by long-term health conditions.</p> <p>Scottish Household Survey (2022)</p> <p>2. Ageing Population: Nearly 19% of Scots are aged 65 or over (just under 1 million people), many of whom face mobility, sensory or digital-literacy barriers.</p> <p>NRS Mid-Year Population Estimates (2023)</p> <p>3. Digital Exclusion: 1 in 10 adults in Scotland (about 400,000 people) have never used the internet; a further 13% lack the essential digital skills for everyday tasks.</p> <p>Ofcom Connected Nations Scotland Report (2023)</p> <p>5. Low-Voter Turnout: In the 2022 Scottish local elections, turnout averaged only 49%—reflecting barriers to political engagement among hard-to-reach</p>

	<p><u>Monitor 2023: Is Scotland Fairer? EHRC</u></p> <p>groups.</p> <p><u>Electoral Commission – Scotland Local Election Turnout (2022)</u></p> <p>6. Informal Carers: Over 800,000 Scots provide unpaid care for a family member or friend; many find it hard to navigate support services that aren't 'carer friendly'.</p> <p><u>Scottish Carers' Census (2022)</u></p> <p>7. Children in Poverty: One in five children (19%) in Scotland grow up in relative poverty, compounding both material and digital exclusion.</p> <p><u>Joseph Rowntree Foundation – Poverty in Scotland (2023)</u></p> <p>8. Social Isolation and Loneliness: 35% of adults report feeling lonely at least sometimes; improving community-level access to events and facilities can reduce isolation.</p> <p><u>Scottish Health Survey (2021)</u></p> <p>Other notable references:</p> <p>The Improvement Service – Aug 2024 <u>Navigating Demographic Change</u></p> <p>This briefing describes the current position in relation to Scotland's changing demographic including:</p> <ul style="list-style-type: none"> • Outlining the impact on public services • Highlighting what actions are already being taken by local government and the Scottish Government • Identifying examples of good practice aimed at informing future action. <p>Digital Public Services Strategy: 2021–2026 (Mar 2021) <u>A Changing Nation: How Scotland will thrive in a Digital world</u></p> <ul style="list-style-type: none"> • Outlines a vision for 'digital by default' public services that are inclusive and user centered. • Early pilots showed that co-design with disabled users improves usability by up to 40% and reduces call-centre volume by 25%.
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		<ul style="list-style-type: none"> Concludes that success hinges on sustained funding for accessibility testing and staff training in 'digital empathy.' <p>The Improvement Service (2024) <u>Joining the Dots across Key policy Agendas</u></p> <p>This briefing outlines the need for organisations to:</p> <ul style="list-style-type: none"> re-frame multiple policy ambitions not as competing or siloed, but as multiple opportunities to work together around the common goal of <i>improving outcomes for people and communities</i> affected by poverty, inequality, trauma and adversity. Ensure joined up working across services, organisations and systems, strategically and operationally. Integrate policies, strategic planning processes and financial decisions within and across services and organisations. Moving out of 'vertical' siloes created by policies, service/organisational boundaries, funding streams and reporting requirements, and horizontally cutting across these by focusing on the wider shared ambitions and intended outcomes of a group of policy agendas.
	Outcome 2	<p>Recent research reports and policy evaluations (with key findings highlighted) on how Scotland's public sector is doing in making services accessible and engaging citizens:</p> <p><u>National Standards for Community Engagement - Participation Handbook:</u></p> <ul style="list-style-type: none"> Sets out minimum expectations for meaningful public participation across all levels of government in Scotland. Finds many public bodies have adopted the standard but highlights gaps in reaching seldom-heard groups (e.g. rural, SIMD deciles 1–2). Recommends dedicated participation officers in local authorities and ongoing monitoring via a central participation 'dashboard.' <p>The Improvement Service – <u>Briefing: Place and Wellbeing Outcomes</u> (Updated 2024)</p>

		<p>Briefing: Place and Wellbeing Outcomes</p> <p>Drawing on the principles recommended by the Christie Commission for the future of public services, the Place and Wellbeing Outcomes are:</p> <ul style="list-style-type: none"> • Preventative in nature. • Drive collaborative actions to deliver them. • Require the participation and meaningful involvement of those with local lived knowledge of the place. • The Place and Wellbeing Outcomes are underpinned by three principles: • Equitable outcomes for all • Achieving net zero, sustainability and biodiversity • Supporting the system <p>Other important references:</p> <p><u>Inclusion Scotland</u> (Oct 2023) Barriers to Civic Engagement for Disabled People in Scotland</p> <ul style="list-style-type: none"> • Based on surveys of 1,200 disabled Scots, finds 68% feel excluded from public consultations due to inaccessible venues or unclear communications. • Highlights that the most effective remedy is pre-engagement co-planning (e.g. choice of venue, transport support, accessible briefing materials). • Calls on both national and local bodies to publish annual 'accessibility action plans with measurable targets and budgets. <p><u>Taking a Trauma-informed Lens to a Place-based Approach:</u></p> <ul style="list-style-type: none"> • Explores how a trauma-informed approach and a place-based approach can support one another across policy, practice and decision making. • To improve local authorities and key community planning partners shared ambition of improving outcomes for people and communities.
	Outcome 3	<u>Equality and Human Rights Monitor 2023: The importance of being data and evidence-</u>

	<p><u>led EHRC</u></p> <p>A commitment to fulfilling the PSED means policies and practices should be based on equality evidence and robust data and there is growing recognition of the value of intersectional evidence in understanding differential outcomes and addressing inequalities.</p> <p>Recent research pieces highlight:</p> <ul style="list-style-type: none"> • The inconsistency and incompleteness of current equality-related data in many Scottish councils. • The risks posed to legal compliance (PSED, Fairer Scotland Duty) and to evidence-based, targeted service delivery. <p>The need for practical steps to be taken such as having standard templates, improving staff training, digital tools and inter-agency data sharing to help build a robust, intersectional equality data infrastructure.</p> <p>While some areas of the Council have a strong equality evidence base, we recognise there is room for improvement as:</p> <ul style="list-style-type: none"> • At present we know that we do not have consistent data. • It makes business sense to shape services based on data • We need to shift the culture around data-collection as there is currently a culture of 'non-disclosure', this will require us to work to improve people's confidence as to why we collect information. • Better use of equality and intersectional data and evidence will help us, and the public bodies we work with to make better policy decisions, and to evaluate their impact, to tackle inequalities. <p><u>Equality evidence - gov.scot</u></p> <p>The Scottish Government and its agencies collect, analyse and publish equality evidence across a wide range of policy areas.</p> <p><u>Roadmap for Improving Equality Data</u></p>
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	<p>Provides an overview of work at a national level to improve the availability of equality data in Scotland. As context for this, it also considers some of the issues around collecting and using equality information.</p> <p>Improvement Service (June 2019)</p> <p>Public Sector Equality Duty in Scotland: Data Collection and Use</p> <p>Reviews how 32 Scottish councils collect, monitor and report equality data under the PSED.</p> <p>Finds wide variation in completeness, comparability and transparency of data.</p> <p>Recommends standardised templates, mandatory training for staff and better digital tools to fill gaps.</p> <p>Scottish Government (March 2021)</p> <p><u>Understanding Equality Data Collection in the Scottish Public Sector</u></p> <p>Equality and Human Rights Commission (EHRC), April 2021</p> <p>The Quality of Equality Data in Public Services:</p> <p>Assesses equality data practices across UK public services, with Scottish local authorities as a case study.</p> <p>Highlights how poor baseline data undermines targeted service delivery and hampers legal duty compliance.</p> <p>Urges organisations to adopt intersectional, disaggregated reporting and to publish annual datasets.</p> <p><u>Audit Scotland</u> (March 2022)</p> <p>How Local Government in Scotland collects and uses Equality Data:</p> <p>Evaluates local authorities' performance on equality data under the Fairer Scotland Duty.</p> <p>Finds patchy implementation: only half of councils fully map protected-characteristic</p>
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		<p>profiles, and fewer link data to spend/outcome measures.</p> <p>Calls for central guidance, clearer outcome-focused metrics and increased data-analytics capacity.</p>
Public/patient/client experience information	7.7 EDI Framework 2026-30.pdf	Engagement outlined in this report.
Evidence of inclusive engagement of people who use the service and involvement findings	7.7 EDI Framework 2026-30.pdf	Engagement outlined in this report.
Evidence of unmet need		<p>It is recognised that there are gaps in equalities data in general – this is down to limited 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 and development of the new framework. Outcome 3 of this proposal seeks to improve data collection.</p>
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.
Environmental data		https://www.edinburgh.gov.uk/downloads/file/33491/edinburgh-biodiversity-action-plan-2022-2027
Risk from cumulative impacts		<p>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.</p>
Other (please specify) Additional evidence required		<p>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 Corporate Parents</p> <p>https://www.legislation.gov.uk/asp/2014/8/part/9/enacted</p> <p>for all care experienced children and young people</p>

		<p>under 26.</p> <p>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 children, accept responsibility for them, and make their needs a priority. (Scottish Government)</p>
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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
<p>Our outcomes aim to ensure that everyone will benefit, but they will make the biggest difference for people who face more inequality, which include, disabled people, older people, women, carers, minority ethnic communities, and groups vulnerable to poverty.</p> <p>We know that people may face overlapping disadvantages because they have more than one protected characteristic and they are at risk of a cumulative impact as a result. By looking at equality through an intersectional lens, we can better understand the different realities people live with and create outcomes that include and support everyone.</p>	
<p>Outcome 1: Council services are easier to access and engage with and the needs of different groups of people are equally considered.</p> <p>This outcome aims to make it easier for people to access and engage with Council services, particularly those who face barriers such as, digital exclusion, physical inaccessibility, communications challenges, or financial constraints, and people who are more vulnerable to crime/hate crime.</p> <p>Positive impacts include:</p> <ul style="list-style-type: none"> improved physical and safer access through more inclusive street and estate design improved digital access and communication methods improved mental health and wellbeing by making it easier to access services, in a safe and effective way better opportunities for people to participate in their community and civic life which will improve isolation, foster good relations and advance equality of opportunity increased service uptake and improved satisfaction rates for Council services. 	<p>All but in particular, disabled people, older people, women, carers, people from minority ethnic backgrounds, and groups who are vulnerable to poverty and crime/hate crime.</p> <p>Council services</p>
<p>Outcome 2: The Council engages diverse people across the city in ways that are meaningful and</p>	

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>helpful to them.</p> <p>Building on the positive benefits outlined above for outcome one, outcome two focuses on strengthening engagement between service users and the Council.</p> <p>Positive impacts include:</p> <ul style="list-style-type: none"> • greater trust between residents and the Council • more effective and responsive services, ensuring the needs of communities are central to decision-making • stronger sense of social cohesion and community resilience • improved service design to reflect the needs of residents. 	<p>All but in particular, disabled people, older people, women, carers, people from minority ethnic backgrounds, and groups who are vulnerable to poverty and crime/hate crime.</p> <p>Council services</p>
<p>Outcome 3 – The Council is equipped to make data-driven decisions about equality matters ensuring people are treated fairly and equally.</p> <p>Positive impacts include:</p> <ul style="list-style-type: none"> • better collation and use of equality and intersectional data to design services for diverse needs • increase in staff confidence in capturing and monitoring equality-related data • clearer understanding of communities and protected groups, allowing resources to be directed to the most vulnerable • improved decision-making and more efficient services. 	<p>All but in particular, disabled people, older people, women, carers, people from minority ethnic backgrounds, and groups who are vulnerable to poverty and crime/hate crime.</p> <p>Council services</p>
<p>Negative impacts include:</p> <p>Outcome 1:</p> <ul style="list-style-type: none"> • ongoing challenge to reach vulnerable groups whose locations change frequently, including refugees, migrants, asylum seekers, gypsy travellers, and those who are homeless • risk that digital improvements may exclude those who lack access to digital channels or the 	<p>Vulnerable groups, including refugees, migrants, asylum seekers, gypsy travellers, and those who are homeless</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>knowledge on how to use them.</p> <p>Outcome 2:</p> <ul style="list-style-type: none"> • risk of consultation/engagement fatigue and the ongoing challenge to ensure all communication methods are accessible • barriers to attend engagement/consultation events, eg lack of childcare to attend evening sessions for single parents. Need to ensure physical space can accommodate needs of those participating. Provide accessibility information on venues used for engagement/consultation events. <p>Outcome 3:</p> <ul style="list-style-type: none"> • residents may be reluctant to share personal data, as there is currently a culture of 'non-disclosure' • residents may lack confidence around the privacy and security of their data 	Older people, disabled people and those vulnerable to poverty

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Positive impacts include:</p> <p>Outcome 1:</p> <ul style="list-style-type: none"> • increase awareness of and access to green spaces • increased opportunity to participate in decisions relating to climate and nature • reduced need to print materials <p>Outcome 2:</p> <ul style="list-style-type: none"> • opportunity to raise awareness of climate change challenges and support available. <p>Outcome 3:</p> <ul style="list-style-type: none"> • improved equality data will enable targeted information to vulnerable residents to raise understanding of climate and nature 	Communities and population groups vulnerable to climate change. This could include: children, older people, disabled people, women, carers, people from minority ethnic backgrounds, and groups who are vulnerable to poverty

Environment and Sustainability including climate change emissions and impacts	Affected populations
emergencies and support available to them.	
Negative impacts include:	
Outcome 1: N/A	
Outcome 2: Ongoing challenge to ensure all communication methods are accessible	Populations groups that face communication barriers
Outcome 3: Increased use of energy to process and store data.	Climate change

Economic	Affected populations
Positive impacts include: <p>Outcome 1: By improving access to services, people will have better life outcomes which include: employment opportunities, positive destinations and increased income from social security/benefits. Access to leisure facilities will improve health and wellbeing.</p> <p>Outcome 2: as above</p> <p>Outcome 3: data will improve targeting information on a range of Council services and resources available</p>	All but in particular, disabled people, older people, school leavers, women, carers, people from minority ethnic backgrounds, and groups who are vulnerable to poverty. Council services
Negative impacts include: <p>Outcome 1: increased uptake of Council services may result in additional financial pressures</p> <p>Outcome 2: N/A</p> <p>Outcome 3: increased use of equality data collation, may result in increased risk of data security incidents, leading to financial costs</p>	Council services

Economic	Affected populations

- 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 framework and outcomes that are carried out independently by contractors, the Equality and Rights Network (funded by 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 2026-30.

The Lead Officer for Equalities will 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, climate and nature 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, the EDI Framework and outcome delivery plan 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 Strategic Environmental Assessment (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**

N/A

- 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
Develop communication plans under each outcome where appropriate to engage with vulnerable groups, especially those whose locations change	All Equality Outcome Leads	April 2026	October 2026

frequently			
Raise awareness for residents of the benefits of collecting data, what it will be used for and assurance that it will be held securely.	Equality Outcome Lead – outcome 3	April 2026	March 2028
Ongoing monitoring of the equality outcomes with progress reports every two years to ensure these outcomes are progressed, including update on how data/engagement and consultation feedback is used.	Lead Officer - Equalities	April 2026	March 2028

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

All identified impacts and actions are mitigated through the actions above and within the delivery plan.

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

A project management approach will be taken to monitor the EDI Framework and equality outcome delivery plans – this will include mixed qualitative and quantitative measurements in line with the Council's Performance Framework.

Officers will report on the delivery of these equality outcomes and the EDI Framework 2026-30 to the Policy and Sustainability Committee every 2 years in line with regulatory requirements.

16. Sign off by Head of Service

Name Gillie Severin, Head of Strategy

Date 21/01/2026

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