

South Ayrshire Council

**Report by Depute Chief Executive and Director of Education
to Service and Partnerships Performance Panel
of 21 May 2025**

Subject: Integrated Impact Assessment Update (2024/2025)

1. Purpose

- 1.1 The purpose of this report is to provide details on the use of the Integrated Impact Assessment (IIA) during 2024/2025.

2. Recommendation

- 2.1 **It is recommended that the Panel notes the IIA (2024/2025) Performance Report (Appendix 1).**

3. Background

- 3.1 The [Council Plan 2023-2028](#) recognises that local authorities operate in a complex legislative and policy environment that can unintentionally lead to silo working and inefficient use of resources. The plan proposed a new Integrated Impact Assessment process to increase opportunities for collaboration and ensure key strategic priorities are imbedded in our decision-making processes.
- 3.2 This new process, following a test phase and approval by Cabinet on [26th September 2024](#) to implement, has now superseded the previous [Equality Impact Assessment Process](#) (EQIA). The process still ensures that the Council continues to meet the statutory obligations in relation to the Public Sector Equality Duty (PSED) and Fairer Scotland Duty (FSD) which are required to be carried out at the beginning of any new policy/strategy development or change in the way a service is delivered to assess whether there may be a negative impact on protected groups and to ensure that 'due regard' is given to the equality duty.
- 3.3 It also allows further consideration to be given to additional cross-cutting areas as part of the wider strategic decision-making process which include:
- Children's Rights through the completion of a Child Rights and Wellbeing Impact Assessment;
 - Sustainability, climate change and biodiversity;
 - Trauma Informed Approach;
 - Our Ageing Population;
 - Health and Wellbeing;
 - The Promise; and
 - Rurality.

- 3.4 On completion of the full IIA, a summary report is produced and attached with the relevant panel paper. A list of these panel papers can be found [here](#). As highlighted on the webpage, there are a small number of IIAs completed during 2024/2025 for which the panel paper won't be submitted until 2025/2026.

4. Proposals

- 4.1 Following the test phase and full roll-out in September 2024, **26 IIAs** have been completed.

- 4.2 Appendix 1 provides an overview of:

- Departments that have completed IIA and what it was for; and
- An overview of where impacts are being made across all the areas highlighted within the IIA – either positive (green) or negative (red), areas that require further consideration (grey) and where there are no impacts at all (white).

- 4.3 Key points to highlight include:

- 100% of departments are using the IIA;
- Each IIA comprises 32 individual areas to be impact rated. During 2024/2025, this was a total of **832** impact ratings given which equates to an overall score of 31.5% positive impact ratings (green), 16% negative impact ratings (red), 5.5% uncertain (grey), and 61% where there was no impact (white);
- Age and Disability were the top 2 protected characteristics with positive impact ratings; and
- Age, disability and pregnancy were the 3 protected characteristics where negative impact ratings had been identified (however this was specific to one IIA for proposed increase in charging within Health and Social Care Partnership).

- 4.4 Members should note that Appendix 1 provides a high-level overview on the use of the IIA – specific questions on each of the IIAs would require to be directed to individual Services. It should also be noted that where an impact rating has been identified as negative (red) or uncertain (grey), mitigating actions are required to be detailed within the full IIA.

5. Legal and Procurement Implications

- 5.1 The recommendations in this report are consistent with legal requirements.

- 5.2 There are no procurement implications arising from this report.

6. Financial Implications

- 6.1 Not applicable

7. Human Resources Implications

- 7.1 Not applicable

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

Insert one of the following statements:

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 There are no risks with rejecting the recommendations.

9. Integrated Impact Assessment (incorporating Equalities)

9.1 Our Integrated Impact Assessment (IIA) considers the following areas:

- Public Sector Equality Duty, Human Rights and Fairer Scotland Duty;
- United Nations Convention on the Rights of the Child (UNCRC);
- Sustainability, climate change and biodiversity;
- Potential impact on older people;
- Rural communities;
- Health and wellbeing;
- A trauma informed organisation; and
- The Promise.

9.2 The proposals in this report allow scrutiny of performance. The report does not involve proposals for policies, strategies, procedures, processes, financial decisions and activities (including service delivery), both new and at review, that affect the Council's communities and employees, therefore an Integrated Impact Assessment is not required.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report as follows:

- Appendix 1 allows for scrutiny of performance.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to all Priorities of the Council Plan.

13. Link to Shaping Our Future Council Yes ☐ No ☒

13.1 Not applicable.

14. Results of Consultation

14.1 There has been no public consultation on the contents of this report.

14.2 Consultation has taken place with Councillor Hugh Hunter, Portfolio Holder for Health and Social Care, and the contents of this report reflect any feedback provided.

Background Papers Report to Cabinet of 26 September 2024 – [Integrated Impact Assessment](#)
[Equality Impact Assessment Process](#) (EQIA)

Person to Contact Susan McCardie, Service Lead - Performance, Community Planning and Sustainability
County Buildings, Wellington Square, Ayr, KA7 1DR
E-mail susan.mccardie@south-ayrshire.gov.uk

Date: 9 May 2025



INTEGRATED IMPACT ASSESSMENT (IIA)

Summary Dashboards 2024/2025



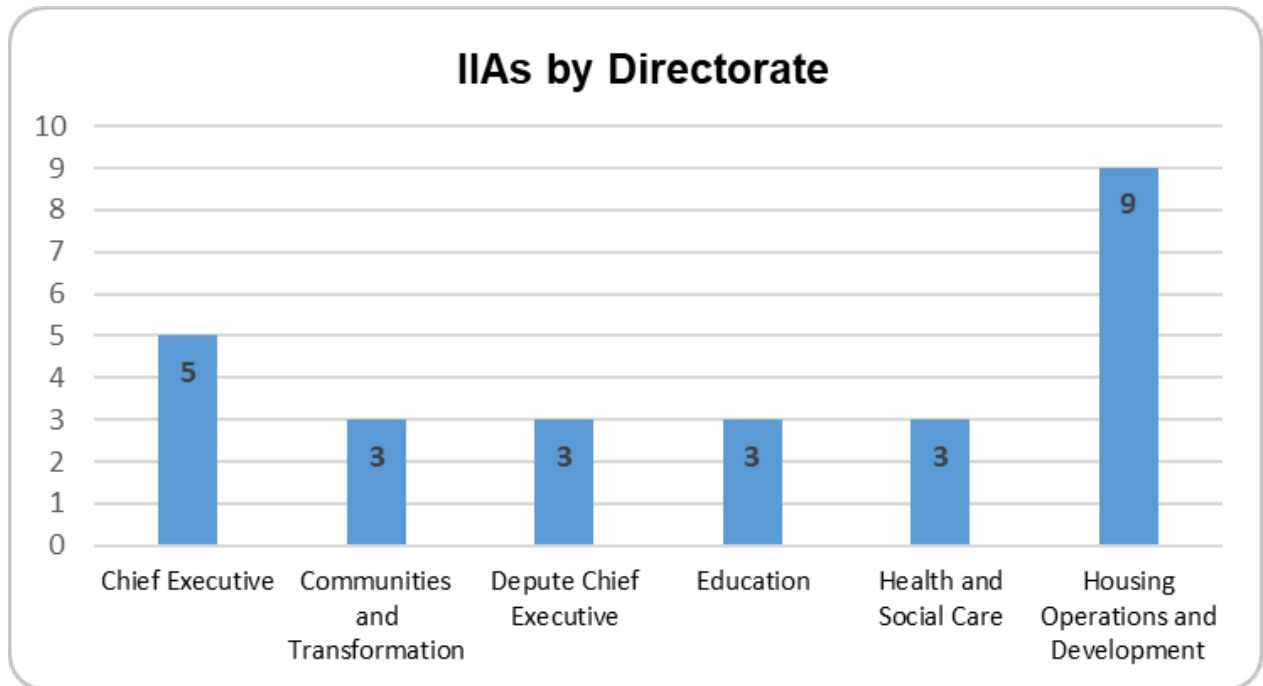


Figure 1

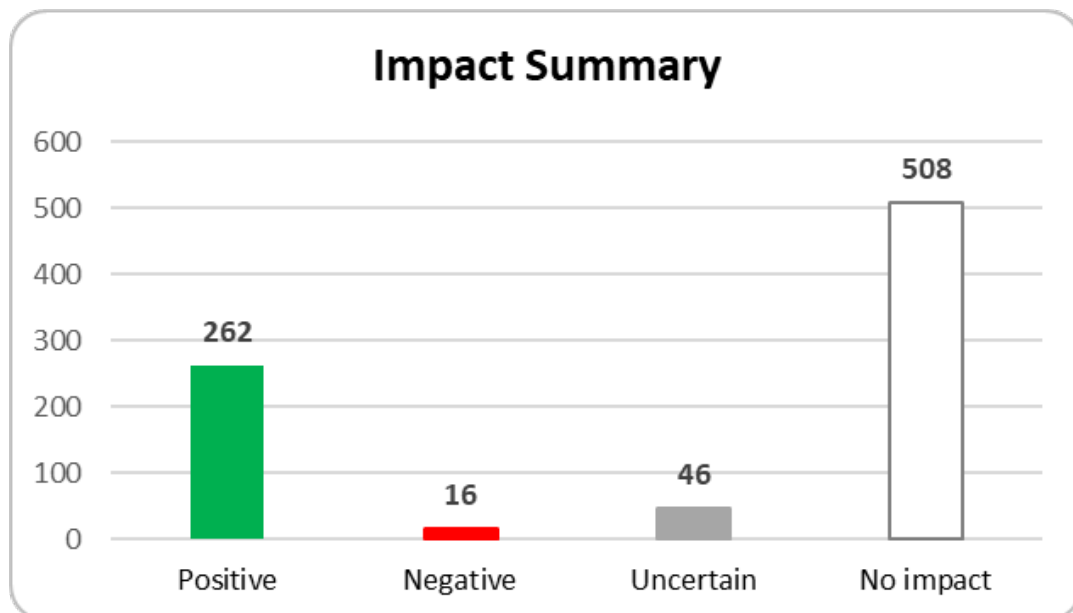


Figure 2

Protected Characteristics



Figure 3

Fairer Scotland Duty

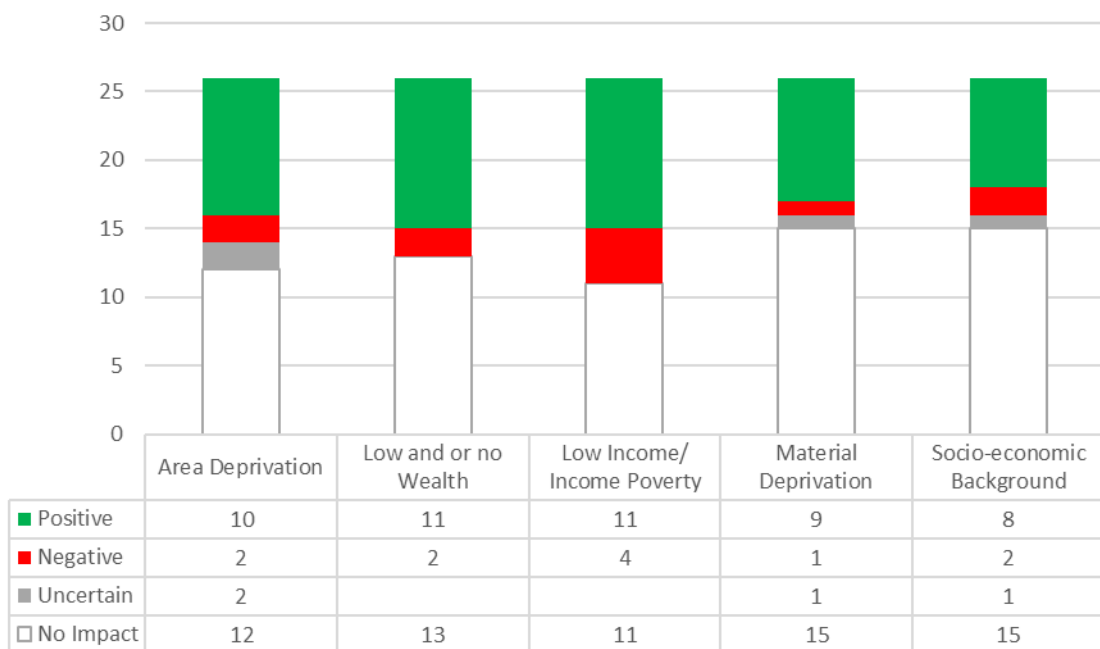


Figure 4

Sustainability and Climate Change

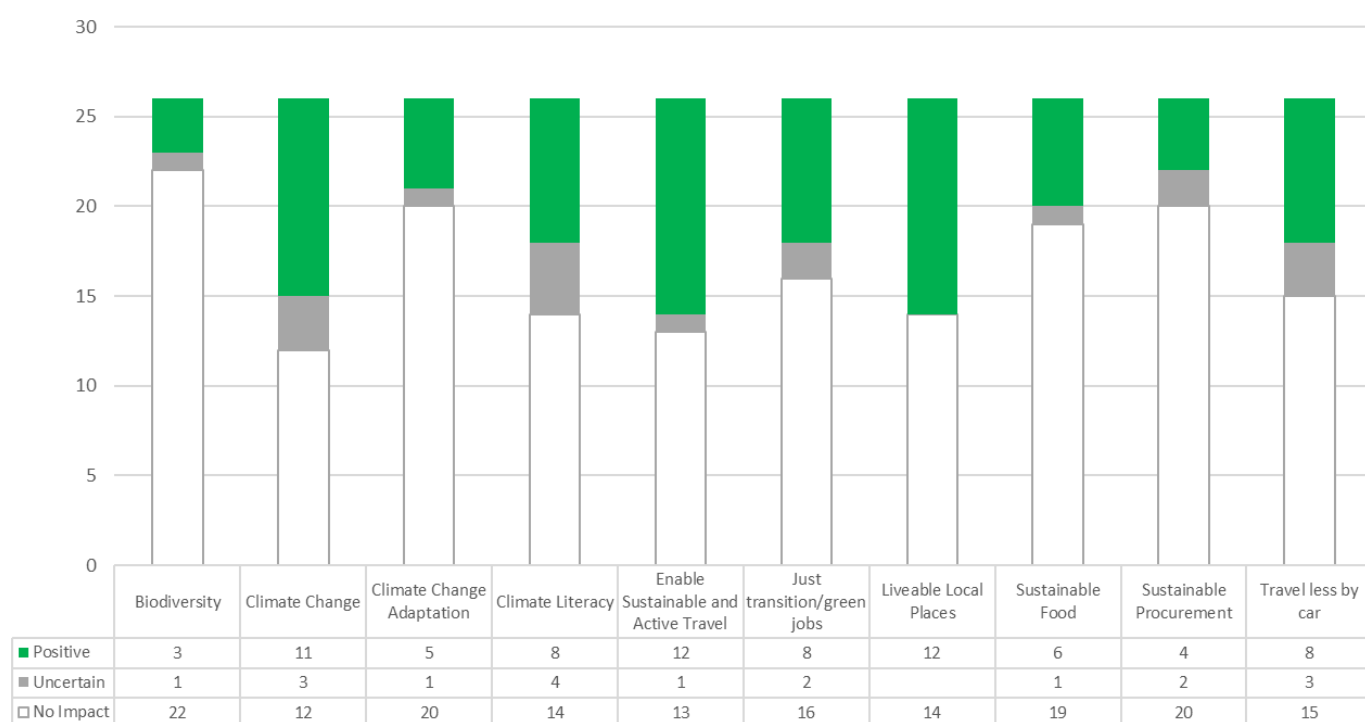


Figure 5

Cross-cutting

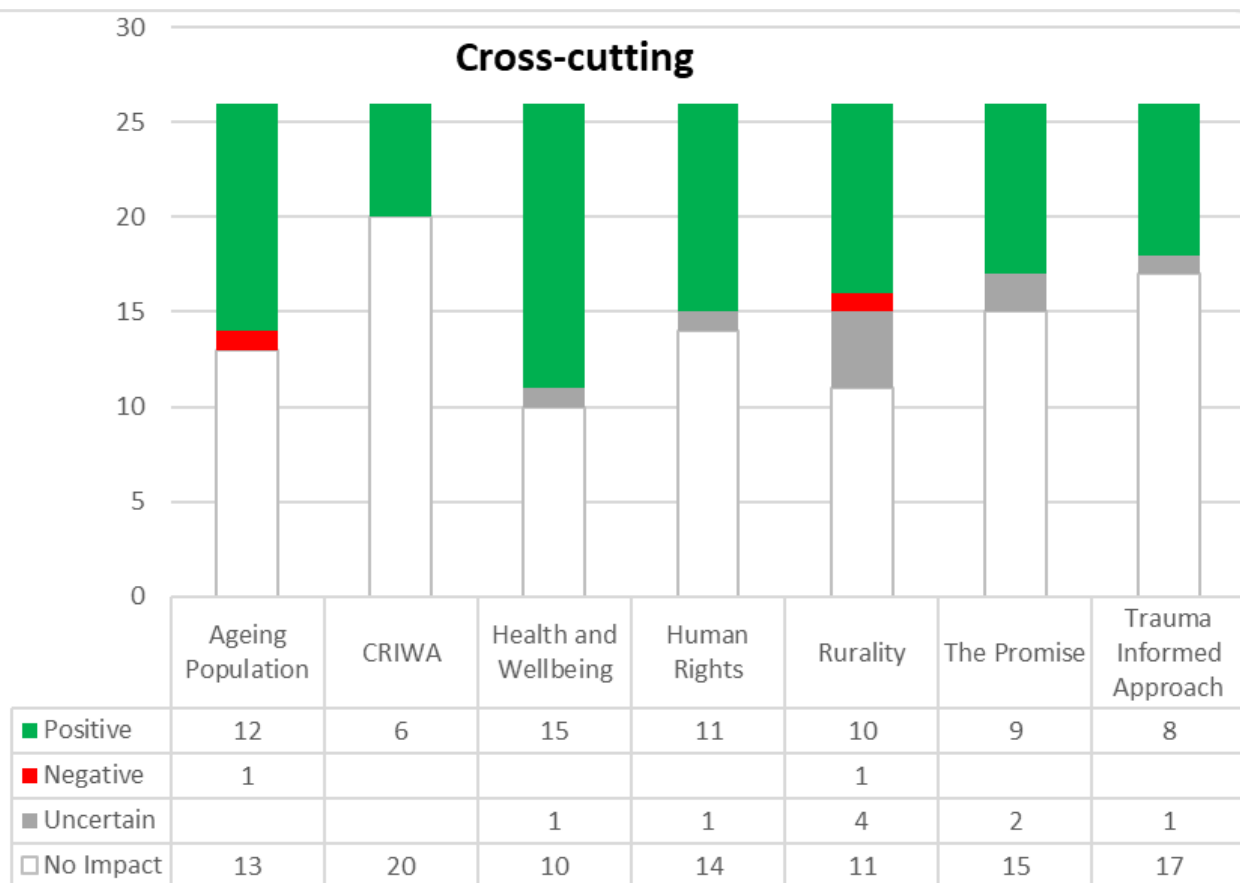


Figure 6

Reports

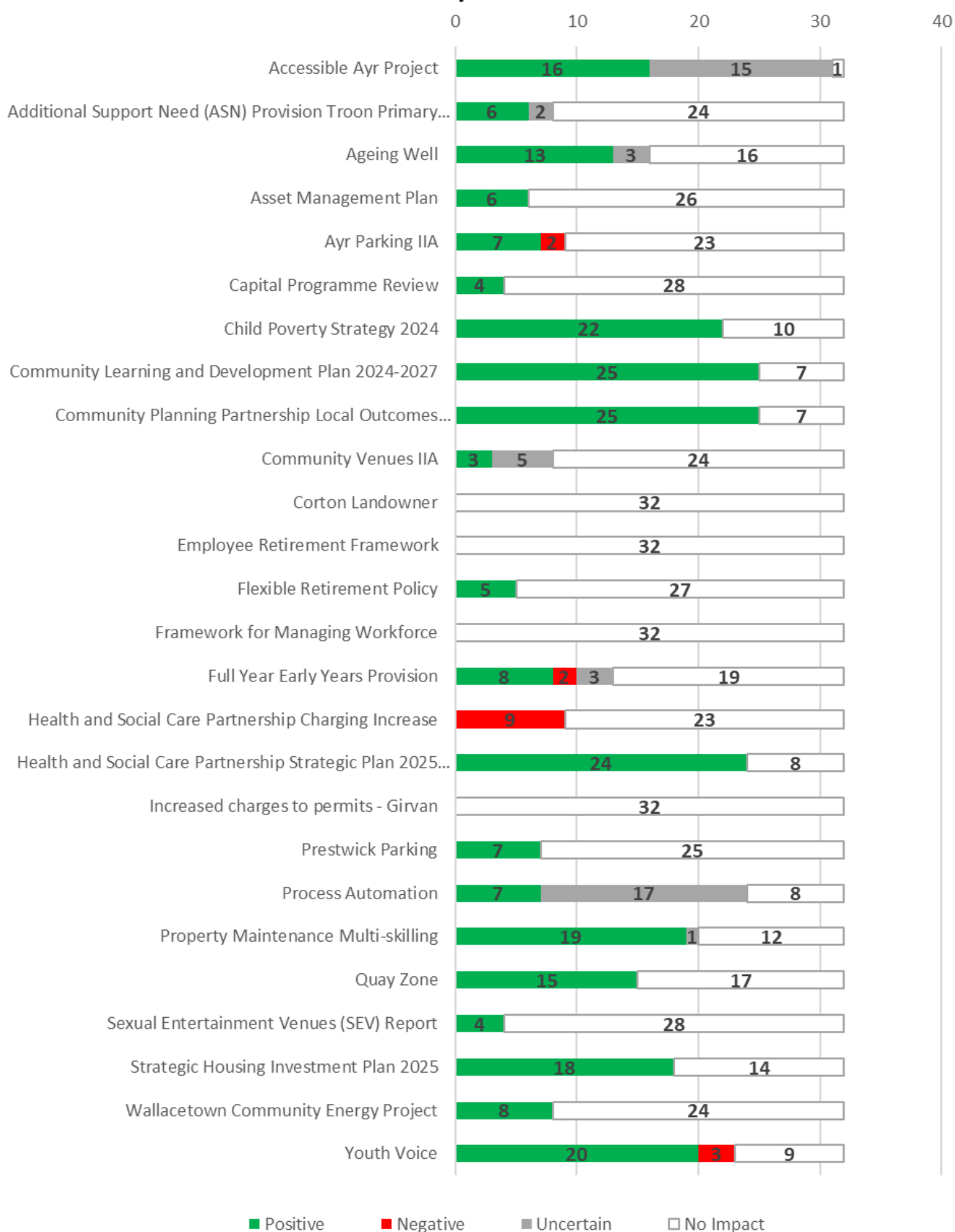


Figure 7