

## South Ayrshire Council

### Report by Chief Executive to Service and Partnerships Performance Panel of 9<sup>th</sup> June 2026

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**Subject: Integrated Impact Assessment Update (2025-2026)**

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#### 1. Purpose

- 1.1 The purpose of this report is to provide details on the use of the Integrated Impact Assessment (IIA) during 2025-2026.

#### 2. Recommendation

##### 2.1 It is recommended that the Panel notes:

2.1.1 the IIA (2025-2026) 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 [26<sup>th</sup> September 2024](#) to implement, has now superseded the previous [Equality Impact Assessment Process](#) (EQIA).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](#).

#### 4. Detail

4.1 During the period 2025–2026, a total of **33 IIAs** were completed as part of the Council's core activities.

As part of the Council's 2026/27 budget-setting process, a further **28 IIAs** were [completed](#) to inform decision-making. However, due to the confidential nature of these proposals—and the fact that not all were progressed—these IIAs have been excluded from this annual update.

4.2 Appendix 1 provides an overview of:

- Directorates 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:

- All directorates are using the IIA;
- Each IIA comprises 32 individual areas to be impact rated. During 2025/2026, this was a total of **1056** impact ratings given which equates to an overall score of **40%** positive impact ratings (green), **1%** negative impact ratings (red), **12%** uncertain (grey), and **47%** where there was no impact (white);
- **Age** and **Disability** were the top 2 protected characteristics with positive impact ratings; and
- **Age, Disability, Sex** and **Pregnancy/Maternity** were the protected characteristics where negative impact ratings had been identified (however this was specific to 3 IIAs).

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) mitigating actions are required to be detailed within the full IIA. Where an impact assessment is uncertain (grey), detail is also provided within the full IIA on additional factors/considerations that need to be taken into account. Mitigating actions are monitored via Pentana.

4.5 To better support staff in using the IIA, a range of improvements have been introduced:

- Refreshed guidance documents and supporting resources;
- Development of individual checklists to assist completion of each section within the IIA;
- Provision of completed IIA examples to enhance understanding, alongside access to subject matter expertise for support across all sections; and
- Ongoing monitoring of pending IIAs to ensure quality completion and to provide targeted guidance where required.

Subject specific training will be held throughout 2026/2027 on each of the assessment areas within the 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 The proposals in this report allow scrutiny of performance 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 one 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** x **No**

**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** Cabinet: [26<sup>th</sup> September 2024](#)  
[Equality Impact Assessment Process](#) (EQIA)

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**Date:** 26<sup>th</sup> May 2026

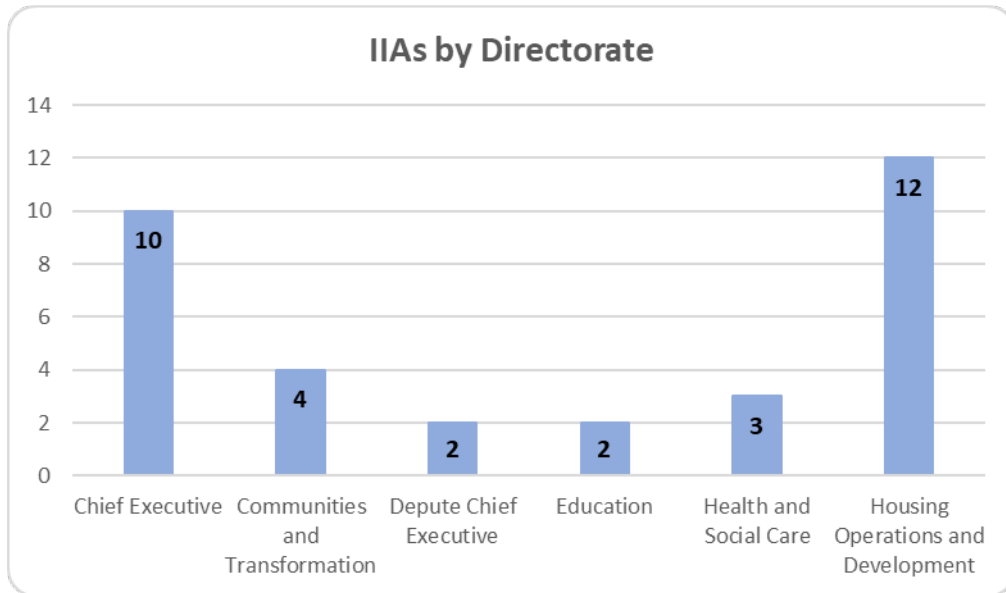


# INTEGRATED IMPACT ASSESSMENT (IIA)

## Summary Dashboards 2025/2026

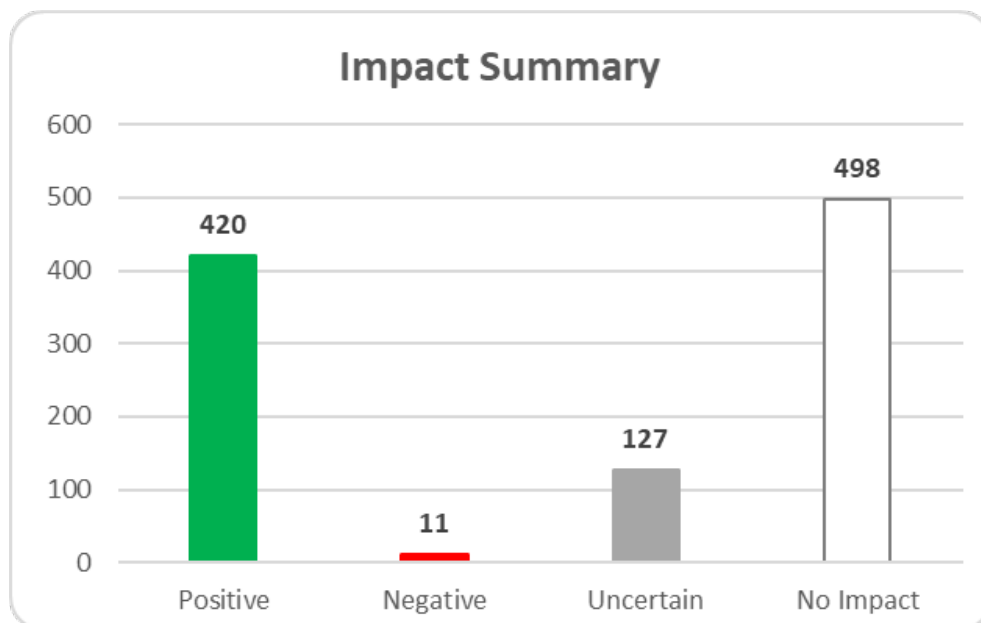


## FIGURE 1



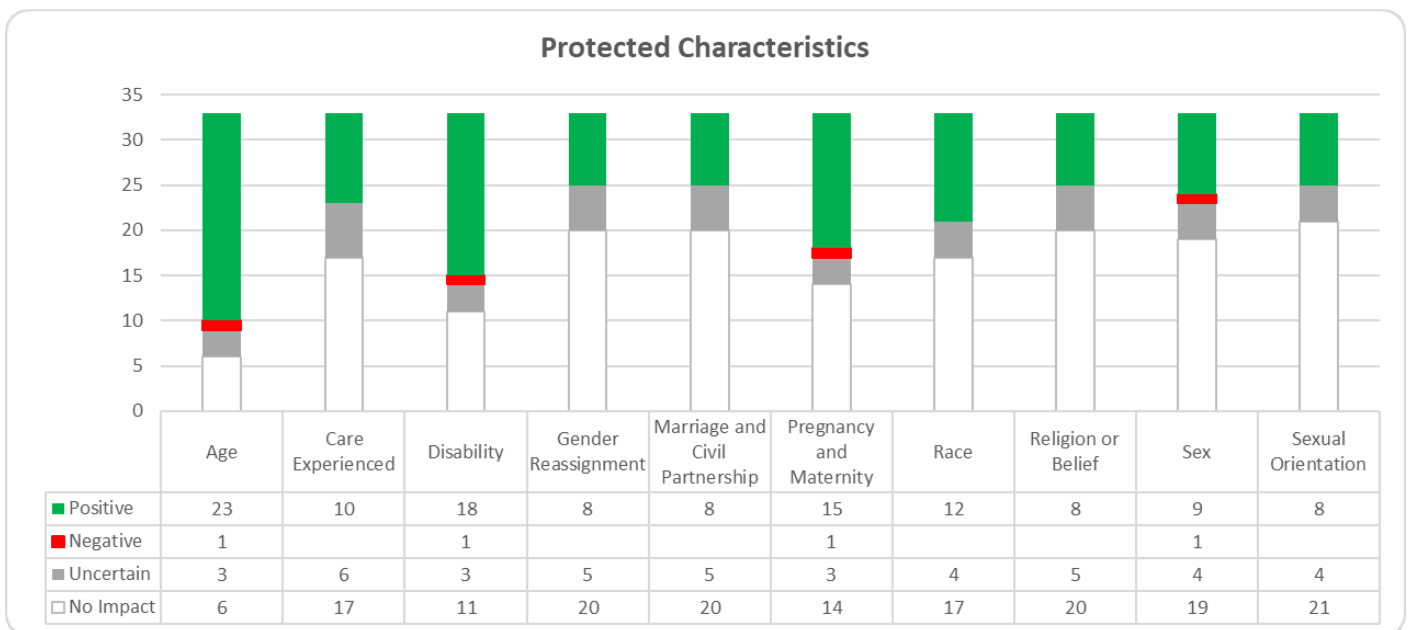
A total of **33 IIAs** were completed across all Directorates during **2025/2026**.

## FIGURE 2



Considering the total number of individual assessments carried out across the 33 IIAs (a total of 1056), a 'no impact' rating was the highest assessment given (47%), followed by a 'positive' assessment (40%). Whilst not directly comparable with last year's figures (a total of 26 IIAs were completed during 2024/2025 with reporting starting in September 2024), we are seeing an increase in the number of 'positive' impacts given (31.5% in 2024/2025).

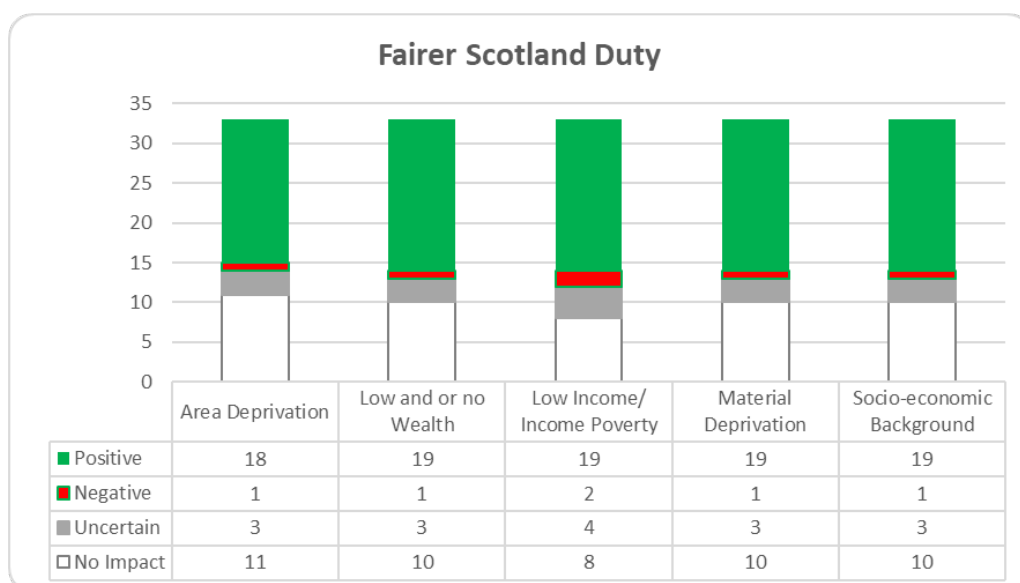
**FIGURE 3**



Age and disability were the top 2 protected characteristics with a ‘positive’ impact during 2025/2026 – this is reflective of last year’s figures (2024/2025) where age and disability were also the top 2 protected characteristics with a ‘positive’ impact.

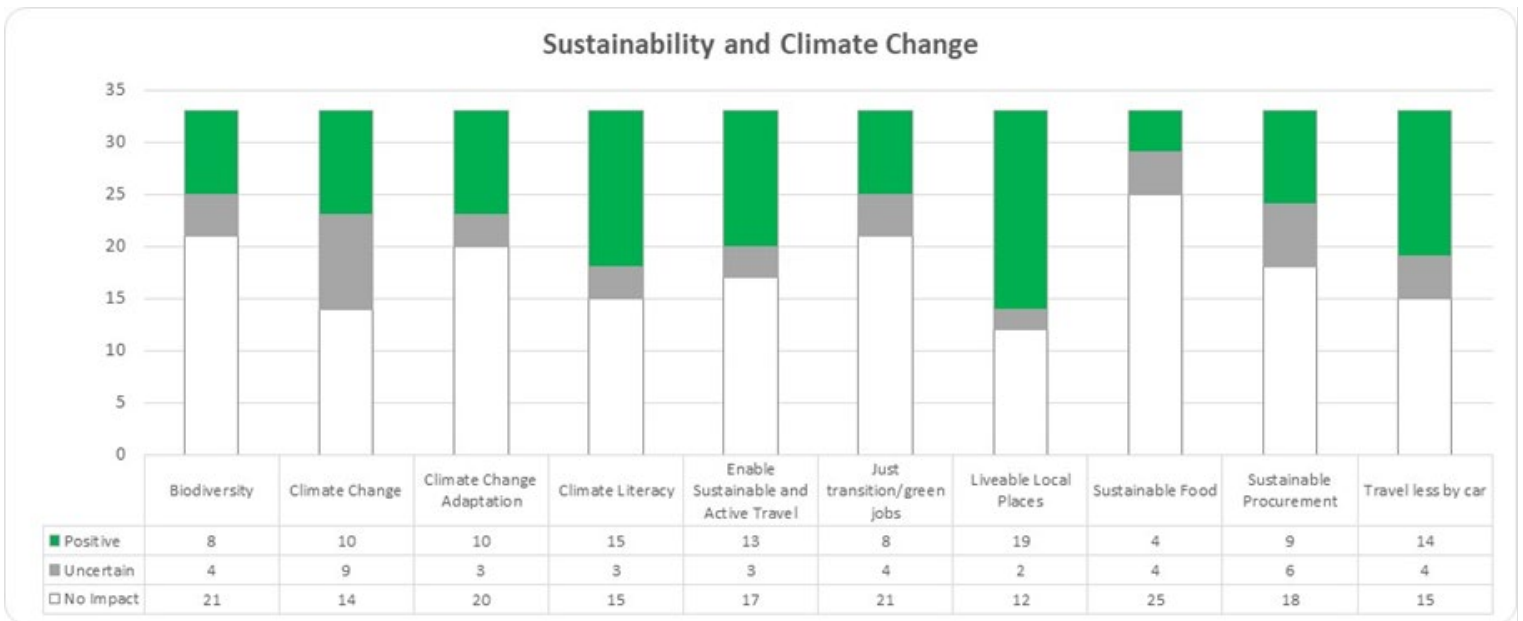
Where negative impacts were identified, this was specifically in relation to 3 IIAs.

**FIGURE 4**



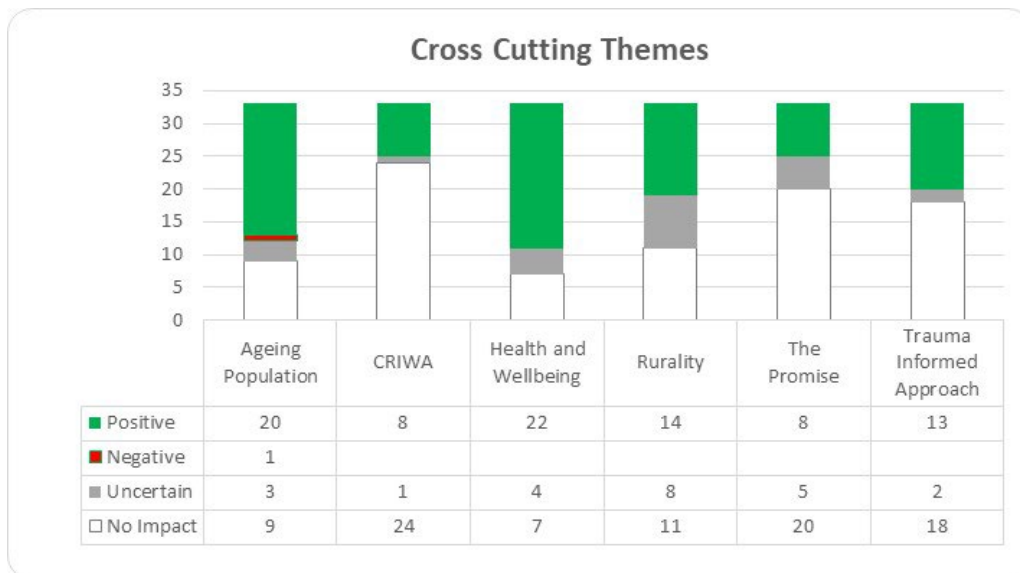
Across the Fairer Scotland Duty areas of assessment, ‘positive’ impact’ ratings score the highest. Where negative impacts were identified, this was specifically in relation to 3 IIAs. If a ‘no impact’ has been given, then the assessment has been made that there will be no impact on socio-economic inequality.

**FIGURE 5**



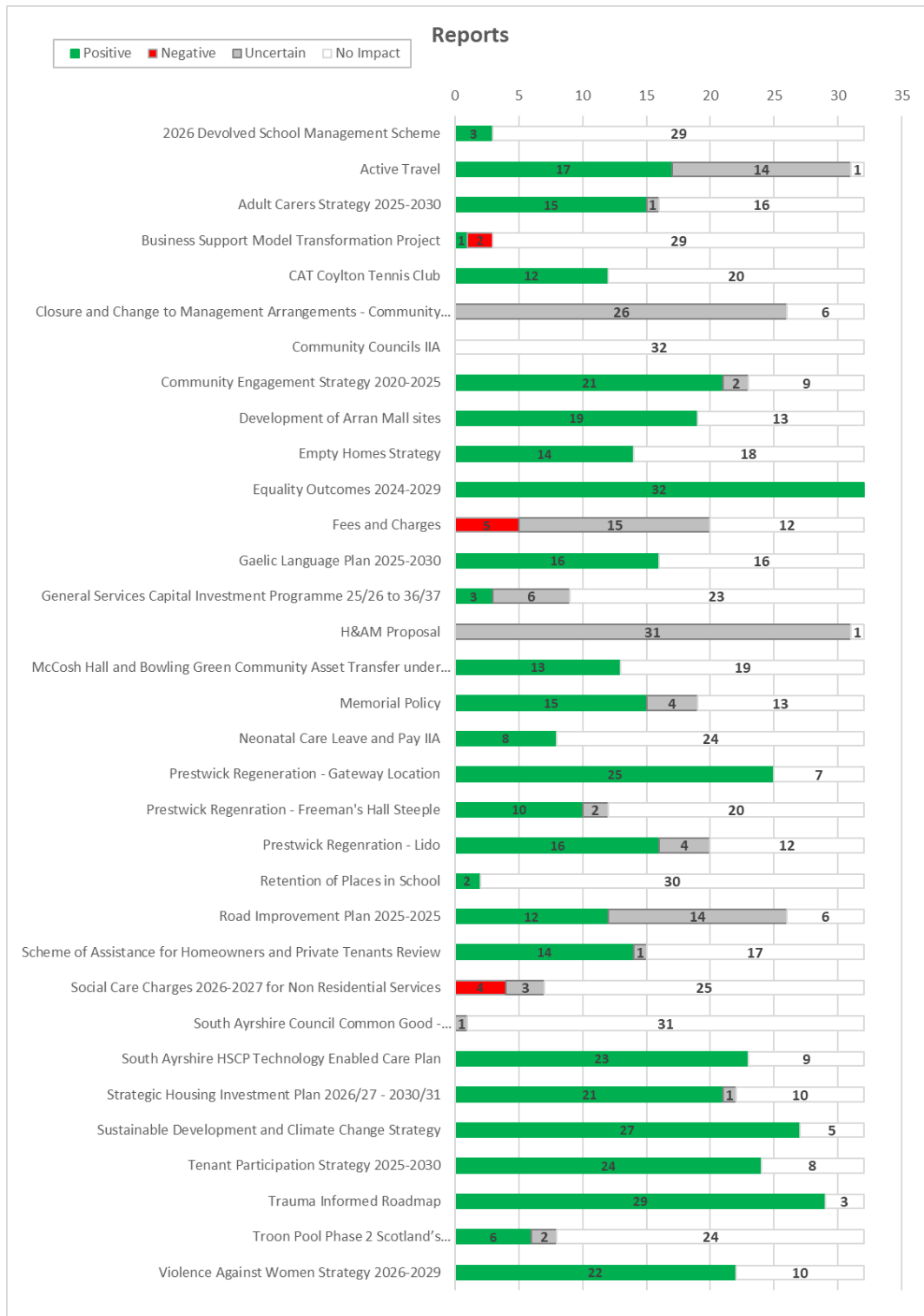
The response to environment section of the IIA, which focuses on sustainability, climate change and nature remains more weighted towards ‘no impact’. This is reflective of last year’s figures (2024/2025) whereby ‘no impact’ ratings were also high. To support an increased knowledge and understanding of this section of the IIA, climate literacy training sessions will be held during 2026/2027 – with dedicated sessions focusing on the ten assessment questions.

**FIGURE 6**



Within the cross-cutting themes, the highest number of ‘positive’ impacts were in relation to Ageing Population (61%) and Health and Wellbeing (67%). Out of 33 completed IIAs, a total of 8 Child Rights and Wellbeing Impact Assessments (CRWIA) were carried out. Further work will take place with Services to increase awareness and understanding of the CRWIA to support the decision-making process on when one should be completed.

**FIGURE 7**



This is a list of all 33 IIAs that have been completed\*. Panel papers with accompanying IIA summary reports can be accessed [here](#). In relation to the H&AM IIA (Hourstons and Arran Mall Development), it should be noted that there were a substantial number of areas that required further consideration based on the initial proposal. Further work on the initial proposal has now taken place, and this IIA has been superseded by the Development of Arran Mall Sites IIA.

*\*It should be noted that the above list of IIAs were complete as at 31<sup>st</sup> March 2026, however due to panel paper deadlines, the IIA summary reports may not be presented to relevant panel from 1<sup>st</sup> April 2026 onwards.*