

Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

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| Policy / Practice | SPA 2020 Organisational Change |
| Owning Department | SPA Corporate |
| Date EqHRIA Completed | October 2020 |
| Purpose of Policy / Practice | SPA Corporate Organisational Change |

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

As the SPA 2020 organisational change was undertaken with a view to increase resilience and therefore staffing numbers, there was no disproportionate negative impacts identified for individuals with any of the protected characteristics.

Due to the small numbers of staff identifying with some of the protected characteristics, the numbers were not reported as this allows anonymity within the process. Formal consultation was undertaken as part of the organisational change process allowing staff to highlight and discuss any individual needs and requirements. All requests were accommodated.

The restructure had a greater impact on females than males due to the staffing population and appropriate procedures and practices were followed, taking into account information gathered from the formal consultation process.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

Individuals are following Scottish Government guidance during the COVID-19 pandemic and continue to work from home. Engagement with staff has been and will continue to be through weekly updates at the staff briefings and inclusion in working groups with summaries along with other documentation being sent to those unable to attend.

The impact of flexible working arrangements was identified as an issue/risk. Staff have always had the right to apply for or amend flexible working patterns. All individual and business needs have been able to be satisfied to date and the procedures remain in place for future requests from both new and existing staff.

No reasonable adjustment requirements were identified through formal consultation however were considered as part of the transition to the new structure and will continue to be considered as staff move back into working in an office environment in line with appropriate procedures.

To prevent the potential for unconscious bias in the selection process, organisational change procedures were followed and a live training plan is being developed in line with the SPA People and OD plan to consider and address requirements for each individual, role and team.

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The provision of training, development and reskilling opportunities were considered as an issue/risk in relation to the new structure and the transition into new roles. Support was put in place to help staff adjust to their new roles and tasks and again a LNA and live training plan is being developed in line with the SPA People and OD plan to consider and address requirements for each individual.

Management Log – Policy Support Dept. Use Only

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