

SCOTTISH ENVIRONMENT PROTECTION AGENCY	Ref: BP-HR-064
Equality and Diversity Equality and Human Rights Impact Assessment Form (EqIA)	Page No: 1 of 9
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Scottish Environment Protection Agency

Equality and Human Rights Impact Assessment (EqIA)

Flood Risk Management Maps
(Publication on SEPA website)

Policy Name	Flood Risk Management (Scotland) Act 2009 Flood Hazard, Natural Flood Management and Risk Map Presentation Mechanism/ Map Viewer. (publication of flood hazard, flood risk and natural flood management maps on the SEPA website using a GIS based interactive map viewer)
Policy Author	EO (Full review)
Date Written/Reviewed	28 th October 2015
Impact Screening Undertaken by	EO Date:28/10/15
EqIA carried out by	EO & JR Date:28/10/15
EqIA authorised by	DF – Flood Act. Business Change Manager
Date Authorised	TBC

Introduction

An Equality and Human Rights Impact Assessment (EqIA) identifies whether any policy, practise or activity has any disproportionate impact on any individual or group of people with a protected characteristic as determined by the Equality Act 2010.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires that all new and revised policies undergo a screening for impact. Where impact is identified, a full EqIA is undertaken.

This form has five parts;

- Part 1 provides general information about the policy, the owner and its purpose and is self-explanatory.
- Part 2 is a screening process to identify whether there is impact. If impact is identified, Part 3 must be completed.
- Part 3 is a full EqIA, where evidence is captured.
- Part 4 captures what will be monitored to ensure impact is either reduced, negated or remains constant and
- Part 5 is the approval section.

The Guidance Document should be read in conjunction with this form.

ON COMPLETION please indicate if this is a screening document only or full EqIA;

Screening	Y/N	Full	Y/N
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only		Assessment	
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Scottish Environment Protection Agency Equality Impact assessment

PART 1

About the Policy/Activity

Portfolio/Function developing/reviewing policy or activity	Name: Programme Management Office- Flood Risk Management (Scotland) Act
Title of policy/activity	Flood Risk Management (Scotland) Act 2009 Flood Hazard, Natural Flood Management and Risk Map Presentation Mechanism/ Map Viewer. (publication of flood hazard, flood risk and natural flood management maps on the SEPA website using a GIS based interactive map viewer)
Date EqIA Screening Commenced	28/10/15

Briefly describe the aims, objectives and purpose of the policy/activity	<p>The primary purpose of the Flood Hazard and Flood Risk Map Viewer is:</p> <ul style="list-style-type: none"> • The publication of Flood Hazard, Natural Flood Management and Flood Risk Maps through the SEPA website meeting SEPA's obligations under sections 20, 22&23 of the Flood Risk Management (Scotland) Act. • Improve education and the awareness of flood risk in Scotland by publication of the Flood Hazard, Flood Risk and Natural Flood Management Maps via the SEPA website. • Develop SEPA into a Centre of Excellence by providing the best national data on flood hazard and risk; this will supersede the information in the Indicative River and Coastal Flood Map. • Provide a tool to support the Flood Risk Management planning process.
What are the intended consequences of the policy/activity?	Publication of Flood Hazard, Flood Risk and Natural Flood Management maps on SEPA's website will affect several groups

	<ul style="list-style-type: none"> • Existing customers of the Indicative River and Coastal Flood Map. This includes SEPA staff, community flood groups, members of the public and developers. • SEPA staff – SEPA staff may use the map viewer including FRM Programme, Flood Unit, Hydrology, Operations and River Basin Management Planning. • Responsible authorities – local authorities and Scottish Water • Stakeholders with a remit for or interested in FRM – This is likely to be member organisations of National Flood Management Advisory Group and FRM Local Advisory Groups • Members of the public • Planning authorities (local authorities) • Businesses, including developers. • Insurance industry.
<p>Does this policy/activity link with any other? If Yes, please list.</p>	<p>Yes, the following are linked:</p> <ul style="list-style-type: none"> • Flood Risk Strategies • Implementation plans • River Basin Management Plans • LA planning procedures and other relevant policies, plans and procedures.
<p>Who are the main stakeholders in relation to the policy/activity?</p>	<p>Stakeholders include:</p> <ul style="list-style-type: none"> • SEPA • Responders • General public • Responsible Authorities (local authorities, Scottish Water, Forestry Commission Scotland, National Park Authorities), • 3rd Party Agencies • Insurance industry
<p>Who implements and who is responsible for the policy/activity?</p>	<p>Delivery Lead: David Faichney – Flood Act Business Change Manager. Mark McLaughlin – Delivery Lead, Flood Risk Science. Strategic Flood Risk Science team</p>

Part 2

Initial Screening for Relevance

This section is designed to determine the relevance of the policy/activity to equality.

- This section also fulfils the duty to consider any impact in relation to Human Rights.
- Initial screening will determine whether there is impact and where none is found, set out any evidence/justification for that determination.

Indicate in the table below whether policy/activity has any impact on the protected characteristics or is likely to influence SEPA's ability to comply with the general duty, which is to;

- a) Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010 and/or;
- b) Advance equality of opportunity between people who share a characteristic and those who do not and/or;
- c) Foster good relations between people who share a relevant protected characteristic and those who do not.

Please tick as appropriate	Positive Impact	Negative Impact	No Impact	Unknown
Age				X
Disability		X		
Gender reassignment			X	
Marriage and civil partnership (relevant only to point a) above)			X	
Pregnancy and maternity			X	
Race				X
Religion and belief			X	
Sex (gender)			X	
Sexual Orientation			X	

If you have answered 'no' for all of the above, what is your justification or evidence for that determination?

In terms of those areas where no impact is indicated, neither the tool nor the content of the site has any relevance which would impact on any of these protected characteristics.

Indicate on the table below whether the policy/activity has any impact on the Human Rights Act 1998

Please tick as appropriate	Positive Impact	Negative Impact	No Impact	Unknown
Article 6			X	
Article 8			X	
Article 14				X

If you have answered 'no' for all of the above, what is your justification or evidence for that determination?

The tool provides information about flood risk regarding land areas and carries no personal data. It has no relevance to the rights of a fair hearing or appeals and therefore has no relevance to article 6 or 8 of the HRA.

Concluding Part 2

Has Relevance been Identified?	Please Tick	Next Steps
There is no relevance to Equality or the Human Rights Act 1998		Proceed to Part 4 Monitoring and Review
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	X	Proceed to Part 3 Impact Assessment
It is unclear if there is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998		Proceed to Part 3 Impact Assessment

Part 3

Full Impact Assessment

This section captures details of any impact relevant to the listed protected characteristics and to Human Rights. It should also show details of relevance, evidence gathered and used, suggestions as to steps that could be taken to negate or reduce impact and decisions taken relating to impact. This should be based on proportionality

<p>Age</p>	<p>In terms of age, there is evidence that those people over 65 are significantly less inclined to make use of the internet. The tool being web based may have limited accessibility for that reason. However there is an established policy and procedure in place that provides the opportunity for those unable to access the web tool to contact our help desk or call at a SEPA office to be given site of the information. As an aging population, more people are moving into a category where we need to address issues relating to aging and how data is presented to them.</p> <p>Evidence source: Ofcom May 2015 report on Adult’s media use and attitudes report. Scottish Government – Census 2011 – Population and Households, Table KS102SC</p>
<p>Disability</p>	<p>The tool being web based may present an accessibility problem for those with some disabilities, particularly sensory and learning type disabilities. 2.3% of the population are blind or have a visual impairment. The use of assistive technology may be limited with the tool and data shown. We can test the site and data with an external user and take guidance from that test. However we have a policy of having the information made available in alternative formats if requested and of providing the supported access through our helpline or by visiting a SEPA office will continue.</p> <p>Evidence source: Scottish Census table QS304SC</p>
<p>Gender reassignment</p>	<p>Not applicable.</p> <p>Evidence source:</p>
<p>Marriage and Civil Partnership</p>	<p>Not applicable.</p> <p>Evidence source:</p>
<p>Pregnancy and maternity</p>	<p>Not applicable.</p> <p>Evidence source:</p>
<p>Race</p>	<p>Minority ethnic population of Scotland is increasing, with 4% of the population reporting that they were from a minority ethnic group. This varies greatly across Scotland, with 12% of people in Glasgow reporting that they were from a minority ethnic grouping.</p>

	<p>The issues in terms of race relate to both the awareness of the tool among hard to reach communities and the accessibility of how the information is presented and the language used. In terms of awareness there may be a need to promote the tool through third party groups to increase knowledge of SEPA's services. In terms of the accessibility of the information there is a commitment to support individuals in accessing the data and maps, and understanding the information. In relation to the specific language needs, 89% of minority ethnic people in Scotland speak English very well and only 0.22% do not speak English at all. However these difficulties can be addressed by the availability of the information alternative languages on request and our commitment to clear English standards.</p> <p>Evidence source: Scottish Census 2011 – KS201SC – Ethnic Group and KS205SC – Proficiency in English.</p>
Religion and Belief	<p>Not applicable.</p> <p>Evidence source:</p>
Sex (gender)	<p>Not applicable.</p> <p>Evidence Source:</p>
Sexual Orientation	<p>Not applicable.</p> <p>Evidence source:</p>
Human Rights	<p>At this point in time, it is not known whether there is relevance to article 14 of the HRA. This will be reassessed at the next review date of this tool.</p> <p>Evidence source:</p>

Summary and Conclusion of Impact Assessment

The main issues relating to this tool, is around the communication; how the tool is marketed and delivered (web based) and the level of understanding of the information that the tool provides. There is a potential for impact and we have identified some simple steps to mitigate the impact. At this stage we will continue with the tool as it currently is and gather monitoring information to determine more clearly whether significant changes need to be made.

Concluding Part 3

Impact Assessment	Please Tick	Next Steps
There is no relevance to Equality or the Human Rights Act 1998		Proceed to Part 4 Monitoring and Review

There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	X	Proceed to Part 4 Monitoring and Review

Part 4

Monitoring and Review

The purpose of this section is to show how you will monitor the impact of the policy/activity.

- The reason for monitoring is to determine if the actual impact of the policy/activity is the same as the expected or intended.
- A statement on monitoring is required for all policy/activity regardless of whether there is any relevance to Equality or the Human Rights Act.

If you have provided evidence or justification for believing there is no relevance to Equality or the Human Rights Act in Part 2 Initial Screening or Part 3 Impact Assessment:

Q1 How do you intend to monitor and review the policy/activity?

Conduct regular 3 yearly reviews of the tool and its effectiveness, in addition revisions maybe taken when new datasets are added to the tool. In order to understand better any impacts that may specifically be related to equality we will carry out user testing for those with sensory impairments, consideration maybe given to conducting a user satisfaction survey to gauge any issues or concerns.

Q2 What will be monitored?

Changes to the level of accessibility that have been identified.

Q3 What is the frequency of monitoring?

Currently the tool is reviewed in an annual basis and monitoring for changes of impact should be in line with this review. However should any single issue be identified, depending on the nature of the issue, the review maybe conducted at that time.

Q4 How will monitoring information be used?

The monitoring information will be used at review time to determine whether additional support is needed to access the tool or whether changes are required to

the tool. These changes will be informed by the evidence from the monitoring process and will be considered in terms of the proportionality and relevance.

Part 5

Approval

All screening documents and EqIA's must be submitted to the Equality mailbox for approval.

This Equality and Human Rights Impact Assessment was completed by:

Name	EO/JR
Department/Function/Team	PMO/ Equalities Specialist
Date	28 October 2015

This Equality and Human Rights Impact Assessment was approved by:

Name and Designation	David Faichney, Flood Act. Business Change Manager
Date	01/12/15

ON COMPLETION please indicate if this is a screening document only or full EqIA;

Screening only	N	Full Assessment	Y
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