EQUALITY IMPACT ASSESSMENT - RESULTS

Title of Policy	ID Card Policy
Summary of aims and desired outcomes of Policy	The policy will deliver and manage Social Security Scotland Identity Card process in a secure way to support Social Security Scotland staff who engage directly with members of the public. The policy and implied change (a move from an interim solution) will deliver a clear form of secure personal ID, govern the process for managing the agreed ID card
Directorate: Division: team	Social Security Scotland - CDO Digital Risk and Security

Executive summary
This EIA does not stand by itself, as with the ID card itself it is part of larger operational processes around external engagement; Local Delivery, Fraud, Health and Social Care amd must be considered in the wider context.
The ID card policy EIA has not identifed any positive or negative impacts on the equality groups and one key characteristics impact which has seen the policy updated to clarify.

Background
The ID Card policy has been drafted to define the secure use of security issued ID cards in support of Social Security Scotland staff operating outwith our buildings and needing to identify themselves as being representatives of the organisation. The ID cards are primarily required to support CDP and ADP with "interim" cards being used for CDP Pilot. The permanent ID cards are being rolled out to support CDP National.

The Scope of the EQIA
The ID card policy EIA defines seven groups of impacted users and 21 actions with four of these being internal. The internal interactions have

been deemed part of the job roles thus already covered in existing EIA's. The scope agreed was thus the three external groups of users, general public (clients), data controllers and 3rd parties and the six actions involved.

Key Findings

1 No Positive or Negative impacts have been identified for any of the equality groups as a result of the ID card policy.

2 The policy is not directly or indirectly discriminatory and no mitgating action is thus planned.

3 the ID Card policy EIA determined that the policy had limited impact on Key Characteristics. Only disability registering possible impacts around sight impairment/ dementia and though some update has been made to the policy, the real impact is how a card is utilised as part of the overall engagement process (Fraud, Local Delivery etc).

Recommendations and Conclusion

The initial ID card launch is small - (150 cards) but will increase across the coming months to around 1400 cards in use. The ID card policy will be continually be open to update in line with our experience

•   Ongoing Monitoring of operational feedback for card users/requesters - with a view to policy update

•   Ongoing Monitoring of ID Card loss /theft incidents and – with a view to policy update.

•   Review of policy 6 mths after ALT approval (ALT request)

In addition to the ID card policy a wider review of the engagement the ID card is part of

•   Review of operational engagement processes adopted by Fraud, Local Delivery and Health & Social Care in which the ID card is involved – with a view to update of those policies and EIAs.