

Equality Impact Assessment

Title of Proposal: Marriage ceremonies and civil partnership registrations. The person(s) accompanying a party to the marriage or civil partnership to the location in the venue where the ceremony or registration is taking place is not required to wear a face covering.		
Differential impacts	Age: Children and Younger People	<p>No differential treatment.</p> <p>Children under 5 are already excluded generally from the requirement to wear a face covering in certain indoor places.</p>
	Age: Older People	<p>No differential treatment.</p> <p>If older people, or anybody else, wish to continue to wear face coverings, there is nothing to stop them from doing so.</p>
	Sex: Women	<p>No differential treatment.</p> <p>The tradition is the father accompanying the bride down the aisle. However, the amendments have been drafted to be inclusive to reflect it may be a person other than the father; to cover either party (or both parties) to a marriage or civil partnership; and to reflect that there may not be an aisle..</p>
	Sex: Men	<p>No differential treatment.</p> <p>The tradition is the father accompanying the bride down the aisle. However, the amendments have been drafted to be inclusive to reflect it may be a person other than the father; to cover either party (or both parties) to a marriage or civil partnership; and to reflect that there may not be an aisle..</p>
	Race	No differential treatment.
	Religion or belief	<p>No differential treatment.</p> <p>However, the tradition of the father accompanying the bride down the aisle may only be a feature of some weddings. The Scottish Government will continue to consider if there are any other marriage traditions – religious or belief or secular – where it would be appropriate to make changes to the regulations or guidance.</p>
	Disability	<p>No differential treatment.</p> <p>The provisions do not assume that the accompanying person is “walking”: they refer to “accompanying” which could include a wheelchair user accompanying a party.</p>
	Sexual Orientation	<p>No differential treatment.</p> <p>The amendment covers both marriage and civil partnership. (From June 2021 civil partnership is now open to mixed sex couples)</p>
	Marriage and Civil Partnership	<p>No differential treatment.</p> <p>The amendment covers both marriage and civil partnership. (From June 2021, civil partnership is now open to mixed sex couples).</p>
	Pregnancy and Maternity	No differential treatment.
Gender Reassignment	No differential treatment.	

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Socio-economic disadvantage	There are no socio-economic disadvantage points in relation to this amendment.
Mitigating actions: The Scottish Government will continue to consider if there are any other marriage traditions – religious or belief or secular – where it would be appropriate to make changes to the regulations or guidance.	

Assessing the impacts and identifying opportunities to promote equality

Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations among and between different age groups			√	No evidence of a differential impact identified at this time.

Do you think that the policy impacts disabled people?

Disability	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations among and between disabled and non-disabled people			√	No evidence of a differential impact identified at this time.

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Do you think that the policy impacts on men and women in different ways?

Sex	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations between men and women			√	No evidence of a differential impact identified at this time.

Do you think that the policy impacts on women because of pregnancy and maternity?

Pregnancy and Maternity	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations			√	No evidence of a differential impact identified at this time.

Do you think your policy impacts on people proposing to undergo, undergoing, or who have undergone a process for the purpose of reassigning their sex? (NB: the Equality Act 2010 uses the term 'transsexual people' but 'trans people' is more commonly used, although it may include a wide range of people not covered by the Act).

Gender reassignment	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations			√	No evidence of a differential impact identified at this time.

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Do you think that the policy impacts on people because of their sexual orientation?

Sexual orientation	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations			√	No evidence of a differential impact identified at this time.

Do you think the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good race relations			√	No evidence of a differential impact identified at this time.

Do you think the policy impacts on people because of their religion or belief?

Religion or belief	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.
Advancing equality of opportunity			√	No evidence of a differential impact identified at this time.
Promoting good relations			√	No evidence of a differential impact identified at this time.

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Do you think the policy impacts on people because of their marriage or civil partnership?¹

Marriage and Civil Partnership	Positive	Negative	None	Reasons for your decision
Eliminating unlawful discrimination, harassment and victimisation			√	No evidence of a differential impact identified at this time.

¹ The PSED does not apply to the protected characteristic of marriage and civil partnership
<https://www.gov.uk/guidance/equality-act-2010-guidance>