

## North Ayrshire Council Equality & Children's Rights Impact Assessment (Screening Form)

This integrated Screening form encompasses key pieces of legislation that require the Council to assess its activities against.

- The public sector equality duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics.
- Where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).
- We must consider the Socio-Economic Impact under the Fairer Scotland Duty.
- Will any of our Islands be impacted differently from the mainland under the Island's Act?
- Will 'consumers' of our Services be impacted through the Consumer Duty?

The various duties require that the Council assesses the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made.

This form should assist in assessing whether a more detailed Integrated impact assessment is required.

### 1. Proposal

Title: Remove Grade 8 Vacancy – Resource Officer (Community Resources);  
Remove Grade 4 Vacancy Lifelong Learning Assistant (Information and Culture).

Budget reference number and heading if appropriate:

SP-COM-25-01

Amount (£) of saving if appropriate:

£69,220 (42,238 and 26,982)

Service: Connected Communities

Lead Officer: Rhonda Leith

Others Involved: Donna Morrison, Lesley Forsyth

Date Completed: 22 September 2024

### 2. What are the main aims of the proposal?

Remove the vacancies

### 3. What data, research or other evidence was used for this screening?

Review of the workload, performance and consider impact of the vacant posts to date and considering the sustainability of the current structure less the vacancies.

#### **4. Screening questions**

Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?

No

Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)

No

Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?

No

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?

No

## 5. Impact

| Protected Group  | Positive Impact | Negative Impact | Neutral Impact | Comments   |
|--|-----------------|-----------------|----------------|------------|
| Age (young**/old people)   | Not applicable  | Not applicable  | Yes            | No comment |
| Disability (Physical & learning)                                     | Not applicable  | Not applicable  | Yes            | No comment |
| Gender Re-assignment   | Not applicable  | Not applicable  | Yes            | No comment |
| Pregnancy & Maternity  | Not applicable  | Not applicable  | Yes            | No comment |
| Race & ethnic origin   | Not applicable  | Not applicable  | Yes            | No comment |
| Religion or belief   | Not applicable  | Not applicable  | Yes            | No comment |
| Sex  | Not applicable  | Not applicable  | Yes            | No comment |
| Sexual Orientation   | Not applicable  | Not applicable  | Yes            | No comment |
| Care Experienced   | Not applicable  | Not applicable  | Yes            | No comment |
| Other (Poverty, homelessness, rural, carers, part-time workers, etc) | Not applicable  | Not applicable  | Yes            | No comment |
| Fairer Scotland Duty   | Not applicable  | Not applicable  | Yes            | No comment |
| Human Rights   | Not applicable  | Not applicable  | Yes            | No comment |

**6. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions)**

**Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary)**

No, there are no impacts that need explored.

**7. Island Proofing – Are there any special considerations for the Island communities within North Ayrshire?**

No

**8. Consumer Duty – Is your proposal a decision that will impact on Consumers? (definition of consumer is – an individual or a small business that purchases, uses or receives goods or services in Scotland, that are supplied either by a business or a public body – please see [What is the Consumer Duty](#))**

No, the decision will not impact on consumers.

**9. Have any cross-cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?**

No cross-cutting impacts identified.

**10. If a negative impact has been identified, how will you modify it?**

Workload spread across the teams but managed via careful task distribution-engineering processes and smarter systems

**11. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?**

No

**12. What are the monitoring and review arrangements?**

Regular check in meetings with existing team members assessing workload, wellbeing and team performance. Any comments , complaints associated with the teams delivery will be logged and assessed.

**13. What are the recommendations and further action resulting from this Equality Screening? (please explain)**

Screening Only

**14. Authorisation**

Policy Lead/Manager: Rhonda Leith

Date: 22 September 2024

Head of Service: Rhonda Leith

Date: 19 February 2025

\*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

\*\*If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

## Appendix 1 – Children’s Rights Impact Screening Form

### 1. What aspects of the Policy/measure will affect children and young people?

(The articles of the [UNCRC](#) and the [wellbeing indicators](#) under the Children and Young People (Scotland) Act 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people).

Not applicable

### 2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts?

(**Direct** impact, where changes directly impact the young person, for example, , education, child protection etc or **Indirect** Impact, where although not directly aimed at young people, will still have an impact, for example, welfare reforms, parental leave, housing supply etc).

Not applicable

### 3. Are there any particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

Not applicable