

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

This 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 full impact assessment is required.

1. Proposal

Title: Workforce Planning – Review of Education HQ posts

Budget reference number and heading if appropriate:

SP-ED-25-12

Amount (£) of saving if appropriate:

£106k 25/26, £56K 26/27

Service: Education

Lead Officer: Andrew McClelland

Others Involved: Not applicable

Date Completed: 21 February 2025

2. What are the main aims of the proposal?

The proposal is to undertake a review of certain Education support and leadership HQ posts with a view to achieving efficiencies through service redesign and careful reconfiguration of administrative and leadership functions.

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

The Education Service has proactively sought to increase service efficiencies without impacting significantly on front-line services or quality. This is part of the remit of the standing Education Service Redesign Group.

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?

Yes

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	x	Not applicable
Disability (Physical & learning)	Not applicable	Not applicable	x	Not applicable
Gender Re-assignment	Not applicable	Not applicable	x	Not applicable
Pregnancy & Maternity	Not applicable	Not applicable	x	Not applicable
Race & ethnic origin	Not applicable	Not applicable	x	Not applicable
Religion or belief	Not applicable	Not applicable	x	Not applicable
Sex	Not applicable	Not applicable	x	Not applicable
Sexual Orientation	Not applicable	Not applicable	x	Not applicable
Care Experienced	Not applicable	Not applicable	x	Not applicable
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Not applicable	Not applicable	x	Not applicable
Fairer Scotland Duty	Not applicable	Not applicable	x	Not applicable
Human Rights	Not applicable	Not applicable	x	Not applicable

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)

Not applicable

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

Not applicable

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](#))

Not applicable

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

None

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

Whilst efficiencies will be achieved through this proposal, there may be an increased workload burden on other colleagues as a result. A smaller team will continue to be responsible for covering the support and leadership functions across a daily universal service with over 2,500 FTE employees and 17,400 service users. These challenges are acknowledged, and mitigations will be put in place to minimise any negative impact of this proposal.

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

An online pre-budget engagement was undertaken by North Ayrshire Council in late 2024 that was completed by 714 respondents. This included engagement with a wide range of groups including children and young people; care experienced young people; young ambassadors; North Ayrshire Youth Executive; Joint Cabinet Café Conversation; Employee Disability Forum; ESOL learners Syrian / Afghan / Ukrainian / Russian speakers; NAFCO; Men's and she sheds; long covid group; parents and carers supported via employability services; Equal groups; New Scots groups; and North Ayrshire tenants.

12. What are the monitoring and review arrangements?

Impact will be monitored throughout the implementation of this savings proposal through a range of qualitative and quantitative measures managed by the service. This will include feedback from Head Teachers on the quality and sufficiency of support, advice and guidance received from Education HQ, from both administrative and leadership perspectives. Feedback will also be gathered on the impact of this proposal on the Quality Improvement function of the Education Authority, ensuring that educational standards are maintained. The Education HQ team coordinates the Education Authority's statutory duties to create an annual improvement plan and report on progress and improvement annually to Scottish Government. The ability of the service to continue to perform this function efficiently and effectively will be formally evaluated throughout the implementation period and annually thereafter.

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

Screening Only

14. Authorisation

Policy Lead/Manager: Andrew McClelland

Date: 21 February 2025

Head of Service: Andrew McClelland

Date: 21 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