

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: Review of Roads staffing structure

Budget reference number and heading if appropriate:

SP/PL/25/02

Amount (£) of saving if appropriate:

£165,000

Service: Neighbourhood Services

Lead Officer: Thomas Reaney

Others Involved: Senior Manager, Roads

Date Completed: 12 February 2025

2. What are the main aims of the proposal?

To review the staffing structure, including management structure, for the Roads Team. To reduce the Senior Manager's from two posts to one post and to reduce a technician/inspector by one post for the next two years.

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

Meetings with Senior Managers to discuss options. Roads traditionally had one Senior Manager, however this was increased to two Senior Managers in 2019 to reflect a number of high profile, high value projects such as the Garnock Valley Flood Protection Scheme and the Millport Flood Protection Scheme. As these 2 major projects are now complete there is an opportunity to revert back to one Senior Manager. The other proposal is to reduce the technicians/inspectors by one post over a two year period, it is expected that this work can be undertaken by the other technicians/inspectors.

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

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 impact

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

None

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 impacts 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?

Not applicable

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

No consultation as no impact

12. What are the monitoring and review arrangements?

This will be monitored through the budget process as there is a financial saving. The impact of a reduction in technicians/inspectors will be reviewed with the staff and management team.

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

Screening Only

14. Authorisation

Policy Lead/Manager: Thomas Reaney

Date: 12 February 2025

Version: 6.0

Head of Service: Thomas Reaney

Date: 12 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)

None

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.)

None

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)

No