

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: Streetscene Alternative Working Patterns

Budget reference number and heading if appropriate:

SP/PL/25/05

Amount (£) of saving if appropriate:

£100,000

Service: Neighbourhood Services

Lead Officer: Thomas Reaney

Others Involved: Not applicable

Date Completed: 12 February 2025

2. What are the main aims of the proposal?

To consider alternative working patterns for the Streetscene grounds maintenance service.

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

Research with other local authorities. Research of current working patterns in the Streetscene Street Cleaning service.

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?

Yes

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 as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated that a shift system will impact employees in this protected group more than others.
Disability (Physical & learning)	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated that a shift system will impact employees in this protected group more than others.
Gender Re-assignment	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated that a shift system will impact employees in this protected group more than others.
Pregnancy & Maternity	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated that a shift system will impact employees in this protected group more than others.
Race & ethnic origin	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				that a shift system will impact employees in this protected group more than others.
Religion or belief	Not applicable	Yes	Not applicable	This may have an impact as employees will be required to work weekends as opposed to Monday to Friday. We will try and mitigate by exploring work life balance options.
Sex	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday.
Sexual Orientation	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated that a shift system

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				will impact employees in this protected group more than others.
Care Experienced	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday. It is not anticipated that a shift system will impact employees in this protected group more than others. Click or tap here to enter text.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)	Not applicable	Yes	Not applicable	This may have a negative impact on employees with caring duties if they are required to change their working pattern.
Fairer Scotland Duty	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift

Version: 6.0

Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
				system rather than Monday to Friday.
Human Rights	Not applicable	Not applicable	Yes	Neutral impact as the service will be provided as usual only it will be delivered on a shift system rather than Monday to Friday.

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?

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?

There will be employee engagement and consultation prior to any changes being implemented. If alternative working patterns cause an issue for employees with caring duties we will consider how this can be mitigated.

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?

This will be monitored through the budget process as well as resident and employee feedback.

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

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).

No aspects of the policy/measure will affect children and young people.

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.)

No likely impact on children and young people.

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 particular groups of young people are more likely to be affected than others.