

North Ayrshire Council

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

Please Note: Before you begin, is this version the most up to date? You can download the most recent version on Connects. Screenings and ECRIAs should be included with relevant Committee Reports and may be published on our website.

This screening form encompasses key pieces of legislation which the council needs to assess its activities against. This form should assist in deciding whether a full impact assessment is required.

- 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.
- We need to consider whether any of our Islands may be impacted differently from the mainland under the Island's Act.
- We also need to consider whether 'consumers' of our Services will be impacted under the Consumer Duty.

The various duties require the council to assess the 'impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made and should be carried out as early as possible in the process. It can then be repeated as the policy/proposal is progressed. Further Guidance on carrying out an impact assessment can be found in our Equalities pages on Connects.

1. Proposal

Title: Alcohol Drugs and Solvent Misuse Policy version 2.9

Budget reference number and heading if appropriate (or not applicable):

Not applicable

Amount (£) of saving if appropriate (or not applicable):

Not applicable

Service: People Services

Lead officer: Mark Boyd, Head of Service

List of participants in the assessment:

Marie-Anne Jackson, HR Adviser, Fiona Carlyle (Team Manager, HR) Emma Paterson (Clerical Assistant). Policy consulted on with trade unions – EIS, SSTA, Unison, Unite and GMB.

Date completed: 30 January 2026

2. What are the main aims of the proposal?

Update of existing policy: to include Drug and Alcohol "With Cause" Testing.

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

Officer knowledge and feedback from HR Advisers, managers and Trade Unions.

4. Screening questions

Does the proposal affect service users, employees or the wider community – particularly services that are known to be important to protected groups?

Please delete whichever statement is **not** applicable from the text below:

No, the proposal does not affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups.

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

Please delete whichever statement is **not** applicable from the text below:

No, it is not a major proposal, significantly affecting how services are delivered or how other organisations operate.

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

Please delete whichever statement is **not** applicable from the text below:

No, it does not relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes.

5. Impact

Are there any impacts on the following groups?

Age (young/old people); Disability (physical and learning disabilities); Gender Re-assignment; Pregnancy and Maternity; Race and Ethnic Origin; Religion or Belief; Sex; Sexual Orientation; Marriage and Civil Partnership; Care Experienced; Fairer Scotland Duty; Human Rights; Other (Homelessness, rural, carers, part-time workers, etc)

Yes (please list)

Age -

By outlining clear rules and support, the policy prevents bias or assumptions about substance use being more common in any particular age group.

All employees, regardless of age can be tested or utilise the support of the policy. Employees can refuse testing.

Disability –

Our Employee Assistance Programme and recovery - supportive measures provide structured, confidential support, helping disabled staff manage conditions while remaining in work.

May be more likely to take prescribed medication that may trigger non-negative results. However, the OH full testing will identify this, and employee can make them aware of medication.

All employees, regardless of disability can be tested or utilise the support of the policy. Employees can refuse testing.

Gender Re-assignment –

Clear privacy procedures on testing demonstrate commitment to dignity and respect.

All employees, regardless of gender re-assignment can be tested or utilise the support of the policy. Employees can refuse testing.

Pregnancy & Maternity –

All employees, regardless of pregnancy/maternity can be tested or utilise the support of the policy. Employees can refuse testing.

Race & ethnic origin -

Our clear policy and procedure ensure employees from minority ethnic groups are not disproportionately disciplined

All employees, regardless of race or ethnic origin can be tested or utilise the support of the policy. Employees can refuse testing.

Religion or belief –

Our clear policy supports staff who abstain for religious reasons by reinforcing an alcohol and drug-free environment

All employees, regardless of religion or belief can be tested or utilise the support of the policy. Employees can refuse testing.

Sex –

Properly applied policy supports safe working environments, particularly high-risk roles which may include more men

All employees, regardless of sex can be tested or utilise the support of the policy. Employees can refuse testing.

Human Rights –

Human Rights supported – employee can refuse testing.

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 a brief summary)

Not applicable

7. Children's Rights (UNCRC)

Does the proposal have any impact in relation to the UNCRC articles for Children's Rights?

Not applicable

8. Island Proofing

Are there any special considerations for the island communities within North Ayrshire?

Extra time may be required awaiting tester arriving.

9. Consumer Duty

Is your proposal a decision that will impact on consumers? (The 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](#) for more details)

Not applicable

10. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (such as discrimination across multiple groups or accumulated effects of multiple proposals on a single group)?

Disabled employees perhaps more likely to be on prescribed medication which could produce a non-negative result. However, the policy allows for employee to share this detail with OH and taken into account as part of the process.

11. Has there been any engagement or consultation on the proposal with any groups, services or partner organisations that could help inform the impact assessment?

Not applicable

12. What are the monitoring and review arrangements?

This initial review has been as a result of an assessment by our Insurance Company. Ongoing monitoring will take place to ensure that the programme is working as intended and any review/update will be completed as required.

13. Considering this Equality Screening in its entirety, what is your recommended next step? (Please explain your decision.)

Screening Only no further assessment is required. (Your explanation must include how this decision will be monitored and reviewed as the policy / decision is implemented.)

Yes – screening only. Limited negative impact identified which has been mitigated in the process.

14. Authorisation

Policy Lead/Manager: Fiona Carlyle, Team Manager (HR)

Date: 30 January 2026

Head of Service: Fiona Walker

Date: 09 March 2026