

North Ayrshire Council

Equality and 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: HR Guide - Volunteering with the Council v1.0

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: Fiona Carlyle (Team Manager)

List of participants in the assessment: Fiona Walker (Head of Service),
Carole Devoy, Team Manager (Education Resources), Angela Cassells
(Senior Manager), Emma Paterson (Resourcing Officer)

Date completed: 23 April 2026

2. What are the main aims of the proposal?

Creation of guidance

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

Officer knowledge and advice from HR Advisers and Managers

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?

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?

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?

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 – the guide will have a positive impact on employees of all ages by providing inclusive volunteering opportunities that support skills development, engagement and knowledge sharing across different age groups. Flexible arrangements help ensure that employees at different life stages are not disadvantaged.

Disability - the guide promotes a positive impact for employees with disabilities by encouraging reasonable adjustments and flexible approaches to volunteering. This supports accessibility, inclusion and equal participation, helping to remove potential barriers linked to health conditions or impairments.

Gender Re-assignment - the guide applies equally to all employees, including those who are transgender or undergoing gender reassignment. A consistent and inclusive approach to volunteering opportunities supports dignity, respect and equal treatment.

Pregnancy and Maternity - The guide will have a positive impact by ensuring that pregnancy or maternity status does not disadvantage employees in accessing volunteering opportunities. Flexible arrangements support individual choice and wellbeing.

Race and Ethnic Origin - The guide will have a positive impact by promoting fair access to volunteering opportunities and supporting engagement with diverse communities. This contributes to inclusivity and cultural understanding across the workforce.

Religion or Belief - The guide supports a positive impact by enabling managers to take account of religious observance and beliefs when agreeing volunteering arrangements, helping to avoid indirect discrimination.

Sex - The guide is expected to have a positive impact by ensuring volunteering opportunities are equally accessible to all genders. Flexible arrangements can particularly support employees with caring responsibilities.

Sexual Orientation - The policy promotes a positive and inclusive working environment where employees of all sexual orientations can participate in volunteering opportunities without discrimination.

Other – All employees regardless of protected characteristic can benefit from the support of the guide.

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?

Not applicable

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)?

Not applicable

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?

Ongoing monitoring will take place to ensure that the policy 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 – screen only, no impact identified

Or

Full Impact Assessment Required

No

14. Authorisation

Policy Lead/Manager: Fiona Carlyle

Date: 27 April 2026

Head of Service: Fiona Walker

Date: 27 April 2026