

# North Ayrshire Council

## Equality & Children's Rights Impact Assessment (Full Form)

### Introduction

This form will assist in carrying out an **Equality Impact Assessment** and where appropriate, **Socio-Economic, Children's Rights, Island Communities and Consumer Duty Impacts** of new, revised and existing policies and practices. Guidance on how to complete assessments is given in the Council's **Equality and Children's Rights Impact Assessment Toolkit**.

The form is mandatory and must be published on the Council website once the policy or practice has been approved.

### Section 1 - General Details

- 1.1 Directorate/Service: Education  
Section: Education (Facilities Management)
- 1.2 Name of Policy, Practice or Proposal being assessed and determination of whether this is a new, existing or a budget proposal:  
  
Review of School Crossing Patrols  
  
This is a budget proposal.  
  
Please insert Budget Reference number (if applicable) SP/ED/25/05
- 1.3 List of participants in the assessment  
  
Carolyn Hope
- 1.4 Manager responsible for the impact assessment  
  
Name: Carolyn Hope  
  
Designation: Senior Manager
- 1.5 Timetable (should be started during the development phase of the proposal)  
  
Date Assessment Started: 9 September 2024  
  
Interim Review Date: 16 January 2025  
  
Final sign off by Head of Service at the end of the form.

## Section 2 – Aims and Relevance

### 2.1 What is the purpose of the policy practice or proposal?

Budget proposal to remove some of the school crossing patrols currently in place at 26 of the 50 primary schools. Across the 26 schools there are 50 crossing patrollers (posts) - some schools are currently provided with more than one patroller.

## Section 3 – Equality and Diversity

- 3.1 What evidence were you able to access about the relevant needs of protected groups as outlined in section 3.3 below (Please include your sources – links to equality providers and evidence can be found in both the toolkit and the [Promoting Equality](#) Page on Connects).

This service is not offered at every school – only 26 of the 50 primary schools currently have this provision. This is a difficult post to recruit to and we have long term vacancies (10 vacant posts) where we have had very few concerns raised regarding the lack of provision. An external assessment using national guidance has been used to determine the need for supported crossings at all current locations. Update as at 3 April 2025 – the full outcome assessment results used for this proposal, and process explanatory note have been appended to this document.

- 3.2 Are there any gaps in your evidence or areas of uncertainty?

An external assessment of all locations was carried out to review the requirements for each location and determine whether an assisted crossing is required. The assessment follows the national guidelines for school crossing patrols. The outcome of this assessment was then validated by NAC’s Roads Service and also considered adjustment factors for some sites such as sightlines, street furniture, signage etc. A final determination of sites and requirements was produced that identified a number of schools that at this stage would continue to benefit from having a school crossing patroller. The Council will continue to monitor this in the future to determine need based on future assessments?

- 3.3 From the list of protected characteristic groups identified in the table below please identify any potential positive and negative impacts on any of these protected characteristics?

Protected Characteristic	Impact on the Protected Characteristics (yes or no)	Please Explain (Positive or Negative or Neutral)
<b>Age</b> - Older people, children and young people – please identify which categories will be affected	Yes	Potential negative impact for children at the impacted locations as they will not have a manned crossing.
<b>Disability</b> - Physical and Learning	Yes	Children with a disability may be particularly impacted by the proposal, as they may be at greater risk than others in navigating their way across busier roads. It is, however, likely that some children

Protected Characteristic	Impact on the Protected Characteristics (yes or no)	Please Explain (Positive or Negative or Neutral)
		with a disability already attend schools with no current school crossing patrol (24 schools do not have this service at the moment).
<b>Gender reassignment</b> - Where a person is living as the opposite gender to their birth	No	No comment
<b>Pregnancy and Maternity</b>	No	No comment
<b>Race, ethnicity, colour, nationality or national origins</b> (including gypsy/ travellers, refugees and asylum seekers)	No	No comment
<b>Religion or belief</b> (includes religious and philosophical beliefs, including no belief)	No	No comment
<b>Sex</b> - Women and Men	Yes	Negative impact - The majority of staff in these roles are female. Reasonable alternative posts will be sought for all staff as much as possible, as well as redeployment being offered for those at risk.
<b>Sexual Orientation</b> - Lesbian, gay and bisexual people	No	No comment
<b>Marriage and Civil Partnership</b> - marriage	No	No comment

Protected Characteristic	Impact on the Protected Characteristics (yes or no)	Please Explain (Positive or Negative or Neutral)
between same sex couples is included		
<b>Human Rights</b>	No	No comment
<b>Care Experienced</b> - This term refers to anyone who is currently in care or has been for any length of time regardless of their age and includes <b>Kinship Care</b> (other family members); <b>Looked After at Home</b> (with support from social work); <b>Residential Care; Foster Care; Secure Care; Adoption.</b>	No	No comment
<b>Other</b> - Poverty, homelessness, ex-offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership	No	No comment

3.4 Describe any consultation or engagement undertaken, including details of the groups involved and the methods used.

A public consultation was undertaken as part of the Council's budget setting process which was widely publicised and available via various platforms as well as targeted youth groups via NAC's Youth Participation & Democracy Officer. 714 Online Responses to the 'Schools and related services for Children and Young People' section of the Budget Consultation, within these 682 responses were received for the school crossing patrol service. In addition, comments were received from 31 community groups via direct engagement. The responses were mainly around the safety of children crossing the road, including possible impacts for children with disabilities. There were also some comments around older children not requiring the same support to cross the road as younger children.

Questions 3.5 – 3.7 refer to the ‘Three Key needs (or aims) [of the Equality Duty](#)’.

- 3.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?

This budget proposal has no impact on these areas.

- 3.6 Which aspects of the policy advance equality of opportunity between people who share a relevant protected characteristic and those who do not?

This budget proposal has no impact on these areas.

- 3.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not? (Does it tackle prejudice and promote a better understanding of equality issues).

This budget proposal has no impact on these areas.

- 3.8 If you have identified any negative impacts of your proposal how will you mitigate these?

Crossing patrols would remain at 21 sites where there is an assessed need. This assessed need uses criteria in published national guidelines for school crossing patrols. In line with the national guidance, 29 locations would be removed and would be monitored for any change in volumes of traffic or environmental changes which may influence the volumes of traffic and safety of walking routes.

NB The National Guidelines states that:

**‘Parental Responsibility\***

Even where an SCP is provided, parents remain responsible for ensuring their children’s safety, just as they do when a zebra crossing or pelican crossing is provided. Some parents may believe the Authority assumes responsibility for the safety of their children on their whole journey to and from school when it provides an SCP. This is a misconception that should be countered, perhaps by conducting local ‘awareness-raising’ campaigns to reinforce the message of parental responsibility every time a new SCP is appointed.’

- 3.9 Is the policy or practice intended to promote equality by permitting positive action or lead to positive outcomes for people based on a protected characteristic?

This proposal will have no impact on this point.

## Section 4 – The Fairer Scotland Duty

**The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010 places a legal responsibility on the Council to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage when making decisions.**

4.1 Does the proposal have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage? (consider low income; low wealth; material deprivation; area deprivation; communities of place or interest, socio-economic background).

No, the proposal will not have the potential to have a significant impact on inequalities of outcome caused by socio-economic disadvantage.

## Section 5 – Children’s Rights

When considering the Children’s Right’s Impact process, some of the key considerations include any evidence, research and consultation (specifically including any consultation or engagement with young people).

5.1 Are any Children’s Rights impacted by this proposal? ([The Children’s Rights Articles](#) have been matched against the GIRFEC Wellbeing Indicators – where relevant these are highlighted in 5.4 below) .

Yes, Children’s Rights are impacted by this proposal.

5.2 Please indicate, if possible, how many children and young people (nearest estimate) are likely to be affected by the policy or measure?

There are just under 9,000 pupils in primary schools across North Ayrshire. We do not have data as to the number of children who would be affected by this measure as not all children will travel on a route where the school crosser is located. The current locations are across 26 of the 50 primary schools. At these 26 schools, there are a total of 50 school crossing patrollers (some schools have more than one patroller). The assessment outcome determines that 29 of the 50 patrol sites do not meet the criteria to justify a supported crossing.

5.3 Are some children and young people more likely to be affected than others?

Yes, some children and young people are more likely to be affected than others.

If, Yes what groups? (consider protected characteristics – for example, disabled young people, LGBT etc)

Children of primary school age are impacted as this is the targeted age group for the current service. Those with a disability/mobility issue may be more likely to be impacted, however around half of the primary schools currently have no provision therefore no current support is in place for these groups at other schools. No incidents have been reported at these sites.

5.4 The following [Children’s Rights](#) and Wellbeing Indicators are likely to be affected by the policy/proposal:-

Wellbeing indicator (for example, safe, healthy etc)	Children’s Right (for example, 22 – refugee children)
Healthy	6- Life, survival and development

5.5 What likely impact will the policy/proposal have on Children’s Rights and Wellbeing? Either Positive, Negative or Neutral.

**Children Rights -**

Support for crossing roads would be withdrawn from 29 locations. If children are not accompanied by parent/carer they may not be fully aware of the dangers and may take risks crossing roads. This is a danger not only to the child, but also to drivers.

### **Other Protected Characteristics**

Younger Children may be at greater risk as they have less road safety awareness than older children. Children with mobility or disability issues may be at greater risk in navigating their way across busier roads. There could also be issues for children whose parents have mobility, disability or chronic illness and struggle to support their children to school.

#### **5.6 What consultation or engagement has taken place with young people?**

A public consultation has taken place which includes members of the public and various groups in the community who represent residents including children and young people. Youth groups were consulted on this proposal and the majority of the group felt that school crossing patrollers were important for the safety of young children. However, the group also noted "There are many cheaper options of having safe crossing points for example, zebra crossing and volunteering helpers and decreasing the speed limit."

#### **5.7 If Negative impacts are identified how will these be mitigated, or the effect reduced?**

An assessment of volumes of children and traffic was carried out to determine whether a formal crossing (traffic lights) or a school crossing patroller was required for the site. The Roads Service will continue to engage with schools via the Roads Safety Technician regarding safe travel to school and campaigns as required such as Be Bright Be Seen which ran in November 2024. Safe walking routes to school will be encouraged via schools. If there are any changes in the volumes of traffic or pedestrians. The site will be reviewed in line with national guidelines.

## Section 6 – Island Communities Impact (or Island Proofing)

Island Proofing is about considering the particular needs and circumstances of island communities when public sector organisations exercise their functions and make decisions. This has been added to the process of assessing the Council Plan and includes a range of issues such as access to services, digital connectivity, employment and access to education, transport and access to goods and services.

6.1 Do the intended outcomes of the proposal potentially differ or have a different impact for our Island Communities?

No

## Section 7 – The Consumer Duty

The Consumer Duty is about the impact of Council proposals on consumers in Scotland. A 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](#).

### 7.1 Will your proposal impact on consumers?

Yes, the proposal will impact on consumers

If no, please complete the 'Assessment not required' template by emailing [northayrshireperforms@north-ayrshire.gov.uk](mailto:northayrshireperforms@north-ayrshire.gov.uk)

### 7.2 What are the impacts, if any, on consumers in general? Is it likely that consumers will experience harm because of this proposal?

This is a service offered which will be ended at certain locations if this proposal is accepted. There could be indirect impacts in relation to the ending of the service, including anxiety from some users based on the safety concerns, or indeed increased risk on certain roads for young people, especially if not escorted by a responsible adult. Those sites with an assessed need will still have this service available. As stated in the national guidelines, the responsibility for safe travel to school lies with parents even if there is a supported crossing in place.

### 7.3 What are the impacts if any, on consumers in vulnerable circumstances? Is it likely that consumers in vulnerable circumstances will experience harm because of this proposal? (please include any relevant evidence or engagement with consumers)

\*Vulnerable circumstances may be temporary in nature and may or may not arise as a result of a consumer's protected characteristics. For more information, please see [page 31 of Consumer Scotland's draft guidance on the consumer duty](#).

Children of primary school age are likely to be impacted and potentially those with a disability/mobility issue or who are unsupervised on their route to school.

### 7.4 What consultation and engagement has taken place with consumers around your proposal?

A public consultation on the budget proposals was completed as part of NAC's wider budget engagement process as well as consultation with young people via NAC's Youth Participation and Democracy Officer (see 3.4 and 5.7 above).

### 7.5 What alternative proposals are there that could improve outcomes for consumers and/or reduce harm to consumers? How do these compare to the original proposal?

School crossing patrol is only one method of supporting safe travel to school. Other mitigations would be considered where appropriate for example, signage, traffic calming measures, promotion of safe travel within schools.

## Section 8 – Crosscutting Impacts

- 8.1 Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals on a protected characteristic group)?

No cross-cutting impacts identified.

- 8.2 If Crosscutting issues identified with other Services, what discussion/interaction has taken place to mitigate any potential negative impacts of accumulated proposals?

Not applicable

## Section 9 – Outcome of the Assessment

There are four potential outcomes for this assessment which are:

- No major alterations to the policy assessed
- Adjust the policy as potential problems or missed opportunities identified.
- Continue the policy - justification required as potential for adverse impact has been identified.
- Stop and remove the policy or proposal, as potential for discrimination or other harmful impact.

9.1 Please detail the outcome of the assessment:

Continue the policy: the Impact Assessment identifies the potential for adverse impact or missed opportunities to promote equality.

9.2 Please outline the justifications for continuing the policy/procedure.

An assessment of need has been undertaken by an external provider and validated by NAC's Roads Service. Not all schools have school crossing patrols therefore walking routes are managed elsewhere. Other supports will be explored on a school-by-school basis to reinforce safety at these times for primary age children at these locations.

9.3 Please state the key issues, recommendations and future actions arising from the Integrated Impact Assessment.

The promotion of safe travel routes to school and continued engagement with the Roads Safety Technician. The assessment data will be analysed by the Roads Services and take forward any recommendations for further signage, traffic calming measures etc

## Section 10 – Monitoring

10.1 Describe how you will monitor the impact of this policy for example, performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved, timescales including any future reviews of the impact of the proposal?

The service will monitor use of this location and reported concerns or changes in traffic volumes or incidents and investigate where any improvements can be made. National guidelines will be followed for any review of sites.

## Section 11 – Sign Off

11.1 Head of Service who has approved the impact assessment.

Name: Sam Anson

Title: Executive Director (Education)

Date: 30 January 2025

## Section 12 – Publication

12.1 Following approval by Head of Service, completed Impact Assessments need to be published on the Council's External Website.

Please email: [northayrshireperforms@north-ayrshire.gov.uk](mailto:northayrshireperforms@north-ayrshire.gov.uk)