

Equality and Children's Rights Integrated Screening Form

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. In addition, 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).

The duty requires that the Council assesses the 'equality impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made. In addition, we must also ensure we are not impacting negatively on Human Rights or socio-economic status under the Fairer Scotland Duty.*

This form should assist in assessing whether a more detailed Equality and Children's Rights impact assessment is required.

| A. Proposal | | |
|--|---|----|
| Title | Re-design of the Community Learning and Development Service | |
| Budget reference number and heading if appropriate (or N/A).* | SP/COM/24/12 | |
| Amount (£) of saving if appropriate (or N/A) | £62,210 | |
| Service | Connected Communities | |
| Lead Officer | Rhonda Leith | |
| Others Involved | Angela Morrell | |
| Date Completed | 25/01/24 | |
| 1. What are the main aims of the proposal? | | |
| The Council's Voluntary Early Retirement process has approved several posts across the Community Learning and Development Service which means there is a need to redesign the service to be able to deliver on priorities for the future. This proposal relates to the removal of a further Grade 12 post and the matching of a staff member into a vacant post at the same level. | | |
| 2. What data, research or other evidence was used for this screening? | | |
| Our understanding of our communities and their needs in relation to the priorities of the Council and Community Learning and Development Plans | | |
| 3. Screening questions | | |
| | Yes | No |
| 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? | x | |
| Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance) | x | |

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|--|-----------------|-----------------|----------------|---|---|
| Is it a major proposal, significantly affecting how services are delivered or how other organisations operate? | | | | | x |
| Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes? | | | | x | |
| 4. What is the impact of the (budget) proposal on equality groups? | | | | | |
| Protected Group | Positive Impact | Negative Impact | Neutral Impact | Comments | |
| Age (young**/older people) | | x | | Reduction in capacity, particularly for work with older people. | |
| Disability (Physical & learning) | | | x | | |
| Gender Re-assignment | | | x | | |
| Pregnancy & Maternity | | | x | | |
| Race & ethnic origin | | | x | | |
| Religion or belief | | | x | | |
| Sex | | | x | | |
| Sexual Orientation | | | x | | |
| Care Experienced | | | x | | |
| Other (Poverty, homelessness, rural, carers, part-time workers, etc) | | x | | Reduction of capacity to respond, particularly at speed, to emerging issues in communities, including those related to poverty. | |
| Fairer Scotland Duty | | x | | As above | |
| Human Rights | | | x | | |
| 5. 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). | | | | | |
| The proposal, linked to the reduction in staff from the already approved Voluntary Early Retirement process, means that there will be a reduction of capacity within the Community Learning and Development team. The priorities of Community Learning and Development include supporting equalities within our communities and as a result there is likely to be an impact on the level of service which is available to less advantaged communities across North Ayrshire. While redesign plans will seek to mitigate this and to ensure that the focus of the service remains in those most needing additional support to access opportunities, the service will be less responsive and reactionary than it is able to be at present with a larger cohort of staff. | | | | | |

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| 6. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire | |
| No specific impact on the island communities. | |
| 7. Have any cross-cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)? | |
| N/A | |
| 8. If a negative impact has been identified how will you modify it? | |
| We will continue to work closely with our partners to maximise the use of the resources we collectively have. We will ensure that our focus is on priorities including equalities and support for those who are most vulnerable within our communities. | |
| 9. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations? | |
| It has not been possible to engage and consult on the proposal with partner organisations at this point as the staffing consultation is currently ongoing. When moving to a full ECRIA following the conclusion of this stage, there will be dialogue with our partners in the community and third sector to better understand how we can focus our resources to support them, and to ensure there is clarity of understanding as to the support which the service will provide to each of them. This will also help to identify any potential gaps in support which we may not currently be aware of. | |
| 10. What are the monitoring and review arrangements? | |
| Monitoring and review arrangements in full will be designed following the completion of the full assessment, however these will include using existing trend data and ongoing evaluative work to understand any impact on the protected characteristic groups. This evaluative work includes the learner voice work with young people, adult learners, older people and community groups which provides robust information as to needs. | |
| 11. What are the recommendations and further action resulting from this Equality Screening? (please explain) | |
| Full Equality Assessment (or) - | |
| Full Equality Assessment and Children's Rights Impact required. | X to be carried out at the appropriate stage in the redesign process, following the completion of staff consultation. |

| | |
|-----------------------------------|---|
| B. Outcome of the Proposal | |
| Screening Only (Please Explain) | |
| Full Assessment Required | X |

Authorisation

Policy Lead/Manager:

Date:

Head of Service: Rhonda Leith

Date: 26/01/2024

*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) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found – (Appendix 1 of the full form)

[\(Children & Young People's Commissioner Scotland\)](#)

- A reduction in staffing levels will mean less capacity to deliver CLD services, including youth work activities.

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, e.g., education, child protection etc or **Indirect** Impact, where although not directly aimed at young people, will still have an impact, e.g., welfare reforms, parental leave, housing supply etc).

- Likely indirect low impact, we will work to mitigate the impact by focusing our resources and continuing to link closely with our partners to maximise the impact of our collective work.

3. Are there 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, we will continue to prioritise young people who most need support.