

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.

1. Proposal		
Title	Reduction of venue assistant core hours	
Budget reference no. and heading if appropriate (or N/A).*	SP/COM/24/10	
Amount (£) of saving if appropriate (or N/A)	£28,000	
Service	Connected Communities	
Lead Officer	Rhonda Leith	
Others Involved	Donna Morrison	
Date Completed	26 January 2024	
2. What are the main aims of the proposal?		
Reduction of 1FTE Grade 3 equivalent by reducing venue assistant core hours allocations to North Ayrshire Council owned and or operated within community centres managed by local community associations.		
3. What data, research or other evidence was used for this screening?		
Experience and current/historical practice and information on letting programs.		
4. 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
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
5. 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		
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		
Fairer Scotland Duty			x		
Human Rights			x		
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).					
The option for Associations and associated groups to keyhold lets will remove any negative socio-economic impacts.					
7. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire					
NA.					
8. Have any cross cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?					
Any services impacted by loss of a venue assistant will receive direct support to self manage access to community spaces ensuring all risks are managed effectively.					
9. If a negative impact has been identified how will you modify it?					
As above.					
10. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?					
No.					
11. What are the monitoring and review arrangements?					

Ongoing engagement with NAFCO and individual Associations. Consultation around reduced core hours and agreeing a plan to monitor and review let programmes and outcomes post-implementation. Core Hour allocations are reported and reviewed monthly therefore any concerns of overspends from Associations who struggle to remain within limits can be quickly addressed by the Community Resource Manager.

12. 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.	
Screening Only (Please explain)	Mitigation measures in place to reduce impact.

Authorisation	
Policy Lead/Manager	Date
Donna Morrison	26.01.24
Head of Service	Date:
Rhonda Leith	26.01.24

*If relating to a Budget proposal, the Screening and/or 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

CRIA - Screening Questions
<p>1. What aspects of the Policy/measure will affect children and young people?</p> <p>(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)</p>
<p>There should be no noticeable impact to children and young people, access to community spaces will still be available, albeit on a keyholding basis for some activities deemed suitable.</p>
<p>2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts.</p> <p>(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</p>
<p>NA.</p>
<p>3. Are there particular groups of young people who are more likely to be affected than others?</p> <p>(‘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)</p>
<p>No.</p>