

North Ayrshire Council

Equality Impact Assessment and  
Screening forms for Budget  
Proposals

2016 – 2017 and 2017 - 2018

By Directorate –

Education and Youth Employment

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.

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.

This form should assist in assessing whether a more detailed equality impact assessment is required.

<b>1. Proposal</b>		
Title	Early Years - Parenting Team	
Budget reference no. and heading if appropriate		
Amount (£) of saving if appropriate	£50K	
Service	E&YE	
Lead Officer	John Butcher	
Others Involved		
Date Completed	5/02/16	
<b>2. What are the anticipated outcomes of the proposal?</b>		
No impact		
<b>3. What data, research or other evidence was used for this assessment?</b>		
Verbal feedback on impact from head teachers and other service users.		
<b>4. Screening questions</b>		
	<b>Yes</b>	<b>No</b>
<b>Does the proposal affect service users, employees or the wider community? (The relevance of the proposal will depend not only on the number of people affected, but also the significance of the effect on them).</b>		X
<b>Is it a major proposal, significantly affecting how services are delivered?</b>		X
<b>Will it have a significant effect on how other organisations operate?</b>		X
<b>Does it relate to services that have been identified in the past as being important to particular protected groups?</b>		X
<b>Does it relate to an area where there are known inequalities?</b>		X

Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?			X	
<b>5. What is the impact of the budget on equality groups?</b>				
Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age			X	
Disability (Physical & learning)			X	
Gender Re-assignment			X	
Pregnancy & Maternity			X	
Race & ethnic origin			X	
Religion or belief			X	
Sex			X	
Sexual Orientation				
Other (Poverty, homelessness, rural, carers, part-time workers, etc)			X	
<b>6. Have any cross cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?</b>				
No				
<b>7. If a negative impact has been identified how will you modify it?</b>				
We are planning a change to the delivery of parenting programmes and will focus on evidence based parenting programmes. Staff are in a strong position to continue with this as a result of the training delivered in partnership with Psychology of Parenting Project. (PoPP)				
<b>8. Has there been any consultation on the budget proposal?</b>				
Yes – consultation with the Acting PoPP Co-ordinator, early years heads and Head Teachers has helped identify the way forward.				
<b>9. What are the monitoring and review arrangements?</b>				
Will continue to receive feedback on impact of parenting courses on a regular basis.				

**10. What are the recommendations and further action resulting from this assessment?**

No further impact assessment required.

**11. If relating to a Budget proposal, please insert summary included in the Budget report below**

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### Equality Screening Form

1. Proposal		
Title	Dining Room Supervision	
Budget reference no. and heading if appropriate		
Amount (£) of saving if appropriate	£20K	
Service	E&YE	
Lead Officer	John Butcher	
Others Involved		
Date Completed	17/02/16	
2. What are the anticipated outcomes of the proposal?		
No impact		
3. What data, research or other evidence was used for this assessment?		
Budget analysis determined underspend		
4. Screening questions		
	<b>Yes</b>	<b>No</b>
Does the proposal affect service users, employees or the wider community? (The relevance of the proposal will depend not only on the number of people affected, but also the significance of the effect on them).		X
Is it a major proposal, significantly affecting how services are delivered?		X
Will it have a significant effect on how other organisations operate?		X
Does it relate to services that have been identified in the past as being important to particular protected groups?		X
Does it relate to an area where there are known inequalities?		X
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?		X

<b>5. What is the impact of the budget on equality groups?</b>				
<b>Protected Group</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Neutral Impact</b>	<b>Comments</b>
Age			X	
Disability (Physical & learning)			X	
Gender Re-assignment			X	
Pregnancy & Maternity			X	
Race & ethnic origin			X	
Religion or belief			X	
Sex			X	
Sexual Orientation				
Other (Poverty, homelessness, rural, carers, part-time workers, etc)			X	
<b>6. Have any cross cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?</b>				
No				
<b>7. If a negative impact has been identified how will you modify it?</b>				
<b>8. Has there been any consultation on the budget proposal?</b>				
Yes				
<b>9. What are the monitoring and review arrangements?</b>				
None as no impact identified.				
<b>10. What are the recommendations and further action resulting from this assessment?</b>				
No further impact assessment required.				
<b>11. If relating to a Budget proposal, please insert summary included in the Budget report below</b>				

### Equality Screening Form

1. Proposal		
Title	Increased charges to other local authorities – pupil placements	
Budget reference no. and heading if appropriate		
Amount (£) of saving if appropriate	£57K	
Service	E&YE	
Lead Officer	John Butcher	
Others Involved		
Date Completed	17/02/16	
2. What are the anticipated outcomes of the proposal?		
No impact		
3. What data, research or other evidence was used for this assessment?		
Benchmarking resulted in NAC's charges being lower than other authorities.		
4. Screening questions		
	<b>Yes</b>	<b>No</b>
Does the proposal affect service users, employees or the wider community? (The relevance of the proposal will depend not only on the number of people affected, but also the significance of the effect on them).		X
Is it a major proposal, significantly affecting how services are delivered?		X
Will it have a significant effect on how other organisations operate?		X
Does it relate to services that have been identified in the past as being important to particular protected groups?		X
Does it relate to an area where there are known inequalities?		X
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?		X

<b>5. What is the impact of the budget on equality groups?</b>				
<b>Protected Group</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Neutral Impact</b>	<b>Comments</b>
Age			X	
Disability (Physical & learning)			X	
Gender Re-assignment			X	
Pregnancy & Maternity			X	
Race & ethnic origin			X	
Religion or belief			X	
Sex			X	
Sexual Orientation				
Other (Poverty, homelessness, rural, carers, part-time workers, etc)			X	
<b>6. Have any cross cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?</b>				
No				
<b>7. If a negative impact has been identified how will you modify it?</b>				
<b>8. Has there been any consultation on the budget proposal?</b>				
Yes				
<b>9. What are the monitoring and review arrangements?</b>				
None as no impact identified.				
<b>10. What are the recommendations and further action resulting from this assessment?</b>				
No further impact assessment required.				
<b>11. If relating to a Budget proposal, please insert summary included in the Budget report below</b>				

