

Equality Impact Assessments for Budget Proposals 2018/19 Overview

Table 2 below provides a summary of the Equality Impact Assessment (EIA) forms for the Budget Proposals for 2018/19 – 2019/20. Screening forms are completed initially to determine if a Full Impact Assessment form is required. Not all proposals require a screening as it is clear from the outset they do not impact on the protected characteristics under Equality Legislation.

EIA forms have been broken down by Directorate, where a full EIA has been completed the reference for this has been placed at the start of each Directorate section followed by the screening forms (Table 2).

Accumulated Impacts

Equality Impact Assessments are generally carried out within Services and where possible negative (or positive) impacts of a policy or proposal are identified these are highlighted within the assessment form. What is more difficult to measure are the potential accumulated impacts on any one protected characteristic group due to multiple proposals across Services.

Forty screenings and 18 full Equality Impact Assessments were completed from Council Services. These assessments have indicated potential negative impacts for all protected characteristic groups but most notably, Age (old and young), Disability (both physical and learning), and Poverty/low income. In addition, Pregnancy and Maternity, Race, Sexual Orientation and Gender Re-assignment have been identified for possible negative impacts. Table 1 on the following page provides an overview of where Services are identifying potential impacts on protected characteristics.

Within each protected characteristic, the potential impact will vary depending on the nature of the proposal and the group affected. The process of carrying out an EIA helps to determine not only if there are potential negative impacts but also of ways to try and mitigate these through other routes, including signposting to other services or partners to provide support. This means that some of the negative impacts identified will potentially be mitigated. Where Services have identified potential positive outcomes, we have included these. In effect the numbers in the table provide a crude overview of where Services are identifying potential for impact on protected characteristics, however it is not possible to aggregate these as the type of impact and the scale of the impact will vary by proposal. This is due to the individual nature of each assessment, available evidence and any mitigating proposals have been put forward and each should be considered more fully within the Full Equality Impact Assessment.

Table 1 – Crude measure of Positive and Negative impacts identified in Full EIA’s

Protected Characteristic	Negative (potential) Impact	Positive (potential) Impact
• Age – Children/young people	18	1
• Age – Older Groups	5	2
• Disability –	12	3
• Pregnancy and Maternity	4	1
• Gender Re-assignment	2	
• Race	3	1
• Religion	-	-
• Sex (Gender)	-	-
• Sexual Orientation	2	-
• Other (inc - Poverty/Low income)	9	2

The higher number of potential impacts identified for Age (children and young people), disability and Other (poverty) are related to the number of Equality Impact Assessments carried out by Education and Youth Employment and Connected Communities.

Table 2 – Equality Impact Screening and Full Assessment Summary by Service

Reference	Policy and Purpose	Assessment of Impact of Policy on Protected Characteristics	Operational/Savings to be Approved	EIA/Screening Form Outcome
DEMOCRATIC SERVICES				
SP-CX-18-02	Executive Office Re-Structure	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.
SP-CX-18-03	Alignment of Election budget with requirements	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy
SP-CX-18-04	Legal and Licensing Re-Structure	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.
SP-CX-18-05	Rationalise non-payroll budgets	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.
SP-CX-18-06a	Restructure of Communications team	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.
SP-CX-18-07	Policy and Performance Re-Structure	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.

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	FINANCE AND CORPORATE SUPPORT			
	Finance Screenings			
SP-FCS-18-10	Reduced staffing in Benefits Service due to Universal Credit	Neutral impact on protected characteristics.*	Savings to be Approved	Screening only Implement policy.
SP-FCS-18-03	Reduced staffing in Revenue and Benefits Service	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.
- People and Transformation – Screenings				
SP-FCS-18-02	Rationalise structure and non-employee budgets within People	Neutral impact on protected characteristics.*	Operational	Screening only Implement policy.
- Customer and Digital Services				
SP-FCS-18-11	Digital Strategy Transformational projects	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust. Positive impacts identified for Age (older groups); Disability and Other (digitally excluded groups)	Savings to be Approved	Full EIA

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ECONOMY AND COMMUNITIES - CONNECTED COMMUNITIES				
Full EIA's -				
SP-EC-18-52	Reduce Arts Budget	<p>Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust</p> <p>All Protected Characteristics potentially affected, but Age (young people are the main group); We will raise awareness of other potential funding sources and young people will be supported to look alternative means of income generation</p>	Savings to be Approved	Full EIA
SP-EC-18-40	Review Community Learning & Development service	<p>Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust</p> <p>Negative Impacts on Age (Children and young people); Disability (inc mental health); Gender Reassignment (support for LGBTI groups); Pregnancy and Maternity (mother and toddler groups); Race and Ethnic Origin (BME & Refugee groups); Sexual Orientation (LGBTI Groups); Other (Poverty)-</p>	Savings to be Approved	Full EIA
SP-EC-18-43	Cease Nurturing Excellence in Sport Programme	<p>Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust</p> <p>Negative Impact on Age (Young People); Disabilities. Current members will be advised on other potential schemes to support their aspirations</p>	Savings to be Approved	Full EIA
SP-EC 18-45a	Review Public Library Services	<p>Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust,</p> <p>Negative Impacts on Age (Children and young people); Disability (inc mental health, MacMillan Cancer); Gender Reassignment (support for LGBTI groups); Pregnancy and Maternity (mother and toddler groups); Race and Ethnic Origin (BME & Refugee groups); Sexual Orientation (LGBTI Groups); Other (Poverty).</p> <p>We will consult with communities and staff and work with communities to offer access to libraries through volunteers;</p>	Savings to be Approved	Full EIA
SP-EC 18-45b	Review School Library Services			

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		We will work with family members, friends and volunteers to establish library book pick-up services for the most vulnerable service users who have limited alternatives and can't easily visit libraries		
SP-EC 18- 48	Reduce Support for Community Centres	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust Potential Negative Impacts on Age (Young and older groups); Disability (including mental health groups); Pregnancy and Maternity (mother and toddler groups); Race and Ethnic origin groups; Other (Poverty).	Savings to be Approved	Full EIA
SP-EC 18-49	Reduce Countryside Ranger team	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust Potential negative impact Age (older groups, and children and young people); Disability (including mental health groups);	Savings to be Approved	Full EIA
SP-EC 18-50	Reduce contribution to Clyde Muirshiel Regional Park	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust Potential negative impact Age (older groups, and children and young people); Disability (including mental health groups);	Savings to be Approved	Full EIA
SP-EC 18-51	Remove contribution to Brodick Country Park	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust Potential negative impact on Age (young people and children); Disability and mental health groups. The National Trust Scotland will be assisted in accessing alternative funding	Savings to be Approved	Full EIA
ECONOMY AND COMMUNITIES - ECONOMIC GROWTH				
Screenings				
SP-EC-18-53	Increased Income for Pest Control Service	Neutral impact on protected characteristics.*	Savings to be Approved	Screening only Implement policy.
SP-EC-18-54	Maxmise in kind contribution to Employability projects	Neutral impact on protected characteristics.*	Savings to be Approved	Screening only

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				Implement policy.
SP-EC-18-56	Cease Funding The Hatchery	Neutral impact on protected characteristics.*	Savings to be Approved	Screening only Implement policy.
SP-EC-18-57	Reduce Early Stage Growth Fund	Neutral impact on protected characteristics.*	Savings to be Approved	Screening only Implement policy.
SP-EC-18-58	Delete Business Development Post	Neutral impact on protected characteristics.*	Savings to be Approved	Screening only Implement policy.
SP-EC-18-59	Ayrshire Regional Partnership for Economic Growth	Positive Impact for Age; Disability; Pregnancy and Maternity; Race and Ethnic Origin; Other (Poverty).	Savings to be Approved	Screening only Implement policy

PLACE				
	Commercial Services – Full EIA’s			
SP-PL-18-03	Introduction of Car Parking charges and Decriminalised Parking enforcement	<p>Outcome of the Impact Assessment (as per the Impact form) –</p> <p>1. No major alterations to policy assessed, EIA shows policy is robust</p> <p>Protected Characteristic – possible minimal negative impacts on Age (older and young adults), Disability (financial impact); pregnancy and maternity (financial impact); Vulnerable poverty groups (financial impact).</p> <p>Possible Positive impact on Disability (Improved Parking opportunities).</p> <p>Any negative impact would be off a minimum due to the proposed parking charges levy.</p>	Savings to be Approved	Full EIA

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	Commerical Services - Screenings			
SP-PL-18-01	Reduction of dark lamp night spotting	Neutral impact on protected characteristics.	Savings to be Approved	Screening only Implement policy.
SP-PL-18-02	LED Lighting Energy Efficiencies	Neutral impact on protected characteristics	Operational	Screening only Implement policy.
SP-PL-18-04	Increase Roads Permit and service charge by 8%	Neutral impact on protected characteristics.	Savings to be Approved	Screening only Implement policy.
SP-PL-18-07	Roll out of Car Share scheme	Neutral impact on protected characteristics.	Operational	Screening only Implement policy.
SP-PL-18-10	Remove subsidy from Special Uplift Charges	Neutral impact on protected characteristics.	Savings to be Approved	Screening only Implement policy.
SP-PL-18-15	Remove subsidy from Burial charges	Possible minor negative impacts , on Other (Poverty) mitigated through the screening process	Savings to be Approved	Screening only Implement policy.
SP-PL-18-16	Introduce a fee for additional memorial stoneworks permits	Possible minor negative impacts , mitigated through the screening process	Savings to be Approved	Screening only Implement policy.

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SP-PL-18-20	Restructure within Streetscene	Neutral impact on protected characteristics*	Operational	Screening only Implement policy.
SP-PL-18-21	Implement revised recharge to HRA for Streetscene costs	Neutral impact on protected characteristics*	Operational	Screening only Implement policy.
SP-PL-18-42	Reduce Grounds Maintenance Service	Neutral impact on protected characteristics	Savings to be Approved	Screening only Implement policy.
SP-PL-18-43	Recovery of Streetscene maintenance charges from Common Good	Neutral impact on protected characteristics	Operational	Screening only Implement policy.

PLACE				
	Physical Environment - Full EIA's			
SP-PL-18-28	Reduce energy consumption through behaviour change	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust No impact on protected characteristics	Operational	Full EIA completed
SP-PL-18-30	Utilise a one-off underspend in the Carbon Reduction Commitment	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust No impact on protected characteristics	Operational	Full EIA completed
SP-PL-18-37	Establish standard charge for hostels accommodation	Outcome of the Impact Assessment (as per the Impact form) – 1. No major alterations to policy assessed, EIA shows policy is robust Possible negative impact on 'Other' (poverty) – procedures are in place to mitigate any impact.	Savings to be Approved	Full EIA completed

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	Physical Environment - Screenings			
SP-PL-18-29	Revised apportionment of salary costs between the GF and HRA	Neutral impact on protected characteristics	Operational	Screening only Implement policy
SP-PL-18-33	Develop additional income streams from Catering and Transport	Neutral impact on protected characteristics.	Savings to be Approved	Screening only Implement policy
SP-PL-18-34	Review Catering Options	Positive Outcome identified for families taking up the early years meals initiative	Savings to be Approved	Screening only Implement policy
SP-PL-18-35	Increase the price of School meals by 10p (5%)	Potential negative impact identified for Age (young) and Other (poverty) due to increase in cost of school meals – The increase of costs will be met through free school meals provision which mitigates min risk on individuals.	Savings to be Approved	Screening only Implement policy

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EDUCATION AND YOUTH EMPLOYMENT				
Full EIA's				
SP-EY-18-09	Revisit the management structure of all primary schools	Outcome of the Impact Assessment (as per the Impact form) – 3. Continue the policy – there are justifications to continue the policy despite potential for adverse impact. Protected Characteristics potentially affected – Age (children and young people), Other (poverty) etc (no mitigating actions identified).	Savings to be Approved	Full Assessment completed
SP-EY-18-10	Review resource allocation formula for primary and secondary schools	Outcome of the Impact Assessment (as per the Impact form) – 3. Continue the policy – there are justifications to continue the policy despite potential for adverse impact. Protected Characteristics potentially affected – Age (children and young people), Disability (physical and learning), Other (poverty). No mitigating factors identified	Savings to be Approved	Full Assessment completed
SP-EY-18-11	Review staff mix within Early Years Service	Outcome of the Impact Assessment (as per the Impact form) – 3. Continue the policy – there are justifications to continue the policy despite potential for adverse impact. Protected Characteristics potentially affected – Age (children and young people), Disability (physical and learning), Other (poverty), The impact will be reduced by replacing the teachers with Early Years Practitioners	Savings to be Approved	Full Assessment completed
SP-EY-18-12	Review allocation of support teachers across all service areas	Outcome of the Impact Assessment (as per the Impact form) – 3. Continue the policy – there are justifications to continue the policy despite potential for adverse impact. Protected Characteristics potentially affected – Age (children and young people), Disability (physical and learning); The impact will be monitored and consideration given to other strategies to support pupils.	Savings to be Approved	Full Assessment completed

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SP-EY-18-20	Review of central staffing team.	Outcome of the Impact Assessment (as per the Impact form) – 3. Continue the policy – there are justifications to continue the policy despite potential for adverse impact. Protected Characteristics potentially affected – Age (children and young people), Disability (physical and learning), Other (poverty); No mitigating factors identified	Savings to be Approved	Full Assessment completed
Education -	Screenings			
SP-EY-18-02	Phase 1 music service redesign including increased music charges by 10% and introduce for S3 pupils	Potential negative impact on Age (young people) and low incomes - Consideration to reducing the service proportionally in a way which will limit the impact, preserve core work and retain ability to secure external grant funding, which may negate the need to increase charges to parents.	Savings to be Approved	Screening only
SP-EY-18-03	Reduce payments to parent councils	Neutral impact on protected characteristics	Savings to be Approved	Screening only
SP-EY-18-04	Remove supported study budgets from secondary schools	Potential negative impact on Age (young people) and those on low incomes - External funding would be sought and the goodwill of teachers to volunteer.	Savings to be Approved	Screening Only
SP-EY-18-05	Remove secondary school Determined to Succeed (DTS) budgets	Potential negative impact on Age (young people) and those on low incomes - Reduction in support would have to be considered in other ways.	Savings to be Approved	Screening Only
SP-EY-19-06	Review of PPP contracts to identify unitary charge reductions	Neutral impact on protected characteristics	Operational	Screening only

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SP-EY-18-07	Reduce school non payroll budgets	Neutral impact on protected characteristics	Savings to be Approved	Screening only
SP-EY-18-13	Review school technician services	Neutral impact on protected characteristics	Savings to be Approved	Screening only
SP-EY-18-14	Reduce CPD (training) budgets by 30%	Neutral impact on protected characteristics – Consideration will be given to in-house training throughout the service. Specialist training for staff supporting our pupils with additional support needs would not be affected.	Operational	Screening only
SP-EY-18-15	Cease payments for supervisory meals in all schools	Neutral impact on protected characteristics – Supervision of pupils will be delivered in another way, management teams, goodwill of staff.	Savings to be Approved	Screening only
SP-EY-18-16	Reduction of 1 fte senior manager	Neutral impact on protected characteristics	Operational	Screening only