

## **Equality Impact Assessments for Budget Proposals 2019/20 Overview**

Table 2 below provides a summary of the Equality and Children's Rights Impact Assessment (EIA) forms for the Budget Proposals for 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).

### **Children's Rights**

Following a decision at Cabinet a Children's Rights section was added to the assessment process during 2018. This is based on United Nations Convention on the Rights of the Child (UNCRC). The UNCRC is a core international human rights instrument and is governed by a number of articles protecting and promoting the rights of children. In addition the Impact process also considers the Getting it Right for Every Child (GIRFEC) approach in Scotland to improving outcomes and wellbeing for all children. The GIRFEC approach is supported by 8 wellbeing indicators which are Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included, or sometimes known as SHANARRI. Any budget proposals that impact on children and young people should also include an assessment against the Children's Rights articles and the Wellbeing indicators.

### **Fairer Scotland Duty**

The Fairer Scotland Duty, Part 1 of the Equality Act 2010, came into force in Scotland during 2018. The duty places a legal responsibility on public bodies to actively consider ('pay due regard to') how they can reduce inequalities of outcome caused by socio-economic disadvantage. This means that the Council must seriously consider strategic decisions and how these relate to inequalities caused by socio-economic issues. A section has been added to the equality impact assessment tools to support services to consider this duty.

### **Addendum to Fairer Scotland Duty**

Services were asked to consider previously agreed budget savings that will be realised over a longer timeframe and hence would become relevant for the Fairer Scotland Duty. Where applicable these have been added at the end of the relevant Directorate/Service section in 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.

Thirty-Three screenings and 5 full Equality and Children's Rights Impact Assessments were completed from Council Services. These assessments have indicated potential negative impacts for some protected characteristic groups but most notably, Age (young and old), Disability (both physical and learning), and 'Other', encompassing poverty/low income, homelessness and care-experienced young people. In addition, Race and Sexual Orientation were noted once each 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 depending on the detail and depth of savings, there may be opportunity for some of the negative impacts identified to be partially (and in some cases) fully 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 having been put forward and each should be considered more fully within either the screening document or the Full Equality Impact Assessment.

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

<b>Protected Characteristic</b>	<b>Negative (potential) Impact</b>	<b>Positive (potential) Impact</b>
• Age – Children/young people	6	2
• Age – Older Groups	1	1
• Disability –	4	1
• Pregnancy and Maternity	-	-
• Gender Re-assignment	-	-
• Race	1	-
• Religion	-	-
• Sex (Gender)	-	-
• Sexual Orientation	1	-
• Other Breakdown -	5	2
Poverty	3	-
Homelessness	1	-
Care-experienced young people	1	-

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.

### **Fairer Scotland Duty**

Two assessment forms indicated a possible impact on the socio-economic duty. The first of these relates to a loss of opportunity for young people through the proposed suspension of the Modern Apprenticeship programme. The second is a suspected impact (not thought to be significant) on children and young people from deprived backgrounds through proposed savings on support staff resources in schools.

### **Addendum to Fairer Scotland Duty**

Services were asked to consider previously agreed budget savings that will be realised over a longer timeframe and hence would become relevant for the Fairer Scotland Duty, introduced during 2018. Where applicable these have been added at the end of the relevant Directorate/Service section in table 2.

### **Children's Rights**

Three full assessments identify possible impact on children's rights and wellbeing indicators, with a fourth assessment identifying a number of the SHANARRI wellbeing indicators that might be impacted upon. These assessments are for identified savings within Education and Skills, for the 'Review of staffing formulas within primary and secondary schools'; 'Educational Psychology Service Redesign' and 'Adjust staff support resources in schools' and highlight article 28 – 'The right to education' as being impacted on, along with the wellbeing indicator 'achieving'.

The fourth assessment, 'Redesign support services for facilities' identifies 6 areas that may be impacted including – Healthy; Achieving; Responsible; Nurtured; Respected; and Included. As with other areas of assessments these are not absolute indicators of negative impact or for the strength of impact but to flag up that there is the potential for impact on these areas. Summaries can be found in Table 2 below and in the corresponding impact assessments.

Within Education the screening form for the 'Transformation of Pathways of enhanced support for individual young people and children (ASN Placements)' showed positive impacts for Article 3 – Best Interests of the Child and Article 25 – Review of Treatment in Care, along with wellbeing indicators of Responsible, Included and Nurtured.

**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
<b>DEMOCRATIC SERVICES</b>				
SP-CX-19-03	Democratic Services Restructure	There are no potential equalities, children or socio-economic impacts so a full assessment is not required	Operational	Screening only Implement Policy
SP-CX-19-04	Personal Liquor Licence Renewal	There are no potential equalities, children or socio-economic impacts so a full assessment is not required	Operational	Screening only Implement Policy
SP-CX-19-05	Reduced Civil Contingencies Contribution	There are no potential equalities, children or socio-economic impacts so a full assessment is not required	Operational	Screening only Implement Policy
<b>FINANCE AND CORPORATE SUPPORT</b>				
	There are no budget lines for savings for 2019/20			

<b>ECONOMY AND COMMUNITIES - CONNECTED COMMUNITIES</b>				
	Full EIA's or screening-			
SP-EC-19-61	Reduced KA Leisure contribution	The saving will come from the projected KA Leisure surplus and as such will have no direct impact on service users.	Savings to be approved	Screening only Implement Policy
SP-EC-19-62	Remove the contingency and optimism bias element of the Community Investment Fund (CIF)	The saving will come from central funds and will have no direct impact on protected characteristic groups.	Savings to be approved	Screening only Implement Policy
<b>ECONOMY AND COMMUNITIES - ECONOMIC GROWTH</b>				
	Full EIA or Screenings			
SP-EC-19-64	Utilise WOSLF balance for ERDF match funding	Will not affect current service delivery or impact on protected characteristics	Savings to be approved	Screening only Implement policy

**Fairer Scotland Duty Addendum to previous Equality and Children's Impact Assessment process**

SP-EC-18-53	Increased income for pest control service	Through increased commercialisation the service will generate more income. No negative impact anticipated.	Savings Approved	Screening only Implement Policy
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<b>PLACE</b>				
	<b>Commercial Services - Screenings</b>			
SP-PL-19-11	Review of overtime across Commercial Services	This is an operational adjustment which will not affect current service delivery or impact on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
SP-PL-19-01	Municipalisation approach to service delivery	This is an operational adjustment which will not affect current service delivery or impact on protected characteristic groups	Savings to be Approved	Screening only Implement policy.
SP-PL-19-09	Non Road Assets Lighting - Invest To Save	This is an operational adjustment which will not affect current service delivery or impact on protected characteristic groups	Savings to be Approved	Screening only Implement policy.
SP-PL-19-56	Deletion of 0.5fte within Private Sector Advice Team	This is an operational adjustment which will not affect current service delivery or impact on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
SP-PL-19-50	Restructure of Road Safety Section	Possible negative impact on Age (young people); due to reduction in face to face education. <b>Mitigation</b> - Roads safety education will be delivered but will be reprioritised and there will be an increased use of digital platforms to deliver road safety education.	Savings to be Approved	Screening only Implement policy.
SP-PL-19-07	Winter Gritting Route Optimisation	This is a budgetary adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Savings to be Approved	Screening only Implement policy.

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SP-PL-19-51	Reduction in Staff Travel Budgets	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
SP-PL-19-02	Phase 2 of Streetscene Review - to align service specifications on Arran with other localities	This is a budgetary adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Savings to be approved	Screening only Implement policy.
Sp-PL-19-03	Streetscene working arrangements review – Rapid Response Team	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
Sp-PL-19-04	Reduce Streetscene purchase of items such as litter bins, benches and planters	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
Sp-PL-19-05	Review of Council Fleet and its utilisation on a phased approach	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
Sp-PL-19-13	Reduction in Waste Container expenditure	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy.
Sp-PL-19-18	Digital Transformation with	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only

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	Waste Collection Services			Implement policy.
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PLACE	Physical Environment - Screenings			
SP-PL-19-24	Review of the service delivery to victims of anti-social behaviour.	No negative impact identified for protected characteristic group	Savings to be Approved	Screening only Implement policy
SP-PL-19-22	Review of Homelessness services staffing, support services and Housing First for younger clients	<b>Positive Impact</b> - Age (young and old); Other (homelessness).	Savings to be Approved	Screening only Implement policy
SP-PL-19-55	Reduction in GF Housing and Training Fees	This is a budgetary adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy
SP-PL-19-53	Increase Rent for Temporary Accommodation	This is a neutral impact as increases will be met through DWP benefit entitlement.	Savings to be Approved	Screening only Implement policy
SP-PL-19-39	Remove PMI budget for portacabin rental	This is an operational adjustment which will not affect current service delivery; no negative impacts on protected characteristic groups	Operational Adjustment	Screening only Implement policy
SP-PL-19-35	Reduction in Facilities	No negative impact identified for protected characteristic groups	Savings to be Approved	Screening only

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	Management staff presence in schools and reduced scheduled cleans in non-school buildings.			Implement policy
SP-PL-19-26	Reduction in the property budgets including: minor projects, reactive repairs and Health & Safety remedial works,	No negative impact on protected groups, vulnerable service users and groups will be prioritised.	Savings to be Approved	Screening only Implement policy
SP-PL-19-38	Review of all venue booking arrangements and marketing strategies across Place and Economy & Communities.	This is an operational alignment. Service will continue to be maintained at current levels. No impact on any customers (or protected groups).	Savings to be Approved	Screening only Implement policy

EDUCATION AND YOUTH EMPLOYMENT				
Full EIA's				
SP-EY-19-04	<b>Educational Psychology Service Redesign</b>	<p><b>Potential negative impacts</b> for some protected groups, including Age (children and young people); Disability (young people); Other (poverty – young people from deprived backgrounds).</p> <p><b>Potential Wellbeing indicator &amp; Children’s Rights impacted –</b>                      Achieving: Right to education - Article 28  <b>Fairer Scotland Duty – no impact</b></p> <p><b>How will any negative impacts be mitigated?</b>                      We will explore new ways of working and new options for service delivery which are intended to mitigate the potential adverse impact. There would be a requirement to enhance the prioritisation process for children and young people to access an Educational Psychologist</p> <p><b>Recommendation from full assessment –</b>  <b>Option 3</b>                      Continue the policy: the ECRIA (and social- economic impact assessment) identifies the potential for adverse impact or missed opportunities to promote equality – from this budget saving</p>	Savings to be Approved	Full Assessment completed
SP-EY-19-13	<b>Redesign support services for families</b>	<p><b>Potential negative impacts</b> for some protected groups, including Age (children and young people and their families)</p> <p><b>Potential Wellbeing Indicator &amp; Children’s Rights impacted –</b>                      Healthy; Achieving; Responsible; Nurtured; Respected; Included.</p> <p><b>Fairer Scotland Duty – no impact</b></p>	Savings to be Approved	Full Assessment completed

		<p><b>How will any negative impacts be mitigated?</b>  Children and young people and their families will still receive the support from the services within North Ayrshire Council. However, this may be provided in a different way to avoid potential overlap or duplication. The most efficient ways will be explored through the transformation project.</p> <p><b>Recommendation from full assessment – Option 3</b>  Continue the policy: the ECRIA (and social- economic impact) identifies the potential for adverse impact or missed opportunities to promote equality – from this budget saving.</p>		
<b>Education -</b>	<b>Screenings</b>			
SP-EY-19-03	Reduce staff cover costs	Screening only, no negative impact identified for children and young people	Savings to be Approved	Screening only
SP-EY-19-07	Review Devolved School Management Scheme	Screening only, no negative impact identified for children and young people	Savings to be Approved	Screening Only
SP-EY-19-09	Reduce non-payroll budgets across a number of Education HQ cost centres	Screening only, no negative impact identified for children and young people	Savings to be Approved	Screening only
SP-EY-19-11	Transformation of Pathways of enhanced support for individual young people and children (ASN Placements)	<p>Positive impacts identified for Age (young people); Disability (young people) and Other (children and young people are within their community).</p> <p><b>Children’s Rights positively impacted –</b>  Article 3 – Best Interests of the Child and Article 25 – Review of Treatment in Care.</p>	Savings to be Approved	Screening only

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		<b>Wellbeing Indicators positively impacted –</b> Responsible, Included, Nurtured		
		<b>Fairer Scotland Duty –</b> no impact		