

## North Ayrshire Council Equality and Children's Rights Impact Assessment Summary Form

This form provides a summary of the equality impact assessment conducted in the title heading under item 1. The full assessment form is available on request by emailing the main contact below.

This impact assessment process includes the requirements under Equality Legislation to assess the main activities of the Council against the nine protected characteristics and socio-economic inequalities under the Fairer Scotland Duty; the assessment covers the Rights of Children as per the United Nations Rights of the Child and ask us to consider the implications for our island communities under the Island Proofing section.

### 1. Policy/Strategy or Programme Details

1.a Policy Title – Various Non-Employee Budgets (savings)

1.b Policy Lead Officer – Alison Mair, Business Manager, Education

1.c. Contact Telephone – 01294 324409

1.d Contact Email – [amair@north-ayrshire.gov.uk](mailto:amair@north-ayrshire.gov.uk)

1.e Others Involved – Angela Cassells, Laura Cook, Gail Nowek.

### 2. Summary of Policy Aims

To find budget savings by reducing various Non-Employees Budgets; a brief explanation is outlined below –

Resources for Modern Languages would be reduced for Primary children and two of our secondary schools would require to mitigate the impact on their Additional Support Needs (ASN) young people preparing to leave school by providing support in another way.

1. School support for Professional Development. There has been a reduction in spend on this budget due in the main to the introduction of in-house development courses.
2. Modern Languages in Primary Schools. We have a Scottish Government Grant and employ a 1.0 Full Time Equivalent Teacher of Modern Languages utilising the grant. There is a budget of £10k for Primary Foreign Languages which would reduce the capacity to purchase resources in this area.
3. Psychological Services Travel and Expenses. The budget in this area has been underspend due to the different working practices linked to the pandemic, it is anticipated that this will continue.
4. 16Plus - A budget of £20,000 to support employability for ASN pupils in two schools (Garnock & Largs), this support is provided by Enable. Schools would require to consider how to ensure that there is no negative impact on their ASN cohort as they prepare them for leaving school. Also, travel costs can be reduced if young people receive free travel as indicated by the Scottish Government.

### 3. Key Equality Related issues arising from the assessment

#### 3.a Summary of Impacts on Equality Protected Groups

**Age** - Potential negative impacts identified for primary school children who will not have additional resources for learning modern languages.

**Disability** – Young people with ASN in two secondary schools have support from ENABLE, in preparation for leaving school, this would be removed.

#### 3.b Summary of Children's Rights and Wellbeing indicators

Article 23 and 29 of the UNCRC (United Nations Convention on the Rights of the Child) are relevant in this case, the former for the ASN at secondary schools and the latter for primary school children learning a modern language.

Article 23 states - 'Children and Young People have the right to, if they have any kind of disability, have special help to make sure they can join in with things.

Article 29 states - 'Children and Young People have the right to learn and develop their skills and personality fully, teach them about their own and other people's rights and prepare them for adult life.

Actions will be put in place to mitigate any potential negative impacts

### 3.c Summary of Fairer Scotland Duty

No relevant impacts for the FSD

### 3.d Summary of Island Proofing

No impacts for Island Communities

### 3.e Other

None

## 4. Impacts on the Three Key Needs of the Equality Duty

### **Which aspects eliminate unlawful discrimination, harassment and victimisation?**

Primary school children can still learn a modern language with limited resources.

Young children with ASN in two of our secondary schools can still be supported in their preparation for leaving school utilising current best practise of other secondary schools and support staff within their own school.

### **Which aspects Advance Equality of Opportunity?**

All primary school children can have the opportunity to learn a modern language.

All young people within secondary schools as well as those who have ASN can be supported to prepare for leaving school via the Council's Equal Supported employment programme.

### **Which aspects Foster Good Relations for people with protected characteristics?**

Young people with ASN will continue to be supported when leaving school via other routes.

5. Mitigation of any identified impacts

Children will still be able to learn languages but with more limited resources. For children in the secondary school, the Council's Equal Supported Employability team will be able to provide similar support to the Enable service.

6. Summary of any engagement or consultation processes where applicable

There was no consultation around the modern language aspect, headteachers have been advised around the support for ASN children at the two secondary schools and these schools will be asked to provide alternative support and review this moving forward.

7. Recommendations and Outcome from the assessment

No major alterations to the proposal

8. Head of Service

Andrew McLelland

9. Date of Assessment

01/12/2021 (for budget on 2/3/22)