

Equality and Fairer Scotland Impact Assessment - Screening

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|-------------------------|---|
| Title of Policy: | Clackmannanshire Council Budget 2019/20 |
| Service: | Clackmannanshire Council |
| Team: | N/a |

| | |
|---|-----|
| Will the policy have to go to Council or committee for approval | Yes |
| Is it a major policy, significantly affecting how functions are delivered? | Yes |
| Does it relate to functions that previous involvement activities have identified as being important to particular protected groups? | Yes |
| Does it relate to an area where the Council has set equality outcomes? | Yes |
| Does it relate to an area where there are known inequalities? | Yes |
| Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? | Yes |

IF YES - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

| APPROVAL | | |
|-----------------|--------------------|------------------|
| NAME | DESIGNATION | DATE |
| S Crickmar | Strategic Director | 14 December 2018 |

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

Purpose of the proposed policy or changes to established policy

The purpose of the change is to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2019/20.

Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?

General Equality Duty -

- **Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct**

Impacts if any are likely to be minimal.

- **Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not**

Some aspects of the budget proposals may have significant impacts. For example, proposed school closures, reductions in school transport, primary school class reconfigurations, reductions in subsidised transport, reductions or cessation of funding to community or voluntary organisations, cessation of employability and apprenticeship programmes, increases in fees and charges, reduction of funding for advice services, reductions in local leisure provision and closure of community facilities. Further engagement with protected groups is required to understand the nature of the impact and whether any mitigating actions can be adopted.

- **Fostering good relations between people who share a protected characteristic and those who do not.**

Impacts if any are likely to be minimal.

Fairer Scotland Duty -

- **Reducing inequalities of outcome caused by socioeconomic disadvantage**

Some aspects of the budget proposals may have significant impacts on people who already experience socioeconomic disadvantage. For example, proposed school closures, reductions in school transport, primary school class reconfigurations, reductions in subsidised transport, reductions or cessation of funding to community or voluntary organisations, cessation of employability and apprenticeship programmes, increases in fees and charges, reduction of funding for advice services, reductions in local leisure provision and closure of community facilities.

It is likely that these proposals will have a significant impact on those families and people on: low incomes and those in-work poverty; receiving key benefits and affected by universal credit. Groups most likely to be affected are: lone parents; those with disabilities; large families already experiencing poverty and care experienced young people. Families who experience crisis through socio-economic disadvantage will also be impacted from the proposals on funding to community and voluntary organisations which includes funding to the food bank and services which support vulnerable young people.

From our evidence it is likely that women will be disproportionately impacted by the proposals.

| To which of the equality groups is the policy relevant? | | |
|---|---------|--|
| Protected Characteristic | Yes/No* | Explanation |
| Age | Yes | <p>The proposals are likely to impact on young people and families with young children, for example, class reconfigurations, reductions in leisure services and community facilities, support for vulnerable young people and school closures. The proposals on employability and apprenticeship programmes will have an impact on young school leavers. There is also likely to be impacts on older people, e.g. cessation of subsidised transport, funding to voluntary and community organisations and cessation of funding for advice services.</p> <p>Further engagement is required to fully understand the impact on this protected characteristic.</p> |
| Disability | Yes | <p>There may be impacts on people with disabilities, e.g. cessation of subsidised transport, funding to voluntary and community organisations and cessation of employability and apprenticeship programmes.</p> <p>Further engagement is required to fully understand the impact on this protected characteristic.</p> |
| Gender Reassignment | No | <p>There is no indication at this stage that this protected characteristic would be impacted.</p> |
| Pregnancy and Maternity | No | <p>There is no indication at this stage that this protected characteristic would be impacted.</p> |
| Race | No | <p>There is no indication at this stage that this protected characteristic would be impacted.</p> |
| Religion and Belief | No | <p>There is no indication at this stage that this protected characteristic would be impacted.</p> |
| Sex | Yes | <p>There is a possibility that this protected characteristic may be impacted. The sex profile of Clackmannanshire Council employees is circa 75% female. Our poverty and economic baseline assessments indicate that women in Clackmannanshire experience income and employment deprivation. Proposals including cessation of employability and apprenticeship programmes and proposed school closures and reductions in school transport are likely to have a disproportionate impact on women.</p> <p>Further engagement is required to fully understand the impact on this protected characteristic.</p> |
| Sexual Orientation | No | <p>There is no indication at this stage that this protected characteristic would be impacted.</p> |

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

Analysis informing the LOIP and corporate plan indicate that child poverty and women's inequalities are significant issues for Clackmannanshire. Health inequalities continue to present challenges for our older population, and those with disabilities. We know that the communities of Coalsnaughton, Fishcross and Alloa South and East experience longstanding challenges associated with deprivation; there is a possibility, given the profile of proposals that these communities may be particularly impacted. Particular deprivation profile evidences inequality in these communities around income, employment and health.

Further engagement with groups and communities is required to understand the nature of the socioeconomic impact arising from the proposals and any mitigating actions.

Which equality groups and communities might it be helpful to involve in the development of the policy?

Trades Unions – to understand potential impacts on women's inequalities within Council workforce.

Council Employees – to understand the potential impacts on protected groups within Council workforce.

Communities – Coalsnaughton/Fishcross and Alloa South & East (liaise with community councils) – to understand Fairer Scotland impacts and impacts on women, families, and those experiencing socioeconomic disadvantage.

Communities – community councils

Young People – liaise with Youth Parliament and Youth Council to plan most effective engagement approach.

Parent/Pupil Councils – to understand the impact educational proposals on young people

Older people – liaise with CTSI to understand most effective engagement approach.

People with disabilities - liaise with CTSI to understand most effective engagement approach.

Kinship carers and foster parents - liaise with CTSI to understand most effective engagement approach.

Next steps

Face to face engagement will be arranged during January 2019 to enable impacts to be better understood. An online consultation will also be available from 9th January 2019 allowing for comments and feedback on the proposals. Following these engagement events, we will update this equality and fairer Scotland impact assessment.

Equality and Fairer Scotland Impact Assessment - Decision

| Evidence findings | | |
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| Details of engagement undertaken and feedback received | | |
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| Decision/recommendation | | |
| Having considered the potential or actual impacts of this policy, the following decision/recommendation is made: | | |
| <input checked="" type="checkbox"/> | Option 1: No major change The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review. | |
| | Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact. | |
| | Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty. | |
| | Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed. | |
| Justification for decision | | |
| | | |
| APPROVAL | | |
| NAME | DESIGNATION | DATE |
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