

Equality and Fairer Scotland Impact Assessment - Screening Clackmannanshire Council Budget 2019/20

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|-------------------------|--------------------------------------|
| Title of Policy: | Children's Residential Care |
| Service: | Clackmannanshire Council - Education |
| Team: | N/a |

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| Will the policy have to go to Council or committee for approval | No |
| Is it a major policy, significantly affecting how functions are delivered? | No |
| Does it relate to functions that previous involvement activities have identified as being important to particular protected groups? | No |
| Does it relate to an area where the Council has set equality outcomes? | No |
| Does it relate to an area where there are known inequalities? | No |
| Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes? | No |

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

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

This not a policy change.

APPROVAL

| NAME | DESIGNATION | DATE |
|-----------|-------------------------|--------------|
| A Pearson | Chief Education Officer | January 2019 |

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

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| <p>Purpose of the proposed policy or changes to established policy</p> <p>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.</p> <p><i>Our children's residential unit is a house where up to 5 young people live at any one time. Review working patterns of staff based at Children's Residential House. This change of the shift pattern would mean our staff do not need to work such long shifts. This will achieve a better work-life-balance and ensure staff are well rested while looking after our most vulnerable children requiring residential care.</i></p> |
| <p>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?</p> |
| <p>General Equality Duty -</p> |
| <p>➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct</p> <p>Impacts if any are likely to be minimal.</p> |
| <p>➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not</p> <p>Impacts if any are likely to be minimal.</p> |
| <p>➤ Fostering good relations between people who share a protected characteristic and those who do not.</p> <p>Impacts if any are likely to be minimal.</p> |
| <p>Fairer Scotland Duty -</p> |
| <p>➤ Reducing inequalities of outcome caused by socioeconomic disadvantage</p> <p>Young people who face challenges and are in residential placement are often unable to manage full-time education and require to go home. If they do not have access to their residential placement they could be further disadvantaged.</p> |

| To which of the equality groups is the policy relevant? | | |
|----------------------------------------------------------------|----------------|---------------------------------------------------------------------------------------------|
| Protected Characteristic | Yes/No* | Explanation |
| Age | Yes | The proposals are likely to impact on young people, although are anticipated to be minimal. |
| Disability | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Gender Reassignment | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Pregnancy and Maternity | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Race | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Religion and Belief | No | There is no indication at this stage that this protected characteristic would be impacted. |
| Sex | No | |
| Sexual Orientation | No | There is no indication at this stage that this protected characteristic would be impacted. |

* Delete as required

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

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..

Next steps

Face to face contacts will be arranged during January 2019 to enable impacts to be better understood. An online consultation will also be available from 09 January 2019

Equality and Fairer Scotland Impact Assessment - Decision

| Evidence findings | | |
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| <p>This proposal is assessed as having a medium impact, although the proposal concerns a review of staffing arrangements rather than directly impacting on service delivery. Generally the proposals on childcare services are assessed as potentially having some impact on equality and socio-economic disadvantaged groups. Feedback has suggested that consideration should be given to how these proposals might impact other service areas and in particular Education and schools.</p> | | |
| Details of engagement undertaken and feedback received | | |
| <p>Feedback and representations were received through the budget engagement exercise relating to this proposal. This feedback was reflected in the information made available to Elected Members when setting the 2019/20 budget.</p> | | |
| Decision/recommendation | | |
| <p>Having considered the potential or actual impacts of this policy, the following decision/recommendation is made:</p> | | |
| Tick | <p>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.</p> | |
| X | <p>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.</p> | |
| | <p>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.</p> | |
| | <p>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.</p> | |
| Justification for decision | | |
| <p>The Council met on 6th March 2019 and set the budget for 2019/20. This included the approval of this policy.</p> | | |
| APPROVAL | | |
| NAME | DESIGNATION | DATE |
| Michael Boyle | Education Business Manager | 27/3/19 |