

Appendix 1

EQUALITIES AND CHILD RIGHTS AND WELLBEING IMPACT ASSESSMENT: SCREENING AND ASSESSMENT FORM

This form is to be used in conjunction with the Equality Impact Assessment Guidelines. Please refer to these before starting; if you require further guidance contact community.planning@west-dunbarton.gov.uk

Section 1: Policy/Function/Decision (PFD) Details		
A PFD is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for.		
Name of PFD:	Education Lets Committee report 13 th December 2023	
Lead Department & other departments/ partners involved:	Education, learning and Attainment	
Responsible Officer	Laura Mason Chief Education Officer	
Impact Assessment Team	Richard Butler Corporate Administration Manager Claire Cusick Senior Education Officer	
Is this a new or existing PFD?	New	
Start date: Dec'23	End date: Undetermined	
Who are the main target groups/ who will be affected by the PFD ?	All children and young people in West Dunbartonshire Council and beyond who undertake sporting activities via school lets.	
Is the PFD Relevant to the General duty to eliminate discrimination, promote UNCRC, promote equal opportunities or foster good relations? Please enter brief detail	Yes it is. Decisions taken will impact on services to children and young people and on groups who deliver these services.	
Yes:	If yes, complete all sections, 2-9	
No:	If no, complete only sections 8-9	
	If don't know, complete sections 2 & 3 to help assess relevance	

Section 2: Evidence Please list the available evidence used to assess the impact of this PFD, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.	
Available evidence:	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	There has been consultation with almost all existing grassroots sports groups and users of facilities, with a range of council officers and finance officers. There has been pupil and family surveys regarding wellbeing.
Research and relevant information	GIRFEC, Children and Young People (Scotland) Act 2014 Recommendations, Education Scotland, School Lets Guidance, SG Physical Activity and Sports Guidance, UNCRC, pupil survey and Planet Youth Findings
Officer knowledge	Monitoring of projected applications and trends, Young Carer Guidance and data, Scottish Government Guidance, Scottish Index of Multiple Deprivation (SIMD) Data, budgetary allocations and comparator LA information
Equality Monitoring information – including service and employee monitoring	Monitoring of range and demographic of young people potentially affected.
Feedback from service users, partner or other organisation as relevant	Feedback is expected from Young People, user groups, admin officers and Finance Officers
Other	
Are there any gaps in evidence? No gaps Please indicate how these will be addressed	
Gaps identified	
Measure to address these	

Note: Link to Section 6 below Action Plan to address any gaps in evidence

Section 3: Involvement and Consultation

Include involvement and consultation relevant to this PFD, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.

Details of consultations	Dates	Findings	Impact Consideration
<ul style="list-style-type: none"> • Service meetings • Engagement with ind. groups • Other LA liaison • WDC HR& Finance Officers 	<p>Apr'23-Dec'23</p> <p>Apr'23-Dec'23</p> <p>Apr'23-Sept'23</p> <p>Sept'23-Dec'23</p>	<ul style="list-style-type: none"> • Revised pricing structure implemented has impacted negatively on grassroots clubs and range of leisure and play opportunities available. Proposal addresses this. • Clubs have had to increase fees to cover increased lets costs. Proposal will support clubs in amending this. • Clubs note families report increasing struggle to pay the necessary increase in club fees. Proposal will help families. 	<p>United Nations Rights of The Child</p> <ul style="list-style-type: none"> • Article 31 The right of the child to engage in leisure, play and recreational activities • Article 3 Best Interests of the Child • Article 12 Respect for Views of the Child

		<ul style="list-style-type: none"> • Proposal increases opportunities to retain Lets. • Increased opportunities to include children and young people most at risk of missing out. • Limits risk of reputational damage to council as reducing life chances compared to peers in LA and in neighbouring LA's. • Contributes to CPP vision of improving life chances for our children and young people. 	
Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.			
Details of consultations	Dates	Findings	Characteristics
N/A	N/A	N/A	Race
	N/A	N/A	Sex
	N/A	N/A	Gender Reassignment
	N/A	N/A	Disability

	N/A	N/A	Age
	N/A	N/A	Religion/ Belief
	N/A	N/A	Sexual Orientation
	N/A	N/A	Civil Partnership/ Marriage
	N/A	N/A	Pregnancy/ Maternity
	N/A	N/A	Cross cutting

Note: Link to Section 6 below Action Plan

Section 4: Analysis of positive and Negative Impacts

Impact Consideration	Positive Impact	Negative Impact
UNCRC	<ol style="list-style-type: none"> 1. There will be increased opportunities for children and young people to accessing out of school sports, social and recreation opportunities. 2. There will be increased scope within families to provide wider access to social and sporting experiences. 3. There will be a decrease on demands to families 	<ol style="list-style-type: none"> 1. There is going to be a reduction in income which could off-set costs elsewhere in the Council.

	<p>which struggle because they are financially more disadvantaged than their peers.</p> <p>4. There will be a continuing support of grassroots sports and recreation from Council and support of our volunteering community.</p>	
Protected Characteristic	Positive Impact	Negative Impact
Race	N/A	N/A
Sex	N/A	N/A
Gender Re-assignment	N/A	N/A
Disability	N/A	N/A
Age	N/A	N/A
Religion/ Belief	N/A	N/A
Sexual Orientation	N/A	N/A
Civil Partnership/ Marriage; this PC is not listed as relevant for Specific Duties; however under the General Duty we are required to eliminate any discrimination for this PC.	N/A	N/A

Section 6: Action Plan describe action which will be taken following the assessment in order to; reduce or remove any negative impacts, promote any positive impacts, or gather further information or evidence or further consultation

Action	Responsible person	Intended outcome	Date	Equality Consideration
1. Share information on how proposal impacts on rights of child	C Cusick	Help inform decision making	Jan '24	Rights of the Child
2. Share information on revised processes and cost structures with groups/users.	R Butler	Inform on current and proposed payment and Let to support and inform decision making.	Dec'23 onwards	Rights of the Child
3. Share WDC application data with finance teams to monitor impact.	R Butler	Inform on WDC application data and trends.	Dec'23 onwards	Rights of the Child

Are there any negative impacts which cannot be reduced or removed? please outline the reasons for continuing the PFD

The negative impacts identified will not be removed, however some can be minimised by the opportunity to revise Letting models and support groups to explore alternative community supports or funding streams.

Section 7: Monitoring and review

Please detail the arrangements for review and monitoring of the policy

How will the PFD be monitored? What equalities monitoring will be put in place?	We will monitor impact of any changes on the rights of the child as a result of the change in costs via ongoing consultation with user groups and interrogation of data.	
When will the PFD be reviewed?	Twice per year	
Is there any procurement involved in this PFD? If yes please confirm that you have read the WDC Equality and Diversity guidance on procurement	Yes, I have read the guidance	
Section 8: Signatures		
The following signatures are required:		
Lead/ Responsible Officer:	Signature: Laura Mason Chief Education Officer	Date: 10/11/23
EIA Trained Officer:	Signature: Claire Cusick Senior Education Officer	Date: 10/11/23
Section 9: Follow up action		
Publishing: Forward to community Planning and Policy for inclusion on intranet/internet pages	Signature: R Butler	Date: 10/11/23
Service planning: Link to service planning/ covalent – update your service plan/ covalent actions accordingly	Signature: CCusick	Date: 10/11/23
Give details, insert name and number of covalent action and or related PI: N/A		
Committee Reporting: complete relevant paragraph on committee report and provide further information as necessary	Signature: R Butler	Date: 10/11/23
Completed form: completed forms retained within department and copy passed to Policy Development Officer (Equality) within the CPP team	Signature: R Butler	Date: 10/11/23