

AssessmentNo	894	Owner	lcrooks
Resource	Transformation		Service/Establishment Budget CCF
	First Name	Surname	Job title
Head Officer	Amanda	Graham	Chief Officer, Citizen, Culture and Facilities
	(include job titles/organisation)		
Members	Citizen, Culture and Facilities		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	CCF02 - Reduce opening hours of Clydebanks Town Hall		
	The aim, objective, purpose and intended outcome of policy		
	<p>Clydebanks Town Hall (CTH) is currently open to the public five days a week and is mainly used as an office space for elected members and a small number of employees; pre-booked events as well as hosting a museum and gallery space. High operational costs and low visitor numbers mean there is opportunity to make a saving by reviewing opening hours. Under this proposal, three options are being considered: Option 1 – CTH open three days a week CTH would continue to open on additional days as required to support pre-booked events as the cost would be mitigated by the income generated. Access for elected members and support staff would be maintained on three week days. Option 2 - CTH open four days a week CTH would continue to open on additional days as required to support pre-booked events. A review of usage and bookings would be undertaken to ascertain the most appropriate days for opening and closure. Access for elected members and support staff would be maintained on four week days. Option 3 - CTH operates five days with reduced hours daily CTH would open five days with reduced hours (for example 9am to 1pm or 1pm to 5pm). CTH would continue to open as required to support pre-booked events as the cost would be mitigated by the income generated</p>		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	CCF		
Does the proposals involve the procurement of any goods or services?			Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
Employees whose normal place of work is in Clydebanks Town Hall Elected members Residents and visitors			
Who will be/has been involved in the consultation process?			
There will be engagement with current building users to identify the most suitable opening			

AssessmentNo	886	Owner	lorraine.phimister	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer	
	(include job titles/organisation)			
Members	Stephen Daly - Citizen and Library Service Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF03- Citizen Services Provision at Church Street			
	The aim, objective, purpose and intended outcome of policy			
	The front desk at Church Street is the only office location where residents can access services face to face. There are two savings options being considered which would impact face to face provision. Under Option 1, the service would be removed and residents would be directed to use the phone lines currently provided in reception to call the contact centre or, in the case of emergencies, contact the services direct. This would generate a saving of circa £30,000 per annum. Under Option 2, face to face support would continue to be provided on a part time basis (i.e. 0930 – 1300 daily), with residents able to use telephones in reception outwith these times. This would generate savings of circa £15,000 per annum.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Citizen Services			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Members of the public, service users and potential service users Staff may receive more telephone and other queries if face to face is removed				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The Council must not discriminate in	Older people are more likely to be	Negative impact as service users may be	

	the way it provided services.	disabled. Older BME groups are more likely to be income deprived compared to older white ethnic groups.	unwilling to wait in telephone queues when requiring urgent assistance.
Cross Cutting	We need to take into account how factors combine to impact groups and individuals. We need to take into account potential impacts on services across the Council and partner organisations such as WDHSCP which provide services from Church Street	At the time of the original EIA in 2022, there was no clear evidence of impact of similar change caused by closing of CTCO, as this was done during covid lockdown. However during budget focus groups in October 2023, participants note that the CTCO was valuable, to be able to visit and an accessible and effective way of raising and sorting issues. The Scottish Women's Budget Group notes that women and girls have a disproportionate reliance on local government services because they do most of the unpaid care work and therefore rely on local services to support themselves and their families. Decisions made about locally run public services will therefore have a greater impact on women, with disabled women, carers, women from ethnic minority communities, single parents and low paid women likely to feel the biggest impacts.	Overall impact would be negative. Interplay of factors such as sex, race and disability can magnify likelihood of consequences.
Disability	The council has a	Some disabled	Negative impact as

	<p>legal duty to ensure that services are accessible to all disabled people, this duty is proactive /anticipatory, and also requires that we make reasonable adjustments as necessary.</p>	<p>people will not be able to use phones or have difficulty doing so, e.g. hearing loss is the most common form of sensory impairment. Lack of face to face contact may provide extra difficulties for some people. Disabled people, and households with any disabled person are more likely to be income deprived.</p>	<p>some service users may be unable to use a telephone and require face to face assistance.</p>
Social & Economic Impact	<p>We need to have regard to the Fairer Scotland Duty in terms of strategic decisions including on how services are delivered. The Council views tackling poverty and deprivation as a major concern, and mitigating these effects as much as possible.</p>	<p>Having no face to face option for initial contact would mean that those who could not use phone or digital method, because of lack of resources and funds could be discriminated against.</p>	<p>This could potentially have a negative impact on those on low incomes who require assistance and have no other means to contact the Council.</p>
Sex	<p>Services must adhere to the public sector equality duty (PSED).</p>	<p>Currently more female employees staff this work station than male employees. On average women are more likely to be income deprived than men, e.g. women make up 90% of single parents. Women and children are more likely to experience domestic abuse and gender based violence, and for example may have been cut off from money and bank accounts.</p>	<p>This has the potential to disproportionately impact female employees. This could potentially have a negative impact on females who require assistance and have no other means to contact the Council.</p>
Gender Reassign	<p>It is important that services are</p>	<p>See info. under sexual orientation.</p>	<p>Potentially negative.</p>

	accessible to trans people.		
Health	Health and well being is council focus area as noted in our Strategic Plan 22-27.	People will often need to contact the Council at times of great stress.	Lack of a face to face contact could increase stress for some people.
Human Rights	The council is a duty bearer in terms of the European Convention of Human Rights/Human rights Act e.g. and Article 14, non-discrimination. It is important to consider how children and young people might be affected in terms of Equality and Human rights, and Children's rights.	Human rights crosscut with those under equalities, for examples disability provisions, and comments under gender based violence, women and children.	Ensuring accessible services is required to protect human rights, including children's rights.
Marriage & Civil Partnership			
Pregnancy & Maternity	Cross cuts with sex, in terms of women and children.	Cross cuts with sex, in terms of women and children.	Cross cuts with sex, in terms of women and children.
Race	Services must not adhere to the public sector equality duty (PSED).	The council does not have a system in place to ensure that Language Line can be accessed for callers on the telephone, in contrast we have used language Line at Physical public counters. People from most BME groups are more likely to be income deprived than people from most white ethnic groups.	Potential negative for all groups and especially negative for BME groups who are more likely to have Communication needs relating to language that would currently be much better address via initial face to face contact.
Religion and Belief	Though Race and Ethnicity are not the same as religion and belief, there is some cross over in the of experience of communities.	Though Race and Ethnicity are not the same as religion and belief, there is some cross over in the of experience of communities.	Potentially negative for some groups.

Sexual Orientation	Services must adhere to the public sector equality duty (PSED).	Research demonstrates that LGBT+ people, especially young people, are at particular risk of experiencing homelessness, and LGBTIQ+ people who are homeless have specific needs that differ to the rest of the homeless population. (2019 and 2018 reports from Stonewall etc.) There is evidence that LBG people are more likely to suffer social exclusion and may not have access to social networks in a way that others have.	This could potentially have a negative impact on LGBT+ groups who require assistance and have no other means to contact the Council.
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Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

There would be a need and opportunity to put in place a robust system for calls and call backs, for interpreting, using services such as Language Line for people who are not sufficiently fluent or cannot speak English, and using Contact BSL to enable Deaf users to access services.

Will the impact of the policy be monitored and reported on an ongoing basis?

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 886: The assessment details likely negative impacts in terms of race, disability and age, health, human rights including children's rights, sexual orientation, pregnancy and maternity, gender reassignment and socio-economic impact. This in terms of reduction of service; issues would be amplified with closure. Some challenges described may be mitigated with effective signposting and service delivery continuing via the emergency repairs line for those unable to report online. The lack of any face to face option for the council if this was removed, could theoretically breach the Equality Act in combination with other factors if services were in practice less accessible to disabled people.

AssessmentNo	814	Owner	rrea
Resource	Transformation		Service/Establishment Budget CCF
	First Name	Surname	Job title
Head Officer	Amanda	Graham	Chief Officer CCF
	(include job titles/organisation)		
Members	Amanda Graham CO Ricardo Rea Performance and Strategy officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	CCF04- Review grant funding of Shopmobility		
	The aim, objective, purpose and intended out come of policy		
	The Council provides grant support to a number of strategic partner organisations in West Dunbartonshire. Shopmobility delivers a mobility scooter, manual and powered wheelchair service to residents from its base in Clydebank Shopping Centre. Under this proposal, the current grant of £47,670 provided to Shopmobility by the Council would reduce by 25%, 50%, 75% or 100%. At the current level of grant funding the Councils provided approximately 28% of the organisation's income for 22/23.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	We would work with the group and provide them with practical support, engage with CVS, and look at any other available funding streams.		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		No	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
Disabled people and their carers and families, Staff and volunteers of Clyde Shopmobility. In addition to the provision of scooters and wheelchairs, Shopmobility delivers a range of support to residents with physical impairments to increase independence, reduce isolation and ensure equality. This includes provision of trained sighted people to accompany those who are visually impaired to support them with tasks such as shopping or to attend events and facilitating a number of groups for walking, yoga, knitting and photography.			
Who will be/has been involved in the consultation process?			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			

	Needs	Evidence	Impact
Age	Social inclusion and mobility in this context are relevant in this context.	The service is extensively used by older people Evidence suggest that older people are more at risk than some other age groups of social isolation. Older people are more likely to be disabled.	Negative. Funding reductions negatively affect the amount the services that CSM can provide
Cross Cutting	It is important that the council takes account of how factors interact to affect people and groups.	Evidence suggests that BME, Disabled people, women and younger people have been particularly affected by COVID and Cost of Living impacts.	Factors such as sex, disability and age may interact in this circumstance to multiple effects of any service reductions. Completely stopping funding is likely to produce more negative effects than partially reducing funding.
Disability	The Council has an Equality outcome on increasing the participation of disabled people.	The service is extensively used by disabled people. Disabled people are more likely to experience poverty compared to non-disabled people Evidence suggest that disabled people are more at risk than non disabled people of social isolation	Negative. Funding reductions negatively affect the amount the services that CSM can provide.
Social & Economic Impact	The Council must have due regard to the Fairer Scotland Duty, in terms of Social Economic impacts, and the Statutory Guidance.	The service acts to encourage shopping in Clydebank, especially the shopping centre. The organization currently employs 9 members of staff* and has 'TBC' number of volunteers	Revenue of shops in the Clyde shopping center and surrounding area may be negatively affected. This could also occur more widely in WD. There may be a negative financial affect on service users if provision is reduced.
Sex	The Council needs to have regard to the differential impact of	More female than male service users.	If there were service reduction these may tend to affect

	decisions on relevant protected groups.		women more than men.
Gender Reassign			
Health	The Council recognizes health and wellbeing as a priority.	The service supports social interaction among groups at risk of isolation.	Reductions in service may negatively impact on this aspect.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 814: details potential impacts: Reduction of funding may negatively affect services users of Clyde Shopmobility, more likely to be older and disabled and staff and volunteers of the organisation. There may also be a negative economic effect in terms of money spent in Clydebank area in particular and in West Dunbartonshire more generally. There could also be negative effects in terms of reduced capacity to provide services that counter social isolation. Completely stopping funding is likely to produce more negative effects than partially reducing funding.			

AssessmentNo	813	Owner	rrea	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer CCF	
	(include job titles/organisation)			
Members	Ricardo Rea Performance and Strategy Officer Amanda Graham, CO CCF			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF05- Review grant funding of Antonine Sports Centre (ASC)			
	The aim, objective, purpose and intended out come of policy			
	Under the proposal the current grant of £74,156 provided to ASC by the Council would reduce by 25%, 50%, 75% or 100%. (Note that an additional £25,000 was added to their grant as part of 2023/24 budget motion). £74,156 is approximately is approximately 27% of the centers 22/23 total income. The Council provides grant support to a number of strategic partner organisations in West Dunbartonshire. The Antonine Sports Centre is an independent charity which has offered access to sports and community facilities in Duntocher for over 30 years.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	We would work with the group and provide them with practical support, engage with CVS, and look at any other available funding streams.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Current service users and staff. Members of the public especially those who live in the surrounding areas including Faifley who might want to use facilities in future. Antonine Sports Centre (ASC) is the closet such facility for people living in Duntocher and Faifley.				
Who will be/has been involved in the consultation process?				
Antonine Sports Centre (ASC) will be consulted about potential impact, and this will be fed into this impact assessment.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The Council has an equality outcome in	The organization has stated focus on:	Dependent on effect of any reductions	

	<p>relation to increasing involvement of younger people in Community Empowerment. The Equality Act requires that services do not discriminate.</p>	<p>Older people and Children and Young people.</p>	<p>and profile of service users.</p>
<p>Cross Cutting</p>	<p>The Council's Community empowerment strategy encourages Communities to get involved in their local areas, and links with our Equality Outcomes for 21-25. It is important that the Council takes into account how combine to affect different groups and individuals.</p>	<p>Evidence suggests that BME, Disabled people, women and younger people have been particularly affected by COVID and Cost of Living impacts.</p>	<p>Dependent on effect of any reductions and profile of service users. Completely stopping funding is likely to produce more negative effects than partially reducing funding.</p>
<p>Disability</p>	<p>The Equality Act requires that services are accessible to disabled people. The Council has an equality outcome in relation to increasing involvement of disabled people in Community Empowerment.</p>	<p>The organization has a stated focus on: Disabled people. Disabled people are more likely to be income deprived than non-disabled people.</p>	<p>Dependent on effect of any reductions and profile of service users.</p>
<p>Social & Economic Impact</p>	<p>The Council must have regard to the Fairer Scotland Duty.</p>	<p>The organisation has 12 employees. Overall Duntocher has lower than average child poverty and early mortality, but there are SIMD some more deprived areas immediately to the North west and further to the east of the ASC. Failey which suffer from significant deprivation is close</p>	<p>Negative impacts if workforce was reduced. Potential negative impact on more deprived communities if they currently use the Centre and services are reduced or costs increased.</p>

		by.	
Sex	The Equality Act requires that services do not discriminate.	Women are more likely to be income deprived than men. Women are less likely to access to a car than men.	Dependent on effect of any reductions and profile of service users.
Gender Reassign			
Health	Health and wellbeing is a focus area of our 22-27 Strategic Plan.	The organization has stated focus on: People with health problems.	Potential negative impacts if services provision was reduced or costs increased for users.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	The Council has an equality outcome in relation to increasing involvement of BME people in Community Empowerment. The Equality Act requires that services do not discriminate.	Most BME groups are more likely than most white groups to be income deprived. Overall BME groups are less likely to have access to a car.	Dependent on effect of any reductions and profile of service users.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 813: details potential impacts of funding reductions or complete removal, currently Council funding makes up approximately 27% of the Antoine Sports Centre's income; Impacts are Dependent on effect of any reductions and profile of service users, but these are likely negative for older and younger people and disabled people and women. Completely stopping funding is likely to produce more negative effects than partially reducing funding.			

AssessmentNo	885	Owner	dmain	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer, CCCF	
	(include job titles/organisation)			
Members	Stephen Daly, Citizen and Library Manager David Main, Libraries Team Leader			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF06 - Review library materials spend			
	The aim, objective, purpose and intended outcome of policy			
	Following changes made to the library estate during the 2023/24 financial year, this option looks at reducing the budget for library materials by £50,000.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	WDC Libraries			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
West Dunbartonshire Council residents/library users				
Who will be/has been involved in the consultation process?				
Library services				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The Council must not discriminate in the way it provides services.	Library membership is open to all ages, with a statutory duty to provide adequate range of materials for the very young to the very old.	Reducing the library materials budget will present new challenges in providing an adequate range of resources.	
Cross Cutting	It is important that the Council takes account of how	Other Council proposals may further negatively	Reducing the library materials budget will present new	

	factors might interact.	impact users - such as the relocation of community libraries and their associated opening hours.	challenges in providing an adequate range of resources.
Disability	The council has a legal duty to make its services accessible to disabled people, this is both proactively ('Anticipatory') and also requires Reasonable Adjustments.	People with mobility issues experience additional barriers to accessing Council services. Library materials are provided in a range of formats to assist those with visual or hearing impairments.	Reducing the range of materials available to users may negatively impact those with visual or hearing impairments.
Social & Economic Impact	The Council has a focus on reducing poverty.	Library services address many issues associated with poverty and the cost-of-living, including offering free internet access and free reading material.	Reducing the library materials budget will present new challenges in providing an adequate range of resources.
Sex			
Gender Reassign	The Council must not discriminate in the way it provides services.	Libraries are required to ensure that materials are provided to support marginalised sections of the community.	Reducing the library materials budget will present new challenges in providing an adequate range of resources.
Health	Health and Wellbeing is a priority focus area in the Council's Strategic Plan.	Reading is proven to contribute to positive mental health.	Reducing the library materials budget will present new challenges in providing an adequate range of resources.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	The Council must not discriminate in the way it provides services.	People who do not speak English well may experience additional barriers to accessing services. Libraries are required to ensure that	Reducing the resource budget introduces new challenges to making library materials available in a range of appropriate languages.

		materials are provided in a range of appropriate languages.	
Religion and Belief			
Sexual Orientation	The Council must not discriminate in the way it provides services.	Libraries are required to ensure that materials are provided to support marginalised sections of the community.	Reducing the library materials budget will present new challenges in providing an adequate range of resources.
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
A thorough review will be undertaken to identify where the spend can be rationalised across the eight physical community libraries, five school libraries and one mobile library to ensure best value, while ensuring that an adequate range and balance of materials is maintained.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 885: A reduction to the Libraries materials budget will bring a disadvantage to the library members and the service in general. However, steps would be undertaken to remove direct impact to service users on an equalities level. The assessment details potential negative impacts in terms of race, disability and age, health, human rights including children's rights, sexual orientation, gender reassignment and socio-economic impact for consideration.			

AssessmentNo	927	Owner	ndocherty	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer	
	(include job titles/organisation)			
Members	to be updated			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF11 -Review Highland Games Spend			
	The aim, objective,purpose and intended out come of policy			
	Currently the Council provides a £14k grant to the Loch Lomond Highland Games committee in addition to financing all staffing and infrastructure for the event itself. Under this option, the £14k grant would be withdrawn but the Council would continue to provide the infrastructure, facilities and staffing to run the event.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	WDLT			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Residents, visitors, local businesses.				
Who will be/has been involved in the consultation process?				
WDLT				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact	Need to consider Fairer Scotland Duty requirements.	Partial reduction in funding (eg the grant to the committee).	Potentially may impact on the local economy if the committee decided not to proceed with the event as a result of the withdrawal of	

			grant.
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 927 We have considered the potential socio economic impact in line with the Fairer Scotland Duty and have concluded there is likely to be minimal impact.			

AssessmentNo	956	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Laura Mason - Chief Education Officer			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF15 West Dunbartonshire Leisure Trust Options			
	The aim, objective, purpose and intended out come of policy			
	This option would mean WDLT retain the three leisure centres, with all community centres, pitches and pavilions being transferred back to be managed by the Council as part of their wider asset portfolio. The saving would be accomplished via a saving in management fee to WDLT. If management of assets moves from WDLT to WDC, the council will continue to meet its obligations in terms of Equality and Human Rights. These are detailed in the WDLT business plan covered by EIA 882.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Council services			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
No employees or services will be affected by this savings option. If management of assets moves from WDLT to WDC, the council will continue to meet its obligations in terms of Equality and Human Rights. These are detailed in the WDLT business plan covered by EIA 882. Which covers all the elements below, please refer to 'cross cutting'.				
Who will be/has been involved in the consultation process?				
Michelle Lynn, Assets Coordinator - conducted this high level efficiency option; Laurence Slavin, Chief Officer - Resources; Laura Mason, Chief Education Officer.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.	
Cross Cutting	The Council should	If management of	Neutral overall.	

	consider how different elements' may interact. Please review EIA 882 of the WDLT business plan for information.	assets moves from WDLT to WDC, the council will continue to meet its obligations in terms of Equality and Human Rights. These are detailed in the WDLT business plan covered by EIA 882.	
Disability	The Council has a duty to ensure that services are accessible to disabled people.	If management of assets moves from WDLT to WDC, the council will continue to meet its obligations in terms of Equality and Human Rights. These are detailed in the WDLT business plan covered by EIA 882.	Neutral.
Social & Economic Impact	We need to consider the requirements of the Fairer Scotland Duty.	There would be no effect on employee posts. The saving would be accomplished via a saving in management fee to WDLT.	Neutral in terms of the economy of the area and impact on employees.
Sex	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Gender Reassign	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Health	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Human Rights	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Marriage & Civil Partnership	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Pregnancy & Maternity	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Race	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Religion and Belief	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Sexual Orientation	Please refer to 'cross cutting'.	Please refer to 'cross cutting'.	Neutral.
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please			

provide justification for this.
N/A
Will the impact of the policy be monitored and reported on an ongoing bases?
N/A
Q7 What is you recommendation for this policy?
Don't Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 956; If management of assets moves from WDLT to WDC, the council will continue to meet its obligations in terms of Equality and Human Rights. These are detailed in the WDLT business plan covered by EIA 882. Employees and service users should be unaffected.

AssessmentNo	888	Owner	dmain	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer, CCCF	
	(include job titles/organisation)			
Members	Stephen Daly, Citizen and Library Manager David Main, Libraries Team Leader			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF19 - Review of Library Staffing			
	The aim, objective, purpose and intended outcome of policy			
	Under this option, a review would be undertaken of the core library staffing out with the branch libraries. This includes posts coordinating and delivering activities which support literacy and digital inclusion. The review would consider existing and possible alternative provision.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	WDC Libraries			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
West Dunbartonshire Council staff, library users and residents.				
Who will be/has been involved in the consultation process?				
Library services				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The Council must not discriminate in the way it provides services.	Library membership is open to all ages, with a statutory duty to provide adequate range of materials for the very young to the very old.	Reducing the library offer will most likely negatively impact young families and older residents, given that these are the primary users of the services under review.	

Cross Cutting	It is important that the Council takes account of how factors might interact.	Other Council proposals may further negatively impact users - such as the relocation of community libraries and their associated opening hours.	Reducing the library service offer will most likely adversely affect those who are already experiencing isolation or hardship.
Disability	The council has a legal duty to make its services accessible to disabled people, this is both proactively ('Anticipatory') and also requires Reasonable Adjustments.	People with mobility issues experience additional barriers to accessing Council services. Library materials are provided in a range of formats to assist those with visual or hearing impairments.	Reducing the library service offer may negatively impact those with disabilities, as tailored individual support is provided by the services under review.
Social & Economic Impact	The Council has a focus on reducing poverty.	Library services address many issues associated with poverty and the cost-of-living, including offering free internet access and free reading material, free and welcoming warm spaces, free community support and free educational activities.	Any reduction to library provision will further limit the opportunity for those already experiencing social isolation and/or hardship to access support. As more and more physical routes to support continue to switch to digital, those who are not currently connected will face yet more obstacles in accessing assistance.
Sex	The Council needs to consider impacts on staff and users.	The affected Library posts are predominantly held by females (71%).	Any reductions in staff numbers will likely negatively impact women more because of workforce composition.
Gender Reassign			
Health	Health and Wellbeing is a priority focus area in the Council's Strategic Plan.	Activities which support social and digital inclusion are proven to contribute to positive mental health.	Reducing the library service offer will likely reduce the opportunities for residents to participate in activities which contribute to

			positive physical and mental health.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	The Council must not discriminate in the way it provides services.	People who do not speak English well may experience additional barriers to accessing services.	Reducing the library service offer may adversely affect those for whom English is not a first language, as more tailored support can be provided by the services under review.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
While the reduction in the library offer would impact on the service being provided, this could be mitigated by looking at alternatives for delivery such as through another service or partners. Affected employees would be supported in line with council policies including SWITCH.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 888: A reduction to the Libraries staffing and Leadership will bring a disadvantage to the library members and the service in general. The assessment details likely negative impacts in terms of race, disability and age, health, and socio-economic impact for consideration. However, steps would be undertaken to remove direct impact to service users on an equalities level. Because of the predominance of female employees, more of them are likely to be affected by reductions.			

AssessmentNo	824	Owner	sjump	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer - CCF	
	(include job titles/organisation)			
Members	Sharon Jump - Facilities Management Ricardo Rea - Performance and Strategy Officer			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF20 - Review of Menus and Food Purchases			
	The aim, objective, purpose and intended outcome of policy			
	The Council spends over £1.7million a year on food to provide healthy and nutritious meals across education establishments. Food costs for school meals have continued to rise over the last year and waste is an issue which the service continues to work to reduce. A review would be undertaken across the menus to remove waste and reduce costs. This could for example, mean moving from one meat free day a fortnight, to a meat free day once a week, or moving in line with guidance to providing a choice of two vegetables to accompany meals rather than the current three. All school menus would continue to meet national nutritional guidance and requirements.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Facilities Management			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Pupils, Parents & Carers				
Who will be/has been involved in the consultation process?				
Client - Education				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	We need to take account of impact on children.	See evidence below.	This proposal is likely to have a neutral impact for most groups.	

			Potentially positive for some groups in terms of choice.
Cross Cutting	It is important to maintain uptake of free school meals. It is important to look at how factors can cross cut.	Increase in choice for those wanting to eat non meat meals. No evidence that introducing the change would decrease uptake of free school meals.	Neutral.
Disability			
Social & Economic Impact	It is important to maintain uptake of free school meals.	No evidence that introducing the change would decrease uptake of free school meals.	Neutral.
Sex	Women/single parents; Priority group in terms of child poverty.	Women are more likely to be income deprived than men. Around 90% of single parents are women.	This proposal is likely to have a neutral impact for most groups. Potentially positive for some groups in terms of choice.
Gender Reassign			
Health			
Human Rights	United Nations Convention on the Rights of the Child - we should consider at three domains of the above, provision, protection and participation.	Surveys under taken in 2021 and 2022 in both the primary and secondary surveys 'more choice' came across strongly as something that would encourage people to take school meals.	Neutral for most groups. Potentially positive for some groups in terms of choice, in terms of provisions and protection. In terms of participation we have taken into account results from surveys with school pupils.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME groups focus in terms of child poverty.	No evidence that introducing the change would decrease uptake of free school meals.	This proposal is likely to have a neutral impact for most groups. Potentially positive for some groups in terms of choice.
Religion and Belief	Provision needs to take account of religion and belief.	Provision would not be reduced.	This proposal is likely to have a neutral impact for

			most groups. Potentially positive for some groups in terms of choice.
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 824: Neutral for most groups. Potentially positive for some groups in terms of choice of meals. There is no indication that important factors such as uptake of free school meals would be negatively impacted. We also have taken into account results from surveys with school pupils carried out in 2021 and 2022.			

AssessmentNo	887	Owner	lorraine.phimister	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Amanda	Graham	Chief Officer	
	(include job titles/organisation)			
Members	Stephen Daly - Citizen Services			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF21- Review of Contact Centre			
	The aim, objective, purpose and intended out come of policy			
	Currently the contact centre employs nine staff. Under this option, the Contact Centre provision would continue with eight members of staff, with work undertaken to promote alternative methods of contacting or reporting issues to the Council including via email, social media and via the website. This would generate a saving of circa £30k per annum.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Citizen Services			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
West Dunbartonshire Council Citizens, Businesses and Visitors				
Who will be/has been involved in the consultation process?				
Citizen Services				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The Council must not discriminate in the way it provided services.	Older people are more likely to be disabled.	Negative for some older people who rely entirely on telephone services.	
Cross Cutting	It is important that the Council takes account of how factors might interact.	The Scottish Women's Budget Group notes that women and girls have a	Increased waiting time may have negative effect on both services users and staff overall.	

		<p>disproportionate reliance on local government services because they do most of the unpaid care work and therefore rely on local services to support themselves and their families. Decisions made about locally run public services will therefore have a greater impact on women, with disabled women, carers, women from ethnic minority communities, single parents and low paid women likely to feel the biggest impacts.</p>	
Disability	<p>The council has a legal duty to make its services accessible to disabled people, this is both proactively ('Anticipatory') and also requires Reasonable Adjustments.</p>	<p>Waiting time increases may have more effect on those living with certain impairments or conditions.</p>	<p>Negative for some disabled people who rely entirely on telephone services.</p>
Social & Economic Impact	<p>The Council has a focus on reducing poverty.</p>	<p>Cross cuts with sex in this instance.</p>	<p>Negative see 'sex' above.</p>
Sex	<p>We need to take into account differential impacts.</p>	<p>Research shows that women are overall more reliant on public services. Women make up 90% of single parents. Currently all contact centre employees are women apart from one man. Women are more likely to be in poverty than men e.g. women make up 90% of single parents.</p>	<p>Because of staff composition reduction on posts will affect women more than men.</p>
Gender Reassign			

Health	Health and wellbeing is focus area in the Council's Strategic Plan.	Accessing help and advice in good time helps reduce stress.	Could have negative impact of services users due to stress of not being able to speak to someone. Could increase stress of contact centre employees.
Human Rights	United Nations Convention on the Rights of the Child - 'provision' is a relevant consideration	Cross cuts with sex and age (children and young people).	Some potential disadvantage in terms of level of provision.
Marriage & Civil Partnership			
Pregnancy & Maternity	Cross cuts with sex.	Cross cuts with sex.	Cross cuts with sex.
Race	The Council must not discriminate in the way it provides services.	Service users with no or little English would potentially face additional barriers due to increased waiting time. There is no system in place for language Line use in this Contact method although there is an opportunity to build this in.	Potentially more negative for speakers of languages other than English.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
There would be a need and opportunity to improve online processes and communication with services across Council services to help in reducing the number of calls from residents who can self-manage reducing call wait times for those who require additional support. There would be a need and opportunity to put in place a robust system for calls and call backs via Language Line and using Contact BSL as required. If relying on messages being left reliable/timely callback/contact systems would be required.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 887: Waiting times are likely to increase. Details potential negative impacts for service users who are older people, disabled people and some members of some BME groups, women and children. There would be a need and opportunity to put in place a			

robust system for calls and call backs via Language Line and using Contact BSL as required. As the vast majority of staff are female reductions are likely to affect women more than men.

AssessmentNo	914	Owner	etroup	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Elaine	Troup	Communities Manager	
	(include job titles/organisation)			
Members	Amanda Graham, Chief Officer for Citizen, Culture and Facilities			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF24 - Reduction to Community Budgeting fund			
	The aim, objective, purpose and intended out come of policy			
	To consider the impact on community groups if the fund is reduced. The proposal is to consider a reduction to the recurring Community Budgeting (CB) grant of either 15% (£8,010), 30% (£16,021), 50% (£26,702) or 100% (£53,404).			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Elected members, senior management and Communities Team management.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
<p>The staff members, other council service areas and the service users/communities that the team support. The Communities Team supports the empowerment / youth empowerment agenda in a variety of ways including through the Community Budgeting (CB) process. This is a democratic process where local citizens can vote to decide what groups / projects should be awarded grant funding. The Council has been successfully delivering CB over 6 phases now since 2016 allowing local people to direct almost £1m in support to valuable community organisations. The fund is well established and the local democratic process has continuously improved through meaningful participation from local people ensuring those involved improve their confidence, skills and social networks. This process responds to the Community Choices Framework agreement between CoSLA and the Scottish Government that commits that local authorities will target 1% of their annual budgets through participatory processes. The CB fund contributes to this annual target. Any reduction in the fund will require to be made up elsewhere. Any reduction to this budget will impact the most deprived communities across the authority. The money is directed by local people to support the most disadvantaged and allow the continuation or start-up of community projects and organisation.</p>				

These are often projects that support life skills, confidence building, isolation, addictions, health and well-being, poverty of opportunity and food and fuel poverty.

Who will be/has been involved in the consultation process?

Elected member, senior officers and the Communities management team.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	Council Equality Outcome increasing participation. This fund has supported a range of organisations that deliver community-based services for people of all ages. Many groups are focused on supporting young people to provide opportunities to engage in positive activities.	Previous rounds of CB has supported groups that provide sport, craft and cultural activities for young people giving many an opportunity to participate in a safe and welcoming environment.	Each phase of CB has allowed the process to improve and the community to further benefit from the funding. Each project provides an evaluation report ensuring that the funding is reaching the most vulnerable in our communities.
Cross Cutting	West Dunbartonshire benefits from a wealth of community organisations delivering valuable services to support people in our most disadvantaged communities. These groups rely on the voluntary commitment of local people aiming to make a difference in their communities. The groups that have been supported through this fund in the past include: food banks, addiction support services, disability groups, faith groups, groups that support young people into sporting activities, diversionary	Empowering communities and increasing local democracy is a preventative approach to increase individual and community resilience that in turn reduces the burden on public services. By supporting community organisations to expand their offer to those most in need across the authority supports the ambitions set out in the LOIP and Strategic Plan of addressing inequalities. Many community groups operate in areas suffering from multiple deprivation and represent many	The impact reductions are more likely to fall on more disadvantaged communities to varying degrees. The reduction will also have an impact on the council's commitment to the Community Choices 1% Framework Agreement between COSLA and the Scottish Government. This requires the decision on how 1% of local authority annual budget should be spent to be taken by local citizens. The recurring CB allocation (£53,404) contributes to the Council's annual return and any reduction will be reflected in the

	activities, creative clubs, IT clubs, development trusts and isolation support groups. This does not cover all the groups supported but provides confirmation that this fund has a very wide reach and impact. The fund supports priority groups across the authority and seeks to support others to address poverty of opportunity.	different equality groups. Community groups provide important benefits that include opportunities for people to meet, socialise, improve their confidence, their health and tackle social isolation.	return to the Scottish Government or will be made-up elsewhere in the organisation.	
Disability	Council Equality Outcome increasing participation. A number of disability groups have applied repeatedly and been successful in securing money through the CB process. This evidences the support needed for groups to allow them to continue to support members of the community.	Disability groups have been supported in the past and include: National Autistic Society, West Dunbartonshire Dyslexia Support, Shopmobility, West Dunbartonshire Epilepsy Support Group, The Big Disability Group and Get up and Go Youth Club. Disabled people and those living in a household with a disabled person are more likely to be income deprived.	Collectively these groups support hundreds of people on a regular occurrence across the authority. The impact on the Council/HSCP could be significant if these groups were not supported to continue their work.	
Social & Economic Impact	Tackling poverty especially child poverty is priority for the Council and this fund has supported foodbanks on every occasion.	The impact of the decision will be felt across the most disadvantaged communities to varying degrees.	Reduced provision may result in reduced ability to tackle economic and financial inequality.	
Sex				
Gender Reassign				
Health	Empowered and active communities improve people's	Groups that offer drama, martial arts, creative arts and	Collectively these groups support hundreds of people	

	physical and mental health. It supports communities to come together and to make connections which for some can be the only opportunity to engage with others. Community Budgeting supports this coming together of people by supporting a wide range of organisations to continue to hold events and promote activity.	addiction support can all make a difference to someone's health and / mental health.	on a regular occurrence across the authority. The impact on the Council/HSCP could be significant if these groups were not supported to continue their work.	
Human Rights				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race	Council Equality Outcome increasing participation of BME groups.	At the Scotland level it is recognised that BME are under presented in terms of participation.	Potentially negative.	
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
While this reduced budget will result in fewer community groups being supported, the budget forms only a small part of the 1% of Council budgets to be committed to Community Budgeting mainstreaming during 2020/21.				
Will the impact of the policy be monitored and reported on an ongoing bases?				
Community Budgeting and the annual reporting on the Community Choices Framework agreement will continue to be monitored and reported on.				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 914: The impact of reductions would be felt across the most disadvantaged communities to varying degrees, membership of these groups cross cuts with equality groups including young people, BME people and disabled people identified in our 2021-25 Equality Outcome on increasing participation. Higher levels of reductions will have a more pronounced impact. Lower level of reduction would reduce the impact on communities and to allow us to contribute to the Community Choices Framework agreement.				

AssessmentNo	913	Owner	etroup	
Resource	Transformation		Service/Establishment	Budget CCF
	First Name	Surname	Job title	
Head Officer	Elaine	Troup	Communities Manager	
	(include job titles/organisation)			
Members	Amanda Graham, Chief Officer, Citizen, Culture and Facilities			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	CCF25 - Reduction to the Community Engagement Budget			
	The aim, objective, purpose and intended out come of policy			
	Consider the impact of saving from the recurring Community Engagement Budget of 15% (£6,450), 30% (£12,900), 50% (£21,500) or 100% (£43,000).			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Elected members, senior management and Communities Team management.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
The staff members, other council service areas and the service users/communities that the team support.				
Who will be/has been involved in the consultation process?				
Elected member, senior officers and the Communities management team.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Council Equality Outcome increasing participation.	Participation amongst younger age groups, 18- 34 is significantly lower than other age groups in WD.	This may have a potentially negative impact on the support that the team can provide for participation of young people.	
Cross Cutting	West Dunbartonshire	Empowering communities and	Any reduction in the Community	

	benefits from a wealth of community organisations delivering valuable services to support people in our most disadvantaged communities. These groups rely on the voluntary commitment of local people aiming to make a difference in their communities.	increasing local democracy is a preventative approach to increase individual and community resilience that in turn reduces the burden on public services. By supporting community organisations to expand their offer to those most in need across the authority supports the ambitions set out in the LOIP and Strategic Plan of addressing inequalities. Many community groups operate in areas suffering from multiple deprivation and represent many different equality groups. Community groups provide important benefits that include opportunities for people to meet, socialise, improve their confidence, their health and tackle social isolation.	Engagement budget will reduce the number of groups or events that can be supported. This in turn will impact the individuals and communities the group supports. It will have an impact on the methods of engagement used by the team and would reduce the team's capacity to reach those that have never engaged before including communities that are most deprived.
Disability	Council Equality Outcome increasing participation.	Disabled people and those living in a household with a disabled person are more likely to be less able to participate fully in community life.	This may have a potentially negative impact on the support that the team can provide for participation of disabled people.
Social & Economic Impact	Tackling poverty especially child poverty is priority for the Council.	Participation amongst people from lower socio-economic backgrounds is relatively low in WD.	Any reduction in the Community Engagement budget will reduce the number of groups or events that can be

			supported. This in turn will impact the individuals and communities the group supports. It will have an impact on the methods of engagement used by the team and would reduce the team's capacity to reach those that have never engaged before including communities that are most deprived.
Sex			
Gender Reassign			
Health	The WDC Strategic Plan 2022-27, identifies health and well being as a priority.	Empowered and active communities improve people's physical and mental health. It supports communities to come together and to make connections which for some can be the only opportunity to engage with others.	Any reduction in the Community Engagement budget will reduce the number of groups or events that can be supported.
Human Rights	UNCRC considerations in terms of participation and young people.	Cross cuts with 'Age'.	Potentially negative in terms of provision and participation of young people.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Council Equality Outcome increasing participation of BME groups	BME groups are more likely to have barriers to participate fully in community life.	This may have a potentially negative impact on the support that the team can provide for participation of BME groups.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			

The Council has a duty to balance the budget. The Communities team will continue to support communities however any reduction in the Community Engagement budget will reduce the number of groups or events that can be supported.

Will the impact of the policy be monitored and reported on an ongoing bases?

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 913: Potential negative impacts for more deprived communities and certain equality groups, reducing a resource that could help advance our equality outcomes. The need for this fund is evident in the demand and the on-going commitment of communities across West Dunbartonshire to tackle inequalities. The existing budget is limited so any reduction will have an impact. A 100% cut to the fund will severely restrict the Communities Team in carrying out their role.

AssessmentNo	881	Owner	etroup
Resource	Transformation		Service/Establishment Budget CCF
	First Name	Surname	Job title
Head Officer	Elaine	Troup	Communities Manager
	(include job titles/organisation)		
Members	Amanda Graham, Chief Officer for Citizen, Culture and Facilities.		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	CCF26- Reduction to the Communities Team Core Budget		
	The aim, objective, purpose and intended out come of policy		
	Consider the impact of the proposed staff reduction by £117,000. This is equivalent to between 2.3 - 2.7FTE.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Senior WDC staff, HR team and senior Communities Team staff.		
Does the proposals involve the procurement of any goods or services?			No
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
<p>The Communities Team supports the empowerment / youth empowerment agenda seeking to increase individual and community participation and action to reduce the pressure on public resources. This preventative approach also supports improved health and mental health outcomes, increased confidence and improved social cohesion. The specialist components of the Communities Team service include: 1. Community Empowerment / Development that supports communities to become more active in community life and deliver valuable services to many of our most disadvantaged communities. This includes delivery of externally funded projects for the benefit of West Dunbartonshire communities. 2. Local democracy that promotes and supports increased community participation and activity that in turn improves individual and community well-being, network and levels of confidence. 3. Youth Learning ensures the team can provide invaluable support to young people at various stages through their education journey. This is delivered through work in and out with the school setting. 4. Youth Work that supports young people towards improved outcomes and positive destinations. This valuable work also supports the Community Planning approach to reduce anti-social behaviour by engaging with disadvantaged or vulnerable young people. 5. Community Planning manager for the authority to support the key objective of</p>			

reducing inequalities. 6. Poverty the team supports a number of programmes that support our most vulnerable citizens through food poverty, period poverty and the increasing provision of a cash-first approach. If taken this savings option will reduce the service provision of the team. This will also reduce the support available for other service areas.

Who will be/has been involved in the consultation process?

Consultation has been carried out in the context of the budget review. This has included consultation among senior Council staff and managers in the Communities Team.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	Child Poverty is a significant issue for West Dunbartonshire and a priority for the council. Equality Outcome on increasing participation	The Glasgow City Region Intra regional Analysis (Set 2023) highlights that after Glasgow, WD has the highest rates of child poverty after housing costs at 27.6%. Higher than the Scottish rate of 24.5.	A reduction in the team will have an impact on the number of families that we can support through the Food Insecurity, Cash First and Youth Work services. In addition, the community development offer of the team supports community organisations to form and to offer valuable services that target our most deprived communities.
Cross Cutting	It is important that the Council assesses how proposals will impact in a cross cutting and cumulative way.	The Community Empowerment (Scotland) Act 2015 has the potential to address the structural, social and economic challenges faced by many in our most deprived communities. Empowering communities and increasing local democracy is a preventative approach to increase individual and community resilience that in	Controllable staff costs. This savings option would see the controllable staff costs (£0.69m) being reduced by £117,000. This is equivalent to FTE between 2.3 - 2.7 FTE. This controllable figure excludes external funding and any funding of the service from other Council service areas.

		<p>turn reduces the burden on public services. This approach is reflected through WDC's 3 year Community Learning and Development Plan and the Council's Community Empowerment Strategy to ensure delivery of community development, youth work, diversionary and outreach and out of school hours learning provides increased opportunities for our most disadvantaged communities to improve their life, learning and communities.</p>	<p>This would represent further change and reduction of the team. Further reductions will impact the ability to meet the growing demand for our service. This is particularly the case as we continue to experience high demand from communities as they continue their recovery from the pandemic and from the on-going cost of living crisis. The team support the Cash first and energy hardship funds - that are designed to reduce the reliance on food banks and assist people to cope with the rise in cost of living. The team will also be restricted in their role through youth learning to meet the growing demand from young people who are experiencing a range of complex issues. The team manages external relationships to support the successful delivery of the Community Planning West Dunbartonshire (CPWD), delivery of the CLD Plan, Youth</p>
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			Learning, Food Insecurity and Cash First projects and the Community Empowerment agenda. The capacity to support these relationship and networks will be reduced and will impact on the associated deliverables.	
Disability	The Council's child poverty report notes disabled people as priority group. Equality Outcome on increasing participation.	Disabled people and those living in a household with a disabled person are more likely to be income deprived and have reduced opportunities.	A reduction to the team could impact the community development provision delivered that will then impact on the number of organisations offering relevant support.	
Social & Economic Impact	The communities we work with are often from disadvantaged backgrounds and likely to be affected by inequality, poverty and disadvantage. Significantly, the team support the Council's anti-poverty agenda through our work on food insecurity and period poverty.	Communities Team seeks to work within communities to improve individual and community resilience and to promote more active communities. We provide support in a number of ways because: People and communities benefit from increased local democracy and improved social networks; Community empowerment and active citizenship supports healthier and more connected lives and creates safer communities and reduces the burden on the public sector; There are increasing numbers of people experiencing food poverty; People face	There could be negative consequences from a socio- economic point of view.	

		physical and psychological barriers to learning opportunities because of personal circumstances and professional support will help people to overcome these barriers. It's difficult to maintain participating in learning without professional, expert support.		
Sex	The Local Outcome Improvement Plan identifies the need to address the inequalities across our communities. In addition, our child poverty report notes women people as priority group.	Women comprise 90% of single parents who are more likely to be income deprived.	A reduction to the team could impact the Community planning offer and community development provision delivered that will then impact on the number of organisations offering relevant support. Reduction may affect male and or female members of the team.	
Gender Reassign				
Health				
Human Rights	All aspects of our work should respond to the rights of children and young people. Article 13 (freedom of expression). Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law. article 12 (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters	The work of the Youth Learning team supports, through education, local democracy and and active citizenship to support the UNCRC.	A reduction to the team could impact the Youth Work offer and particularly around outreach and diversionary work that supports young people through more positive use of their time and through delivery of the WD Youth Council supporting local democracy for young people.	

	affecting them, and to have their views considered and taken seriously. UNCRC good practice to look at 'participation' and 'Provision' for CYP, cross cut with 'Age' above.			
Marriage & Civil Partnership				
Pregnancy & Maternity	Cross-cutting with sex.	Cross-cutting with sex.	Cross-cutting with sex.	
Race	Our child poverty report notes people from BME groups as a priority group. Equality Outcome on increasing participation.	People from BME groups are more likely to be more income deprived.	A reduction to the team could impact the community development provision delivered that will then impact on the number of organisations offering relevant support.	
Religion and Belief				
Sexual Orientation				

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

The proposal to further reduce the Communities Team is in response to the financial challenges faced by the organisation.

Will the impact of the policy be monitored and reported on an ongoing basis?

The work of the team will continue to be monitored and reported on through the use of relevant project boards, CPP and Pentana.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 881 details some potential impacts on some disadvantaged groups e.g. This team supports the Council's empowerment agenda, youth learning, food insecurity and period poverty and supports the management of the Community Planning Partnership, and the Equality Outcome on boosting participation of under-represented equality groups. The proposed saving would mean a further reduction in staff within the Communities Team between 2.3 - 2.7 FTE. The saving would result in work of the team being reviewed and some services reducing or stopping. The service would continue to deliver externally funded projects that will take priority.

AssessmentNo	903	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU01 - School Clothing Grant			
	The aim, objective, purpose and intended out come of policy			
	The Council currently pays a school clothing grant of £150 per eligible child per year to primary and secondary school pupils to support them with the cost of providing school uniform. The Scottish Government funding provision for this is £150 for secondary school pupils and £120 for primary school pupils. Therefore the Council is funding £30 for primary school pupils over and above the fully funded statutory requirement Under this option school clothing grant payments for eligible primary school pupils would be brought in line with the Scottish Government funding provision of £120 with the secondary school payments maintained at £150.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Consultation with other Council services who currently assist in the provision of this service. Consultation with HR, HTs/HOC's, TU's to advise of possible changes.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Children attending schools, as this will affect their families ability to fund suitable clothing for school and school uniform.				
Who will be/has been involved in the consultation process?				
Consultation with other Council department who currently provide this service. Consultation with HR, HTs and TU's to advise of possible impact on families.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	

Age			
Cross Cutting	The Council has a focus on reducing child poverty. We should have a focus on intersectionality.	Cost of the school day is a consideration.	The impacts above may combine.
Disability	Priority group in terms of child poverty.	Households with one or more disabled person are more likely to be income deprived.	Negative.
Social & Economic Impact	The Council needs to consider the interplay between social and economic factors.	Historically the School Clothing Grant has been increased locally as a direct response to need.	Negative Impact. A reduction in household income by reducing the School Clothing Grant will impact the poorest in our communities.
Sex	Women/single parents; Priority group in terms of child poverty.	Women are more likely to income deprived than men. Around 90% of single. parents are women.	Negative.
Gender Reassign			
Health	Health and wellbeing are a priority for the Council as noted in our Strategic Plan 22-27.	Household income has a direct correlation to health and wellbeing.	Negative Impact. There is a direct correlation between household income and health - reducing the School Clothing Grant may impact negatively on health and wellbeing.
Human Rights	The right to clothing is recognized as a human right.	Article 25 of UDHR.	Negative.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a Priority group in terms of child poverty.	People from BME groups are more likely to be income deprived than those from white groups.	Negative.
Religion and Belief			
Sexual Orientation			
Actions			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
As above.
Will the impact of the policy be monitored and reported on an ongoing basis?
We will monitor impact by consulting Head Teachers. Monitoring will be carried out on a termly basis.
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 903: The proposed reduction keeps us in line with our statutory obligation. However there will be negative impacts compared to the current situation which will be more pronounced for some groups that are more likely to be materially deprived.

AssessmentNo	902	Owner	andbrown
Resource	Transformation		Service/Establishment Budget Ed
	First Name	Surname	Job title
Head Officer	Laura	Mason	Chief Education Officer
	(include job titles/organisation)		
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	EDU02 - PEF Funding		
	The aim, objective, purpose and intended out come of policy		
	The Pupil Equity Fund (PEF) is allocated directly to schools to be used to help close the poverty-related attainment gap. Currently, the Scottish Government provide West Dunbartonshire Council with £3.38m PEF directly to schools, with a further £0.390m to the Council for looked-after children. Since 2021/22, 3.85% (approximately £130,000) of the total £3.38m PEF funding received has been used centrally to provide posts in human resources and administration which support the aims of the fund (prior to 2021/22 £100,000 was used to cover such costs). Under this proposal this could be increased by £70,000 to £200,000 per annum to more accurately reflect the incurred costs to provide administrative support.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Consultation with other Council services who currently assist in the provision of this service. Consultation with HR, HTs/HOC's, TU's to advise of possible changes.		
Does the proposals involve the procurement of any goods or services?			Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
All children and young people of school age in West Dunbartonshire Council. A range of teaching and promoted teaching staff. Some Partner Agencies			
Who will be/has been involved in the consultation process?			
There has not been consultation yet however there will be with HT's, WDC Parent Forum members, pupils , TU's, Staffing, Finance Officers and Education central staff.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is			

any negative impact on particular groups.

	Needs	Evidence	Impact
Age	Younger parents are a priority group for reducing child poverty.	Cross cuts with sex.	Negative.
Cross Cutting	We need to consider cross cutting impacts.	<p>The proposal will impact on all children and young people including those with Protected Characteristics for the following reasons: Less availability of staff to provide targeted interventions to reduce the poverty related attainment gap. Less availability of staff to undertake professional learning to develop knowledge and skills in meeting the range of learner needs Less availability of staff to provide the range of interventions to support children and young people in small group sessions Less availability of staff to provide responsive and reactive 1-1 support for the increasing range of social and emotional challenges our children and young people face Less availability of staff to support, signpost and provide practical help to families of those most in need.</p>	Negative.
Disability	Families with a disabled member are a priority group	Families with a disabled member are more likely to be	Negative.

	for tackling child poverty.	in relative poverty.	
Social & Economic Impact			
Sex	Single parent families are a priority group for reducing child poverty.	Single parent families 90% of which are headed by females are more likely to be in relative poverty.	Negative.
Gender Reassign			
Health			
Human Rights	UNCRC considerations such as: Provision, participation and protection. And any Human Rights Act Considerations.	There will be less staff available in schools to teach and support children and young people in overcoming the barriers their living circumstances present, when accessing education. There will be significant challenge to meeting the refreshed Scottish Attainment Challenge stretch aims and outcomes set to narrow the poverty related attainment gap. There will be less resources available to support staff who are faced with the challenges of children and young people who are dis-regulated or require alternative learning experiences. There will be less opportunity for the personal and professional development of our employees and our service. There will be significant reduction on financial supports to partner	Negative

		organisations who support SEF interventions and projects. Children in WDC will be impacted by this decision more so than their peers in neighbouring authorities.	
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a priority group for reducing child poverty.	BME families more likely to be in relative poverty.	Negative.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
We will monitor impact by consulting Head Teachers/Young People. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 902: The negative impacts for particular groups, i.e. those more likely to be in relative poverty will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and the knowledge and skills already developed in some establishments.			

AssessmentNo	898	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU03 -Reduction of Education Maintenance Allowance to Statutory Level			
	The aim, objective,purpose and intended out come of policy			
	Education Maintenance Allowance (EMA) gives financial support to eligible 16 – 19 year olds who want to continue learning. The statutory amount for EMA is a weekly payment of £30, paid every two weeks in arrears. Presently, West Dunbartonshire Council pay an additional £5 per week where a young person has 100% attendance. This savings proposal would reduce the amount we provide to the statutory level of £30 per week for all pupils.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Consultation with other Council services who currently assist in the provision of this service. Consultation with HR, HTs/HOC's, TU's to advise of possible changes.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All young people presently in receipt of the Education Maintenance Allowance who achieve 100% attendance.				
Who will be/has been involved in the consultation process?				
Consultation with other Council departments who are currently involved in the provision of this service. Consultation with HR, HTs/HOC's and TU's to advise of possible changes.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	EMA is provided to 16-19 year olds in	Reducing the amount paid will	Negative.	

	education. The top-up to the EMA is given to a small subset who achieve 100% attendance.	impact negatively on those in receipt, but whilst many achieve 100% for a number of weeks in the session, few achieve 100% attendance for the whole session.	
Cross Cutting			
Disability	Priority group in terms of child poverty.	Households with one or more disabled person are more likely to be income deprived.	Negative.
Social & Economic Impact	The Council needs to consider the interplay between social and economic factors.	Historically the EMA has been increased locally as a direct response to need. The additional amount provided presently is where a young person achieves 100% attendance, so there may be an adverse impact on attendance.	Negative. A reduction in household income by reducing the EMA will impact the poorest in our communities.
Sex	Women/single parents; Priority group in terms of child poverty.	Women are more likely to income deprived than men. Around 90% of single parents are women.	Negative
Gender Reassign			
Health	Health and wellbeing are a priority for the Council as noted in our Strategic Plan 22-27.	Household income has a direct correlation to health.	Negative. There is a direct correlation between household income and health - reducing the EMA will impact negatively on health.
Human Rights	Article 28 of UNCRC declared that children and young people have a right to education no matter who they are.	Payment of an EMA is incentive to stay on in education beyond the statutory leaving age. Reducing this incentive will impact negatively on young people from more income deprived households.	Negative
Marriage & Civil			

Partnership			
Pregnancy & Maternity			
Race	BME families are a Priority group in terms of child poverty.	People from BME groups are more likely to be income deprived than those from white groups.	Negative.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The top-up to the EMA is given to a small sub-set who achieve 100% attendance. Reducing the amount paid will impact negatively on those in receipt, but whilst many achieve 100% for a number of weeks in the session, few achieve 100% attendance for the whole session.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
We will monitor impact by consulting Head Teachers/Young People. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 898: Whilst the change in policy will see a reduction in the amount given to those in receipt of an EMA, they will still receive the statutory amount; There be a negative financial impact of potentially £200 per year per young person. Families from BME groups, families with disabled people, and single parent families are more likely to be income deprived and experience poverty/child poverty. There may be an adverse impact on attendance which will be monitored.			

AssessmentNo	897	Owner	andbrown
Resource	Transformation		Service/Establishment Budget Ed
	First Name	Surname	Job title
Head Officer	Laura	Mason	Chief Education Officer
	(include job titles/organisation)		
Members	Laura Mason - Chief Education Officer Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Alison Bowers - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	EDU05 - Early Start Clubs		
	The aim, objective, purpose and intended out come of policy		
	<p>The Council currently offers Breakfast Club in all primary schools to ensure no pupil starts the day without a meal. As use of the club is not means tested, many working families use the service for childcare in order to attend work. Under this proposal, free attendance at these clubs would be offered to any pupil eligible for Free School Meals, with other pupils welcome to attend for a fee. This would remove the current anomaly of individuals being charged £1 (reduced rate 50p for additional children) for breakfast, whether they qualify for a free meal or not. This currently generates £57k of income. It now costs £250,000 to staff and run breakfast clubs. Estimated breakfast club usage from August 2022 - March 2023 was 1,440 pupils. Income has been based on an assumption that the level of children attending who are not eligible for FSM would be around 10% of current uptake for a £6 a day charge, 20% for a £5 charge and 30% for a £4 a day charge, however this would have to be tested through consultation with parents.</p>		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Consultation with other Council services who currently assist in the provision of this service. Consultation with stakeholders, HR, HTs & TU's to advise of possible changes.		
Does the proposals involve the procurement of any goods or services?			No
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
Families with primary school children who benefit from the service for the provision of breakfast, and primary school children whose parents drop them off early at school to facilitate shift work/travel to work. Employees who work within the breakfast clubs.			

Who will be/has been involved in the consultation process?

Consultation with other Council department who currently provide this service. Consultation with HR, HTs and TU's to advise of possible impact on families.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age			
Cross Cutting			
Disability	Priority group in terms of child poverty.	Households with one or more disabled person are more likely to be income deprived. Loss of access to breakfast clubs for financial reasons could impact this group negatively.	This may potentially have a negative impact.
Social & Economic Impact	The Council needs to consider the interplay between social and economic factors.	Breakfast clubs were introduced locally as a direct response to need.	This may potentially have a negative impact.
Sex	Women/single parents; Priority group in terms of child poverty.	Women are more likely to income deprived than men. Around 90% of single parents are women. Staff working in breakfast clubs are predominantly female. Loss of breakfast clubs could impact both women and single parents negatively.	This may potentially have a negative impact.
Gender Reassign			
Health	Health and wellbeing are a priority for the Council as noted in our Strategic Plan 22-27.	Ensuring children eat a nutritious breakfast is important to their health and wellbeing.	This may potentially have a negative impact.
Human Rights	The right to food is recognized as a human right.	Breakfast clubs were introduced in WDC school as a direct response to the fact that many children were arriving at school having had	This may potentially have a negative impact.

		nothing to eat that day. Although provision would still exist for those entitled to FME, those just above this threshold you miss out due to financial pressures.	
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a Priority group in terms of child poverty.	People from BME groups are more likely to be income deprived than those from white groups.	This may potentially have a negative impact.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Council has a statutory duty to provide a balanced budget. It will be possible to cater for those who require breakfast by other means.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
We will monitor impact by consulting Head Teachers. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 897: There is potential negative impact as although provision would still exist for those entitled to free school meals, those just above this threshold you miss out due to financial pressures. Whilst breakfast clubs are used by many for the provision of breakfast, for many others it provides childcare facilities. It will be possible to cater for those who require breakfast by other means.			

AssessmentNo	904	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Laura Mason - Chief Education Officer Julie McGrogan - Senior Education Officer Andrew Brown - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist Alison Bowers - Senior Education Officer			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU09 - Out of School Care Service			
	The aim, objective, purpose and intended out come of policy			
	The OSC services have reduced over time from morning and afternoon before and after school sessions, 52 weeks to the current offer of school term time, evenings only.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	HT/HOC's, WDC Parent Forum members, pupils, HR, TU's, Finance Officers and Education central staff. Also work with alternative OSC providers in the local area to provide alternative placements for children and families impacted by the closure.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Children attending the evening Out of School Care service at St. Eunan's and Linnvale Primary Schools. 3 Out of School Care workers employed part time.				
Who will be/has been involved in the consultation process?				
Consultation with families would be crucial to the process of closure in order to secure alternative provision for the children currently attending Linnvale and St. Eunan's Out of School Care (OSC). Consultation with HT/HOC's, HR, TUs and staff regarding alternative employment for staff impacted by the closure.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Council focus on	Cross cuts with the	Potentially negative.	

	tackling child poverty. Young parents are also a focus.	consideration below.	
Cross Cutting	Important to look at cross cutting impacts.	Membership of more than one disadvantaged group will multiply affects.	Impacts should be considered in the round.
Disability	The Council has a duty to make its services accessible to disabled people, including pupils. This is an anticipatory duty. We must seek to mitigate any negative impacts.	Families with one disabled member are more likely to live in relative poverty.	Reduction may negatively impact on disabled pupils and their families.
Social & Economic Impact	Council focus on reducing child poverty.	At the Scotland level, use of OSC is strongly linked to parental employment, and the most common reason parents give for using OSC is that it allows them to work.	Negative impacts if other affordable provision is not available.
Sex	Single parent families are a focus a group for reducing child poverty.	Women are more likely to be income deprived. 90% of single parents are women.	Potentially negative fro families and children. Potentially more negative for women in terms of staffing due to workforce demographics.
Gender Reassign			
Health			
Human Rights	UNCRC especially in terms of the domain of 'provision'.	It is important that there are available and affordable provision in the areas.	Positive Impacts: Benefit to the OSC financially may mean future financial business security Reduction in staff costs. Reduction in running costs of the services. Negative Impacts: Children attending the services are pupils at both schools. Children will be

			picked up at their school to join a new OSC group of children at another location. OSC closure will result in redeployment through Switch for staff.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a focus a group for reducing child poverty.	Most BME groups more likely to be in relative poverty and higher child poverty than White ethnic groups.	Potentially negative.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
We will monitor impact by consulting children and families involved. Questions asked will be on the quality, cost and accessibility of alternative services. Care Inspection reports of the alternative services will be used to ensure that the children experience a quality service. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 904: The EIA notes potential negative impacts for some protected groups of service users. There are some potential negative impacts for employees. The OSC services have reduced over time from morning and afternoon before and after school sessions, 52 weeks to the current offer of school term time, evenings only. There are a small number of users. There would be financial benefit to the OSC in terminating the service at these two locations.			

AssessmentNo	895	Owner	andbrown
Resource	Transformation		Service/Establishment Budget Ed
	First Name	Surname	Job title
Head Officer	Laura	Mason	Chief Education Officer
	(include job titles/organisation)		
Members	Laura Mason - Chief Education Officer Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	EDU12 - Reduction in Secondary School Management Time		
	The aim, objective, purpose and intended out come of policy		
	Secondary school staffing formulas include management time as part of their basic staffing entitlement. This is calculated based on school roll. Promoted staff are entitled to non-teaching time to carry out management duties within the school. This is allocated based on the size of the school and make-up of the school leadership team and agreed through the Local Negotiating Committees for Teachers. This proposal would change the provision of DHTs based on the number of pupils in the school. Presently, a DHT is provided per 250 pupils. This proposal would ensure that a DHT is provided for every 300 pupils in the school, but ensuring a minimum of 3 DHTs was in place should a school roll be less than 900.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	There has not been consultation yet however there will be with Head Teachers, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff. A range of teaching and promoted teaching staff will be affected.		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
You must indicate if there is any relevance to the four areas			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
All children and young people of school age in West Dunbartonshire Council. A range of teaching and promoted teaching staff.			
Who will be/has been involved in the consultation process?			
There has not been consultation yet however there will be with Head Teacher's, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff.			
Please outline any particular need/barriers which equality groups may have in			

relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age			
Cross Cutting	The Council needs to be aware of how factors can interact.	Factors can and do combine to amplify the effects of income deprivation.	Some groups and combinations of groups may be more affected by reduced budgets.
Disability	The Council had a duty to make its services accessible to disabled people, including pupils. This is an anticipatory duty. We must seek to mitigate any negative impacts.	Families including families with children that have one or more disabled people in them are more likely to be income deprived.	Reduction may negatively impact on disabled pupils and their families.
Social & Economic Impact	The council is committed to examining how these factors interact.	The numbers of children with additional support needs and the complexity of their needs has increased in primary schools. Some children are adversely impacted by poverty. The nature of support required for children has intensified and requires more continuous and long term interventions. The most effective supports are based on those supported by significant relationships with a key adult.	Negative Impact.
Sex	Need to assess differential impacts.	There is an even distribution of sex across DHT posts in secondary schools.	Neutral.
Gender Reassign			
Health			
Human Rights	The proposal will negatively impact on all children and young people including those with Protected	There will be less staff available in schools to support children and young people in overcoming the	The negative impacts identified will not be removed, however some can be minimised in the short term by

	Characteristics as noted above.	<p>barriers their range of needs brings, when accessing education. There will be less staff available to provide additional support to multi-agency planning to meet the needs of those most at risk or in need of support. There will be less resources available to support staff who are faced with the challenges of children and young people who are disregulated or require alternative areas to learn away from the classroom. There will be less opportunity for the personal and professional development of our employees and our service due to increased class contact of Management teams.</p>	<p>targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.</p>
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME families are a priority group in terms of reducing child poverty.	People from BME groups are more likely to be income deprived.	Reduction may negatively impact on more on BME pupils their families.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
We will monitor impact of any changes on the rights of the child as a result of the reduced			

devolved school management funding via school visits, monitoring of Standards and Quality reports, ongoing consultation and interrogation of data. Monitoring will be carried out on a termly basis. HR monitoring of range and demographic of staff potentially affected.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 895: Reducing management time in secondary schools will adversely affect children in our schools, and their rights. The negative impacts identified will not be removed, however some can be minimised in the short term by targeted use of existing and alternative resources and funding streams in some establishments. However, it needs to be noted that almost all of these alternatives rely on the additional funding of the Strategic Equity Fund which will cease in 2026.

AssessmentNo	901	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU13 - Reduce Education Development Team			
	The aim, objective, purpose and intended out come of policy			
	Currently the Council employs two Education Officers centrally to monitor the quality of education provision across the authority's 40 schools. Under this option, one Education Officer would be retained to deliver this service including the provision of leadership support for head teachers; dealing with parental complaints; engaging in liaison with national agencies; and leading local improvement priorities and work streams. This means that a currently vacant post will not be filled.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Central Education Service and Head Teachers, HR, TU's to advise of possible changes.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Central Education Service and Head Teachers.				
Who will be/has been involved in the consultation process?				
There has been appropriate consultation with Senior Officers, HR and Finance.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	It is important to look at cross cutting impacts.	The proposal will negatively impact on children and young	Negative. Redesign of services must take into account these	

		<p>people including those with Protected Characteristics for the following reasons: Less availability of staff to support the leading and management functions of the schools; Potential loss of staff with experience and expertise to lead and guide school improvement; Less availability of staff to national and local meetings; Less availability of staff to engage in the range of HR policy (e.g. disciplinary hearings; health and wellbeing meetings) in a timely manner; and Less availability of staff to support, signpost and provide practical help to families of those most in need.</p>	<p>factors, and comply with legal requirements including the Equality Act, Human Rights Act and from mid 2024 UNCRC incorporation in terms of the Compatibility Duty.</p>
Disability	<p>We have an anticipatory duty on service accessibility, a duty to make reasonable adjustments, and to provide auxiliary aids.</p>	<p>Considerations in terms of disability cross cut with other elements of equality and human rights.</p>	<p>Any changes must not result in any breach of the law.</p>
Social & Economic Impact			
Sex			
Gender Reassign			
Health			
Human Rights	<p>UNCRC considerations in terms of: Provision Participation Protection</p>	<p>Potential impact on attainment and achievement performance of WDC against national benchmarks and comparators. Potential impact on school performance</p>	<p>Negative.</p>

		<p>gradings from HMIE external inspection.</p> <p>There will be less staff available in schools to support children and young people in overcoming the barriers their range of needs brings, when accessing education. There will be less staff available to provide additional support to multi-agency planning to meet the needs of those most at risk or in need of support.</p> <p>There will be less resources available to support staff who are faced with the challenges of children and young people who are dis-regulated or require alternative areas to learn away from the classroom. There will be less opportunity for the personal and professional development of our employees and our service due to increased class contact of Management teams.</p> <p>There will be less staff available to respond and support parents in particular parental complaints.</p>	
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

As above.

Will the impact of the policy be monitored and reported on an ongoing basis?

We will monitor impact by consulting Head Teachers. Monitoring will be carried out on a termly basis.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 901: Reduction in capacity will mean negative impacts detailed in the EIA. With remaining capacity, we will monitor impact of any changes on school functions, attainment and achievement, staff workload and wellbeing and the rights of the child via school visits, at yearly staffing meetings, monitoring of Standards and Quality reports, ongoing consultation and interrogation of data.

AssessmentNo	906	Owner	andbrown
Resource	Transformation		Service/Establishment Budget Ed
	First Name	Surname	Job title
Head Officer	Laura	Mason	Chief Education Officer
	(include job titles/organisation)		
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	EDU14 - ELC Early Stages Teacher		
	The aim, objective, purpose and intended out come of policy		
	West Dunbartonshire Council employs Early Stage Teachers to provide learning and teaching support in the 29 Early Learning and Childcare Centre (ELCC) settings as well as 11 partners. Currently there are 14.8FTE Early Stage Teachers in post, with 1.6FTE vacant posts. The Early Stages Teacher is peripatetic and therefore will not impact ratios within settings. Under this option, 11.4 FTE posts would be retained and learning support for pre-school children would continue. In addition to the Early Stage Teachers, 19 ELCC settings are located within a Primary School structure and have access to an additional teacher through this model as they are managed by a Head Teacher. Five settings linked to a Primary School also have a Principal Teacher for Early Years and of the 10 stand alone ELCC settings, five have an Excellence and Equity Lead who also supports.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	ELC Early Stages Teachers and ELC settings.		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
ELC Early Stages Teachers and ELC settings.			
Who will be/has been involved in the consultation process?			
There has not been consultation yet however there will be with ELC Early Stage Teachers, ELC Settings, ELC Central staff, TU's, Finance Officers and HR Advisors.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			

	Needs	Evidence	Impact
Age			
Cross Cutting	Important to consider cross cutting impacts.	Equality and other factors cross cut.	Staff impacted would be required to participate in the WDC Switch programme and would require to be well supported through this process. Remaining ELC Early Stage Teachers would need to reprioritise the workload. Children's education could be impacted by the reduced access to a teacher.
Disability			
Social & Economic Impact			
Sex	Need to have regard workforce composition when considering impacts.	More women in workforce than men.	More women likely to affected because there are more in the workforce than men.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
We will monitor impact by consulting Heads Of Centre/Young People. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 906: The negative impacts in terms of staffing identified will not be removed, however some can be minimised by providing adequate notice to ELC Early Stage Teaching staff impacted to allow them to plan ahead, hopefully reducing stress and supporting them with			

the change involved. Some of the budgeted, for ELC Early Stage Teacher, posts were not filled recently to minimise number of staff impacted. Potential negative impacts for children in terms of access to teachers.

AssessmentNo	907	Owner	andbrown
Resource	Transformation		Service/Establishment Budget Ed
	First Name	Surname	Job title
Head Officer	Laura	Mason	Chief Education Officer
	(include job titles/organisation)		
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	EDU15 - Early Learning and Childcare Officer Posts		
	The aim, objective, purpose and intended out come of policy		
	Currently within our 29 WDC ELCC settings there are just over 223 FTE Early Learning and Childcare Officers (ELCO), made up of 193FTE term-time contracts and 30FTE 52 week contracts. ELCOs provide learning and care for all children and typically take responsibility for a group of children, monitoring, tracking and evidencing their learning. Settings are staffed to reflect the registration number as provided by Care Inspectorate, however, actual occupancy levels are lower. There is an opportunity to delete six ELCO posts in settings where occupancy is lower than registration while continuing to comply with Care Inspectorate ratios. This will provide a saving of £201k.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Consultation with other Council services who currently assist in the provision of this service. Consultation with HR, HTs/HOC's, TU's to advise of possible changes.		
Does the proposals involve the procurement of any goods or services?			No
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
ELC ELCO employees and ELC settings.			
Who will be/has been involved in the consultation process?			
There has not been consultation yet however there will be with ELC ELCO employees impacted, ELC settings, TU's, Finance Officers and HR Advisors.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			

	Needs	Evidence	Impact
Age			
Cross Cutting	We should consider cross cutting aspects.	Proposed changes may cross cut with other proposals, it is important that decision makers take account of this.	Negative. Staff impacted would be required to participate in the WDC Switch programme and would require to be well supported through this process. Children's education and care could be impacted in those settings affected by the reduction in ECLO staff.
Disability			
Social & Economic Impact			
Sex	Need to consider sex make up when looking at impacts on staffing.	Female staff make up the vast majority of these teams.	Negative for female staff.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
We will monitor impact by consulting Heads of Centre/Young People. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 907 notes impacts of staff and potentially children's education: The negative impacts identified will not be removed, however some can be minimised by providing adequate notice to ELC ELCO staff impacted to allow them to plan ahead, hopefully reducing stress and supporting them with the change involved. Some of the budgeted for ELC ELCO posts were not filled recently to minimise number of staff impacted.			

AssessmentNo	908	Owner	andbrown
Resource	Transformation		Service/Establishment Budget Ed
	First Name	Surname	Job title
Head Officer	Laura	Mason	Chief Education Officer
	(include job titles/organisation)		
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	EDU16 - ELC Lead Officer Post		
	The aim, objective, purpose and intended outcome of policy		
	Currently the management structure within the Council's ELC settings can consist of posts including Head Teacher or Principal Officer; Lead Officer and Senior Practitioner. Some settings also have a supernumerary Excellence and Equity Lead. In settings registered by the Care Inspectorate for 100 or more children, an additional Lead Officer is appointed. This is the case in both Bellsmyre ELC and Dalmonach ELC however both rolls are significantly lower at 80 and 84 children respectively at the busiest times of the year. Under this proposal, the management structure would revert to one Lead Officer in both Bellsmyre ELC and Dalmonach ELC with children continued to be supported by a Lead Officer, Principal Officer and a Senior Practitioner.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Feedback is expected from ELC Leads affected, ELC Settings Principal Officers and staff, TU's, HR advisors and Finance Officers.		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
ELC Leads, affected employees.			
Who will be/has been involved in the consultation process?			
There has not been consultation yet however there will be with ELC Leads affected, ELC Settings Principal Officers, ELC staff in those settings, TU's, Finance Officers and HR Advisors.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is			

any negative impact on particular groups.			
	Needs	Evidence	Impact
Age			
Cross Cutting	Important to consider cross cutting impacts.	Employees impacted would be required to participate in the WDC Switch programme and would require to be well supported through this process. Remaining ELC Senior Management Teams in Bellsmyre & Dalmonach would need to re-prioritize workload and realign remits. The education of children in these settings could be impacted by the reduction in management.	Negative.
Disability			
Social & Economic Impact			
Sex	Sex split of workforces should be considered.	Pool of employees is all female.	Impact of women due to workforce composition.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
We will monitor impact by consulting Head Teachers/Young People. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			

EIA 908: The negative impacts identified will not be removed, however some can be minimised by providing adequate notice to ELC Leads and the Senior Management Teams impacted to allow them to plan ahead, hopefully reducing stress and supporting them with the change involved. One of the budgeted, ELC Lead posts, is being filled on an acting basis at present which will minimise the impact to permanent lead staff. Some potential impact on the education of children.

AssessmentNo	899	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU17 - Review Services for Children, Young People and Families.			
	The aim, objective, purpose and intended out come of policy			
	<p>Pupils in educational settings across West Dunbartonshire can receive additional support through the Collaborative Support Service (CSS) and the Interrupted Learner Service (ILS). CSS works collaboratively with staff, Educational Psychologists and Health and Social Care partners to provide the additional support, training and capacity building required to help children overcome barriers to attainment and achievement. In addition they support statutory functions of providing support to hearing and visually impaired children and young people. ILS supports young people most at risk of missing out for whom accessing mainstream or specialist settings is not suitable. The ILS consists of teachers, learning assistants and pupil and family support workers who engage in supporting emotional wellbeing, core subjects to gain basic qualifications and support to access wider achievement opportunities in a range of community based settings. Under this option, pupils would continue to access these services and receive support from 227 Grade 3 learning assistants and 116 Grade 4 learning assistants, (Option 1 a reduction of 7 or option 2 a reduction of 3). In addition, CSS pupils would also benefit from 4FTE teachers, a deputy head teacher and a principal teacher (a reduction of 1.6 FTE). In ILS, pupils would benefit from 4FTE teachers (reduction of 1FTE).</p>			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Staff from the central support service			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Employees from the central support service.				

Who will be/has been involved in the consultation process?

There has not been consultation yet however there will be with teams impacted, TU's, Finance Officers and HR Advisors.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age			
Cross Cutting	It is important to consider how cross cutting elements may interact for all the relevant elements above.	Impacts are likely to be interlinked and complex.	Redesign of services must take into account these factors, and comply with legal requirements including the Equality Act, Human Rights Act and From mid 2024 UNCRC incorporation in terms of the Compatibility Duty.
Disability	We have an anticipatory duty on service accessibility, a duty to make reasonable adjustments, and to provide auxiliary aids.	Considerations in terms of disability cross cut with other equality and human rights elements.	Any changes must not lead to any breach of law.
Social & Economic Impact			
Sex	Need to consider any likely differential impact in terms of sex.	More female than male employees in this cohort.	Because of propositions more women than men likely to be affected.
Gender Reassign			
Health			
Human Rights	Human Rights Act Requirements. UNCRC considerations.	There is a reduction in team ability to meet the demand of pupils. Children's education and care could be impacted in those settings affected by the reduction in staff.	Negative.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Need to take into account needs and	Interrupted Learning Service	Implementation needs to take

	any service delivery impacts.	gives support to some pupils from Gypsy/Traveller backgrounds.	account of provision and needs of groups where relevant and as required.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
We will monitor impact by consulting Head Teachers. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 899: Potential negative impacts in terms of children's rights. The negative impacts identified will not be removed, however some can be minimised by redesigning the ways in which we deliver support and the increased use of digital technology to support learning. Redesign must take into account Equality and Human Rights and UNCRC rights requirements.			

AssessmentNo	896	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Laura Mason - Chief Education Officer Andrew Brown - Senior Education Officer Alison Bowers - Senior Education Officer Julie McGrogan - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU18 -School SMS Text Messages			
	The aim, objective,purpose and intended out come of policy			
	Schools are able to make contact parents using a number of different forms of communication, including SMS text messaging. Under this option, schools would continue to contact parents via SMS text message in urgent situations. All other communication would move to free or lower cost methods including email or 'expressions' app. Reducing the volume of SMS text messages sent out would save approximately £10,000 per annum.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	There has not been consultation yet however there will be with Head Teacher's, WDC Parent Forum members and Education central staff to facilitate this change.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
School Office staff; parents and carers indirectly.				
Who will be/has been involved in the consultation process?				
There has not been consultation yet however there will be with Head Teacher's, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	It is important to	Looking at the areas	There should be no	

	look at any cross cutting effects.	above. Schools are able to make contact parents using a number of different forms of communication, including SMS text messaging. Under this option, schools would continue to contact parents via SMS text message in urgent situations. All other communication would move to free or lower cost methods including email or 'expressions' app.	negative impacts as communication methods will be adequate.
Disability	The Council has an anticipatory duty to ensure that services are accessible to disabled people.	A range of communication methods will still be available. Schools are able to make contact parents using a number of different forms of communication, including SMS text messaging. Under this option, schools would continue to contact parents via SMS text message in urgent situations. All other communication would move to free or lower cost methods including email or 'expressions' app.	There should be no negative impacts as communication methods will be adequate.
Social & Economic Impact			
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			

Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
There are no negative impacts identified with the introduction of this change.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
We will monitor the volume of communication between schools and parents/carers, and consult on the impact of the change.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 896: Reducing the volume of text messages will have a positive impact on parents and carers and staff involved in sending messages from school offices. A range of communication methods will stay in place. As there is only a positive outcome to this proposal, the recommendation would be to implement it.			

AssessmentNo	909	Owner	andbrown	
Resource	Transformation		Service/Establishment	Budget Ed
	First Name	Surname	Job title	
Head Officer	Laura	Mason	Chief Education Officer	
	(include job titles/organisation)			
Members	Andrew Brown - Senior Education Officer Julie McGrogan - Senior Education Officer Alison Bowers - Senior Education Officer Claire Cusick - Senior Education Officer Ellen Moran - Principal Educational Psychologist			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EDU20 - Optimising Primary Class Sizes			
	The aim, objective, purpose and intended out come of policy			
	The number of teachers in West Dunbartonshire primary schools is allocated annually based on the maximum number of children permitted in each year group. This model adheres with national regulations on maximum class sizes and is a statutory requirement. Under this option, class sizes would be optimised with configurations and the annual staffing exercise based on exact pupil numbers without reserved space. Core teaching staff required to deliver the curriculum would be maintained.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Consultation with other Council services who currently assist in the provision of this service. Consultation with HR, HTs/HOC's, TU's to advise of possible changes.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All children and young people of school age in West Dunbartonshire Council. A range of teaching and promoted teaching staff. Some Partner Agencies				
Who will be/has been involved in the consultation process?				
There has not been consultation yet however there will be with HT's, WDC Parent Forum members, pupils, TU's, Staffing, Finance Officers and Education central staff.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	

Age	Council focus on tackling child poverty.. Young parents are also a focus.	These aspect interact with those noted below.	Negative.
Cross Cutting	We need to consider intersectionality and the compounded impact of those from multiple protected groups.	<p>The proposal will negatively impact on children and young people including those with Protected Characteristics for the following reasons: Less availability of staff to provide targeted interventions to reduce the poverty related attainment gap. Less availability of staff to undertake professional learning to develop knowledge and skills in meeting the range of learner needs</p> <p>Less availability of staff to provide the range of interventions to support children and young people in small group sessions</p> <p>Less availability of staff to provide responsive and reactive 1-1 support for the increasing range of social and emotional challenges our children and young people face</p> <p>Less availability of staff to support, signpost and provide practical help to families of those most in need.</p>	Negative.
Disability	We have a legal duty to make services accessibility to disabled people. This is an anticipatory	Families with one or more disabled person are more likely to be in relative poverty.	Negative.

	duty. Disabled people are a priority group for tackling Child poverty.		
Social & Economic Impact	Council focus on tackling child poverty.	There will be significant challenge to meeting the refreshed Scottish Attainment Challenge stretch aims and outcomes set to narrow the poverty related attainment gap.	Negative.
Sex	Women are a priority group for tackling Child poverty.	Women making up the 90% of the heads of single parent households.	Negative.
Gender Reassign			
Health			
Human Rights	Article 8 of the ECHR, family life. Good practice to look at UNCRC considerations, in this case the 'provision' domain especially.	There will be less staff available in schools to teach and support children and young people in overcoming the barriers their living circumstances present, when accessing education. There will be less resources available to support staff who are faced with the challenges of children and young people who are dis-regulated or require alternative learning experiences. There will be less opportunity for the personal and professional development of our employees and our service. There will be significant additional burden on Central Officers each year to consider feasibility of classifications.	Negative.

		Children in WDC will be impacted by this decision more so than their peers in neighbouring authorities.	
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME people are a priority group for tackling Child poverty.	Most BME groups are more likely to be living in relative poverty compared to most white ethnic groups.	Negative.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
As above.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
We will monitor impact by consulting Head Teachers/Young People. Monitoring will be carried out on a termly basis.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 909: This proposal has the potential to have a negative impacts for some groups particularly those attending schools in areas of high socio economic deprivation. However some can be minimised in the short term by targeted use of existing and alternative resources and the knowledge and skills already developed in some establishments to support the range of pupil needs. However, it must be noted that individual establishments and the central education service budgets have been subject to significant pressures over time and leave very little scope for spend beyond the essential to operate a service.			

AssessmentNo	804	Owner	sbrooks	
Resource	Regeneration, Environment and Growth		Service/Establishment	HE Budget
	First Name	Surname	Job title	
Head Officer	Stephen	Brooks	Working4U Manager	
	(include job titles/organisation)			
Members	Peter Barry			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	HE01- Reduce or remove funding to West Dunbartonshire Citizen Advice Bureau			
	The aim, objective, purpose and intended out come of policy			
	The aim is to assess the impact on services by contributing to reduction of Council budget deficit by reducing service costs in a range between 25% and 100%. WD CAB currently receives £261,853 each year from West Dunbartonshire Council to deliver services that complement existing services provided by West Dunbartonshire Council.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Senior Council staff and elected members have been involved in the development of the assessment.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
West Dunbartonshire CAB delivers a proactive, accessible, independent, customer-focused advice service for residents of West Dunbartonshire. This includes the provision of Welfare Rights, Money Advice and Debt Advice and support for the submission of benefits applications and appeals, where appropriate. The service provided is not restricted to those elements in and may also include assistance to clients in other areas of expertise where there is a benefit to them. This includes, for example, employment, housing or consumer rights, whilst taking into account the need to minimise duplication in advice provision in West Dunbartonshire. The service is open to anyone seeking support and is provided locally, in communities and within locations that effectively meet the needs of residents in West Dunbartonshire. West Dunbartonshire CAB adopts a flexible and collaborative service which includes out-of-hours, home visits and outreach provision as appropriate.				
Who will be/has been involved in the consultation process?				
Senior staff and Elected Members at West Dunbartonshire Council have been involved in the consultation process.				
Please outline any particular need/barriers which equality groups may have in relation to				

this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age			
Cross Cutting	<p>WDCAB users from disadvantaged backgrounds who are most likely to be affected by inequality, poverty and disadvantage which is driven by structural or institutional factors. These factors include lack of information about:</p> <ul style="list-style-type: none"> • Income from social security and benefits in kind, influenced by: o design and generosity of welfare benefits; o benefit sanctions and recovery of advance payments; o hardship payments and third-party debts; o barriers to accessing financial support (including child maintenance). • Costs of living, including housing, food and fuel costs, the poverty premium, the costs of the school day, and the extra, unavoidable costs of disability. • People are unaware of their employment rights WDCAB provide support because: • People don't always claim the benefits they are entitled to; • The benefits system is difficult to understand; • Navigating the process without 	<p>The key drivers of poverty identified in the legislation include income levels and the cost of living. Income is determined, to an extent, by levels of economic activity and employment. While there are many sources of labour market information, examples provided by NOMIS (Office for National Statistics Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)) will illustrate West Dunbartonshire's comparative labour market profile to suggest the need for targeted employability support. Benefits: The number of people in receipt of out of work benefits is a contributory factor to the level of child poverty. In West Dunbartonshire 4.5% of the population in the 16-64 years group is in receipt of out of work benefits. This is higher than the average in Scotland (3.2%) and Great Britain (3.8%) and represents 2,525</p>	<p>There are four options for consideration. These options focus on a reduction in the level of grant provided by the Council and the impact this will have on the services and impact of those services to residents of West Dunbartonshire. WDCAB receives £261,853 each year from West Dunbartonshire Council.</p> <ul style="list-style-type: none"> • Option 1 Reducing grant by 25% (£65,463) – remaining grant £196,389. • Option 2 Reducing internal costs by 50% (£130,926) – Remaining grant £130,926. • Option 3 Reducing grant by 75% (£196,389) Remaining Grant £65,463. • Option 4 reducing the grant by 100% (£261,853) Remaining Grant £0. <p>Note: WDCAB receives funding from other sources (£219,000 from Citizens Advice Scotland). As such, WDCAB is not totally reliant on the Council for funding. WDCAB has a number of key performance indicators reflecting the activities that are</p>

			<p>delivered through the use of the funds provided by the Council. The activities are directed towards the most economically disadvantaged people in West Dunbartonshire. These indicators will be reduced in proportion to reduction of funds. These indicators include: • Number of people receiving support (3,225) • Value of income generated (£562,000) • Total value of reduced liability to debt (£318,000) • Number establishing a debt strategy (63) • Number advised with housing issues (577) • Number provided with consumer rights issues (187) • Number provided with employment rights issues (600) • Number supported with advice on energy issues (450) All options will lead to a proportionate reduction in the number of people from disadvantaged communities and families receiving support.</p>
	<p>assistance can lead to errors; • Appeals without help can lead to wrong decisions; • Understanding welfare reform is difficult.</p>	<p>people. 18.4% of households in West Dunbartonshire are in receipt of the main benefits. This compares unfavourably with the figure for Scotland (13%) and Great Britain (11%). In effect, comparatively more people in West Dunbartonshire rely on benefits for their income. Maximising their entitlement will feature strongly in our approach to maximising income.</p>	
Disability	<p>Our child poverty report notes disabled people as a priority group.</p>	<p>Disabled people and those living in a household with a disabled person are more likely to be income deprived.</p>	<p>Reduced provision may affect efforts to reduce poverty for this group.</p>
Social & Economic	<p>Reducing child</p>	<p>Groups noted above</p>	<p>Reduced provision</p>

Impact	poverty is a focus for the council.	may be especially vulnerable, as well as other with low incomes.	may result in reduced ability to tackle economic and financial inequality.
Sex	Our child poverty report notes women/lone parents groups as a priority group.	Women are more likely to be income deprived than men. 90% of single parents are female.	Reduced provision may affect efforts to reduce poverty for this group.
Gender Reassign			
Health			
Human Rights	Human Rights Act; For example Article 8 family life. United Nations Convention on the Rights of the Child (Best practice).	The work of WD CAB supports elements of human rights e.g. Article 8. Advice is provided to families with children and young people.	Reduced provision may negatively affect the fulfilment of rights.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Our child poverty report notes people from BME groups as a priority group.	People from BME groups more likely to be more income deprived.	Reduced provision may affect efforts to reduce poverty for this group.
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The Council has a substantial budget deficit and is seeking and assessing options that will contribute to reducing the gap. Assessment of grant support to external service providers is a necessary part of that process.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Working4U maintains a set of performance indicators for all funded projects that are reported to the Council and COSLA (Improvement Service). The statistics will reflect changing funding levels.			
Q7 What is your recommendation for this policy?			
Modify			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 804: The equality impact assessment provides an overview of the differing negative impacts of a range of options from 25% to 100%. The choice of option will be based on the scale of budget gap and the range of contributions from other sources.			

AssessmentNo	803	Owner	sbrooks	
Resource	Regeneration, Environment and Growth		Service/Establishment	HE Budget
	First Name	Surname	Job title	
Head Officer	Stephen	Brooks	Working4U Manager	
	(include job titles/organisation)			
Members	Peter Barry			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	HE02 - Reduce or remove funding to Y Sort-It			
	The aim, objective, purpose and intended out come of policy			
	The aim is to assess the impact on services by contributing to reduction of Council budget deficit by reducing service costs in a range between 25% to 100%. Y-sort it currently receives £117,093 to deliver services that complement existing services provided by West Dunbartonshire Council (Working4U) youth teams.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Senior staff at West Dunbartonshire Council and elected members.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Y Sort-It delivers a young person led service, providing opportunities for young people and inspiring them to reach their full potential. This is a youth friendly social space for young people facilitating access to youth group activities and learning opportunities. This includes a weekly programme of support groups, group work sessions in the Y Sort-It Youth Centre and other relevant outreach locations. The service will be open access and available to any young person aged 5–25 years and a resident within West Dunbartonshire. However, to meet the varying needs of young people living in West Dunbartonshire consideration will be given to those people who are harder to reach, to ensure that they have equal opportunity of access. This will include specific provision for those that are the following: • LGBT Youth; • Those at risk or vulnerable to anti-social behaviour or organised crime; • Young Carers / Young Adult Carers; • Looked after Care Experienced young people; • Those at risk or vulnerable to substance misuse.				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				

	Needs	Evidence	Impact
Age	<p>While the majority of children and young people in West Dunbartonshire are: happy in their homes; enjoy friendship; and are actively engaged in sport, culture and recreation; progress at school; have good health and self-esteem; and are civically engaged, there are others who are less well connected. However, this is not the case for all young people in West Dunbartonshire where some young people living are facing challenges because of their circumstances and experience of poverty and disadvantage. Youth Engagement services, that includes input from Y-Sort-it will contribute towards addressing those challenges within West Dunbartonshire communities, with specific emphasis placed on supporting those that may be more vulnerable to disadvantage. In order to do so there is a need to engage with young people and develop services that meet their needs. This includes</p>	<p>In 2020, 15,484 of the population (88,340) were children between the age of 0 and 15 years. 12,433 children were attending school: • 6,658 pupils in the 32 primary schools in West Dunbartonshire. • 5,548 pupils in the five secondary schools in West Dunbartonshire. • 227 pupils in the additional support needs schools in West Dunbartonshire. Of these 3,549 are considered to be living in households affected by poverty. This represents 23.4% of the population in the 0-16 year's age group. This is 3%age points higher than the average in Scotland. In 2021, there was 334 'looked after' children. In addition, statistics provided by Skills Development Scotland show that the proportion of school leavers in a positive destination in West Dunbartonshire (91%) is lower than the equivalent proportion for our neighbours in the Greater Glasgow and Clyde NHS (GGandC NHS) area (95.8%) and Scotland</p>	<p>Y Sort-It engages with young people in a variety of ways. This includes the provision of issue based workshops, personal development, group work, support to achieve accreditation, and assist the development of healthy lifestyles and facilitate participation in community projects. Y-sortit receives £117,093 to deliver services that complement existing services provided by West Dunbartonshire Council (Working4U) youth teams. Y-sortit receives funding from other sources and has reserve funds which are reported in the organisations annual accounts. Nevertheless, the options for reducing grant funds in a range between 25% and 100% will have a negative effect on their ability to deliver services. 25% reduction has a value of £29,273. This will have a comparatively lower impact and will require some consideration of the priorities that the organisation focusses on and</p>

	<p>the need for support to remain active and healthy; enjoying economic opportunity and security and being connected, respected and able to contribute to their communities.</p>	<p>(95.5%). Similarly the participation rate in West Dunbartonshire (90.8%) compares unfavourably with the GGC NHS area (92.4%) and Scotland (92.2%). Furthermore, 7.2% of the population in the 16- 25 years age group are claiming out of work benefits. This compares unfavourably with Scotland, where the figure is 4.6% and Great Britain with a figure 4.8%.</p>	<p>activities delivered on behalf of the Council. 50% reduction has a value of £58,546. This will have a comparatively low to medium impact and will require consideration of priorities and the reduction of activities delivered on behalf of the Council. 75% reduction has a value of £87,819. This will have a medium to high impact and will require consideration of priorities and a significant reduction in activity delivered on behalf of the Council. This will include the requirement for co-ordination with WDC and HSCP and Working4U taking on some of the activities currently delivered by Y-sort-it. 100% reduction will have a significantly high impact and will require a complete review of activities, further co-ordination of priorities and an assessment to identify which of the activities could be taken on by Working4U and youth alliance partners.</p>	
Cross Cutting	There is a need to recognise that young	Scottish Health Survey (2012/13)	Understanding the impact on young	

	people who access youth services often have compounded barriers or obstacles.	http://www.gov.scot/Publications/2016/09/2408 Carers Trust Scotland (2015) Time to be Heard for Young Adult Carers Scottish Government (2015) Scotland's Carers.	people in this respect should be understood in reference to the intersectionality of challenges they face.
Disability			
Social & Economic Impact	West Dunbartonshire has one of the highest proportion of young carers by local authority area. Higher proportions of young people have caring responsibilities in areas of higher deprivation and lower income. Research tells us that young carers are more common in families with unemployed parents or low incomes. This is cross cutting with other areas such as LGBT and homelessness.	Scotland's 2011 Census data.	Removal of funding for an organisation that provides support to young people may have an adverse impact on their economic wellbeing particularly if no other supports are available.
Sex			
Gender Reassign	Creation of places where LGBTQ+ groups can safely socialise and be open about their sexual orientation and gender identity. LGBT young people in particular are at a higher risk of increased homelessness and domestic abuse.	Stonewall Scotland's report highlighted that LGBT people are vulnerable to and at increased risk of homelessness, highlighting that almost one in five LGBT people (18%) have experienced homelessness at some point in their lives. A Report by Scottish Alliance for Children's Rights notes LGBT children and young people may be significantly disadvantaged in	Removal of funding for an organisation that provides support to young LGBT people may have an adverse impact on their wellbeing particularly if no other supports are available. How support for LGBT young people is delivered would need to be assessed to ensure it still delivers maximum positive impact.

		accessing adequate play, leisure and culture opportunities. This is cross cutting with sexual orientation.	
Health	<p>There are an estimated 800,000 unpaid carers in Scotland this includes 30,000 young carers under the age of 18. Research undertaken by Carers Trust reports that 45% of young carers and young adult carers aged 14-25 surveyed stated that they have or have had mental health problems. Mental health and wellbeing LGBTQ+ children and young people experience particularly high rates of poor mental health. More than one in five LGB young people and more than two in five trans young people have attempted to take their own life. One in three non-binary young people and nearly half of disabled LGBT young people have tried to take their own life. Health is cross cutting with other areas such as sexual orientation and gender reassignment.</p>	<p>Scottish Health Survey (2012/13) http://www.gov.scot/Publications/2016/09/2408 Carers Trust Scotland (2015) Time to be Heard for Young Adult Carers.</p> <p>Scottish Government (2015) Scotland's Carers https://www.stonewall.org.uk/experiences-lgbtq-children-and-young-people https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/11/scottish-schools-adolescent-lifestyle-substance-use-survey-salsus-national-overview-2018/documents/summary-findings-west-dunbartonshire-council/summary-findings-west-dunbartonshire-council/govscot%3Adocument/summary-findings-west-dunbartonshire-council.pdf.</p>	<p>Removal of funding for an organisation that provides support to young people including young carers and young LGBT people may have an adverse impact on their wellbeing particularly if no other supports are available. How support for carers is delivered would need to be assessed to ensure it still delivers maximum positive impact.</p>
Human Rights	Need to consider Article 8 of European convention on	ECHR and UNCRC Cross cuts with considerations under 'age'.	Reducing funding may negatively affect fulfillment of UNCRC rights.

	Human Rights (ECHR), I.E. Family and Private Life Good practice to consider impact on Children and Young people including in terms of the UNCRC.			
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation	Creation of places where LGBTQ+ groups can safely socialise and be open about their sexual orientation and gender identity. LGBT young people in particular are at a higher risk of increased homelessness and domestic abuse. This is cross cutting with gender reassignment.	Stonewall Scotland's report highlighted that LGBT people are vulnerable to and at increased risk of homelessness, highlighting that almost one in five LGBT people (18%) have experienced homelessness at some point in their lives. A Report by Scottish Alliance for Children's Rights notes LGBT children and young people may be significantly disadvantaged in accessing adequate play, leisure and culture opportunities. This is cross cutting with gender reassignment.	Removal of funding for an organisation that provides support to young LGBT people may have an adverse impact on their wellbeing particularly if no other supports are available. How support for LGBT young people is delivered would need to be assessed to ensure it still delivers maximum positive impact. This is cross cutting with gender reassignment.	
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
The Council has a substantial budget deficit and is seeking and assessing options that will contribute to reducing the gap. Assessment of grant support to external service providers is a necessary part of that process.				
Will the impact of the policy be monitored and reported on an ongoing bases?				
Working4U and the Communities Team will continue to deliver Youth services. The impact of the reduced input for Y-sort it will be monitored and reported on through the various lines of accountability for the Community learning and Development plan				
Q7 What is your recommendation for this policy?				

Modify
Please provide a meaningful summary of how you have reached the recommendation
EIA 803: The equality impact assessment provides an overview of the differing negative impacts of a range of options from 25% to 100%. The choice of option will be based on the scale of budget gap and the range of contributions to the budget gap from other sources.

AssessmentNo	805	Owner	sbrooks	
Resource	Regeneration, Environment and Growth		Service/Establishment	HE Budget
	First Name	Surname	Job title	
Head Officer	Stephen	Brooks	Working4U Manager	
	(include job titles/organisation)			
Members	Peter Barry			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	HE03 - Apprenticeship Pathway Modern Apprenticeship			
	The aim, objective, purpose and intended outcome of policy			
	<p>Assess the changes and impact on apprenticeship investment. West Dunbartonshire Council has invested £1million in the Apprenticeship Investment Fund. The Fund was set up to support access to apprenticeships over a four year period. The Investment Fund is used solely to meet the wage costs for participants and assist WDC Service Departments to address their workforce development challenges. Using the Apprenticeship Investment Fund as a solid foundation, the Team at Working4U engages with National Training Funds Managers (SDS) to secure additional funding that meets the training costs for participants. This includes additional funds to meet the costs of college courses and qualifications: reinforcing quality assurance; and ensuring that all participants secure the relevant accredited qualifications. The fund allows us to support 400 people: • 280 will be supported as a Modern Apprentices or through in-work progression; and • 120 will be supported as Foundation Apprentices. All participants will secure nationally recognised qualifications that are required for their career progression.</p>			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Senior Council staff and elected members have been involved in the development of the assessment.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
The proposed change will lead to a reduction in the number of school leavers in West				

Dunbartonshire securing good quality employment. Emphasis is placed on recruiting young people who, without this route, might not secure employment and training. In addition, the reduction will mean fewer people are supported to achieve in-work qualifications required to progress in the workplace.

Who will be/has been involved in the consultation process?

Senior staff and Elected Members at West Dunbartonshire Council have been involved in the consultation process. The Apprenticeship Pathway is being continually developed and delivered by the Youth Employability and Literacies Team at Working4U. The Team is responsible for the development/design and delivery of youth employability service provision the delivery of contracted 'National Training Programmes'. The Working4U service manager has provided the information for the assessment. Further consultation will take place with Council services that use the Modern Apprenticeship and Foundation Apprenticeship scheme when more details about the level of investment are available. This will include a range of council departments (for example: Education, Housing, and Building Services) and HSCP service providers.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	<p>Young people are more likely than older established workers to experience disadvantage in the labour market. Several factors contribute to the higher unemployment rates among young people in West Dunbartonshire. • Structural Changes in the Economy: Shifts in the economy, such as automation and digitalisation, can displace jobs in sectors where young people typically find first-time employment, such as in retail or entry-level office jobs. • Economic Factors: Economic downturns or recessions have a significant impact on employment, and young workers are</p>	<p>The No One Left Behind data toolkit provides statistics from a range of Government sources (NOMIS, SIMD) that demonstrate West Dunbartonshire has a comparatively higher benefit claimant count and a higher proportion of the population with no qualifications. West Dunbartonshire has a higher than average proportion of workless households and a higher than average rate of child poverty (27.6% compared to Scotland average 24.5%).</p>	<p>Reduction in the apprenticeship investment fund will lead to fewer opportunities for young people to secure good quality employment. Our recruitment approach is designed to increase access to opportunities for groups of people affected by inequality. As such any reduction in the investment will reduce pathways to opportunity for people from groups with protected characteristics.</p>

	<p>often the first to lose their jobs due to their lack of experience and job security. • Education and Skill Mismatch: Sometimes the skills and education young people possess do not match the job market's requirements. For instance, they might lack the vocational training needed for some roles. • Lack of Experience: Being less experienced makes it challenging for young individuals to face the competition in the job market. Companies often prefer hiring those with work experience. • Apprenticeships and Internships: The limited number of paid apprenticeships and internships can be another factor. These are important stepping stones to secure a job, but they are often difficult to secure because they are either scarce and/or highly competitive.</p>		
Cross Cutting			
Disability	<p>Council Equality Outcome on increasing employment diversity.</p>	<p>At national level statistics from SDS indicate popularity of FA among disabled people, e.g. they are over represented compared to population.</p>	<p>Reduction in FA, negative for disabled young people especially. The apprenticeship pathway has been a good route for disabled people into apprenticeships. This year 14% of new recruits</p>

			disclosed a disability.
Social & Economic Impact	We need to have due regard to the Fairer Scotland Duty when making strategic financial decisions.	May negatively affect the future job and career prospects of young people in WD, and skills in the area.	Potentially negatively impact the economy in West Dunbartonshire, and the lives of young people.
Sex	Council equality outcome on increasing employment diversity. Council Equality Outcome on reducing gender segregation.	FAs in social care very popular with females. FAs in construction very popular with Males.	Potential negative effect for both males and females in terms of traditional choices and for those make non traditional ones. The apprenticeship pathway has provided a good route for young women to apprenticeships. This year, for example, almost 40% of apprenticeships were taken up by young women.
Gender Reassign Health			
Human Rights	Consider the UNCRC (Best practice to do this).	The apprenticeship investment fund supports elements of human rights in terms of UNCRC that is Article 6: namely 'right to develop'.	Reduced provision may negatively affect the fulfilment of rights as fewer places will be available for Foundation Apprenticeships .
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Council Equality Outcome on increasing employment diversity.	At national level statistics from SDS indicate popularity of FA among BME people, e.g. they are over represented compared to population.	Reduction in FA, negative for BME young people especially.
Religion and Belief	Race and Religion or belief are different elements however they cross cut with ethnicity because	Cross cuts with race to a certain extent.	Cross cuts with race to a certain extent.

	the relative portions.		
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The Council has a budget deficit and is seeking and assessing options that will contribute to reducing the gap. Assessment of the Apprenticeship Investment Fund is a necessary part of that process.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Working4U provides support to encourage young people to engage with training and employment. We maintain a monitoring framework that charts progress towards our aims. We will provide information on the impact of changes through our reporting procedures.			
Q7 What is your recommendation for this policy?			
Don't Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 805: The equality impact assessment provides an overview of the impact of reducing the Apprenticeship Investment Fund. This will reduce access to good quality employment opportunities for young people, it will reduce our potential to support in-work progression among low paid workers and reduce the capacity to provide access to qualifications that will support young people to establish themselves in the labour market. This is based on evidence that demonstrates that West Dunbartonshire compares unfavorably with the Scottish averages for employment, economic activity and child poverty levels. The apprenticeship pathway is designed to address these issues and will be negatively affected if the funds are reduced.			

AssessmentNo	967	Owner	sbrooks	
Resource	Regeneration, Environment and Growth		Service/Establishment	HE Budget
	First Name	Surname	Job title	
Head Officer	Stephen	Brooks	Working4U Manager	
	(include job titles/organisation)			
Members	Peter Barry Chief Officer Housing and Employability			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	HE04 - Review of Welfare Rights and Adult Learning Services			
	The aim, objective, purpose and intended out come of policy			
	Consider the impact on services as a result of reduction in controllable budget income by 25% and 50%.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Elected Members, Senior WDC Staff, senior W4U staff.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
<p>Staff, service users. Working 4U seeks to address the underlying causes of poverty, as well as the symptoms, by specifically tackling unemployment, providing opportunities to increase levels of education, skills, confidence and personal development as well support to claim in and out of work benefits and manage debt. The specialist components of Working 4U's services are: Learning and Development that supports disadvantaged or vulnerable groups and individuals of all ages to engage in learning. This covers a range of activity, such as youth work, family and adult learning, including adult literacy and English for Speakers of Other languages (ESOL) and community development and capacity building. Working 4U's focus is on youth work and family and adult learning. Employability encompasses all the things that enable people to improve their quality of life by increasing their chances of getting a job, staying in a job, and progressing further in work. The focus of our work is placed on supporting those that are facing the most intense levels of disadvantage, including families most likely to be affected by child poverty, young people, older workers, long-term unemployed and people from equalities groups. Benefit /debt Information and Advice National standards state that all debt counselling, income maximisation support, money advice and welfare benefit advice services service providers must be committed to providing equity of access to services for all. We provide a service that is open to all; however, given the socio/economic circumstances we prioritise people who are most vulnerable to disadvantage. In our service delivery we will place emphasis on supporting people facing difficult life transitions,</p>				

including, for example: • Those with life limiting conditions; • People affected by mental health issues; • Those affected by drug and alcohol mis-use; • Those affected by housing and homelessness; • Newly unemployed and retired. In addition, we place emphasis on supporting families with children who are more susceptible to poverty and disadvantage, including families with children: • where the mother is under 25 years of age; • larger families; • minority ethnic households; • lone parent families; • families with children under 1 year old. • Families and children with experience of the care system; • Children with caring responsibilities; and • Those living in areas of high material deprivation.

Who will be/has been involved in the consultation process?

Consultation has been carried out in the context of the budget review. This has included consultation among Elected Members, senior Council staff and managers at Working4U.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	Child poverty is focus for the Council.	High child poverty in WDC. 18-30 year olds are experiencing particular economic strain.	Reduced may result in negative impacts for children and young people.
Cross Cutting	Working4U seeks to improve the quality of lives for people from disadvantaged backgrounds who are most likely to be affected by inequality, poverty and disadvantage which is driven by structural or institutional factors. These factors include: • Income from social security and benefits in kind, influenced by: o design and generosity of welfare benefits; o benefit sanctions and recovery of advance payments; o hardship payments and third-party debts; o barriers to accessing financial support (including child maintenance). • Income from employment, influenced by the	The key drivers of poverty identified in the legislation include income levels and the cost of living. Income is determined, to an extent, by levels of economic activity and employment. While there are many sources of labour market information, examples provided by NOMIS (Office for National Statistics Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)) will illustrate West Dunbartonshire's comparative labour market profile to suggest the need for targeted employability support. Employment and	Working4U has a controllable budget of £0.91million. There are two options for consideration. These options focus on staff costs. - Option 1 Reducing core (controllable) costs by 25%; - Option 2 Reducing core (controllable) costs by 50%. The figure of £0.91million of controllable budget is the equivalent of approximately 22 full-time staff.

	<p>availability of jobs, hours and the level of earnings, and barriers to taking up that work, such as childcare responsibilities; plus qualifications and skills, which can influence both contemporary and future child poverty.</p> <ul style="list-style-type: none"> • Costs of living, including housing, food and fuel costs, the poverty premium, the costs of the school day, and the extra, unavoidable costs of disability or living in a rural area. We provide support because: • People don't always claim the benefits they are entitled to; • The benefits system is difficult to understand; • Navigating the process without assistance can lead to errors; • Appeals without help can lead to wrong decisions; • Understanding welfare reform is difficult. • People face physical and psychological barriers to employment and learning opportunities because of personal circumstances and professional support will help people to overcome these barriers. • Its difficult to maintain 	<p>Economic Activity: West Dunbartonshire has a comparatively higher rate of economic inactivity with 26.2% of the 16-64 years age group in employment. The comparative figure for Scotland is 23.8% and Great Britain's figure is 21.6%. At 19%, West Dunbartonshire has a higher proportion of workless households than both Scotland (18.1%) and Great Britain (13.6%). Of those in employment, there is a higher proportion in West Dunbartonshire reliant on part-time work (35.5%). This is higher than the figure for Scotland (33.2%) and Great Britain (32.1%). A review of the NOMIS statistics reveals that the job density in West Dunbartonshire is estimated at 0.61; this is much lower than the figure for Glasgow (1.04); Scotland (0.80) and Great Britain (0.84). In effect, although there are comparatively higher numbers of people out of work, there are also comparatively fewer opportunities available in West</p>	<p>Option 1: 1Reducing core (controllable) costs by 25%; The value of staff costs that are funded through the Council's core budget is approximately £0.91m. Reduction of Working4U service by 25% will have a savings value of £227,000. This will affect approximately 5 members of staff all of whom will, by necessity of our funding sources, come from our Employability Team, Community Learning and Development team or our welfare benefits/debt team or a combination of all. This will have an impact on their ability to meet growing demand for their services and will create further challenges for the teams. This is particularly the case for benefit/advice/debt team who are experiencing higher levels of demand from increasing numbers of people with a growing complexity of concerns related to the cost of living crisis. A reduction of staff in Welfare Rights will lead to lower level of benefit</p>	
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	<p>jobsearch momentum and participating in learning without professional, expert support.</p>	<p>Dunbartonshire. Addressing unemployment and underemployment is consistent with addressing the income drivers of poverty and will therefore feature extensively in our approach to addressing child poverty. Benefits The number of people in receipt of out of work benefits is a contributory factor to the level of child poverty. In West Dunbartonshire 4.5% of the population in the 16-64 years group is in receipt of out of work benefits. This is higher than the average in Scotland (3.2%) and Great Britain (3.8%) and represents 2,525 people. 18.4% of households in West Dunbartonshire are in receipt of the main benefits. This compares unfavourably with the figure for Scotland (13%) and Great Britain (11%). In effect, comparatively more people in West Dunbartonshire rely on benefits for their income. Maximising their entitlement will feature strongly in our approach to maximising income</p>	<p>maximisation and debt management activity (including housing and council tax arrears). This will lead to continuing levels of disadvantage and greater demand on crisis support services. A reduction in Community Learning will result in a decrease in adult literacy support, ESOL and community-based learning. While a reduction in the Employability Team will reduce our capability to deliver apprenticeship and in-work progression support. These services will remain, however, their support for equalities groups will be reduced and fewer people will receive support to overcome barriers to opportunity. Option 2: Reducing internal staff costs by 50% 50% reduction in the controllable staff cost has an annual value saving of £445,045 and will result in a reduction of approximately 11 fte posts being met by the Council. This will require a full consultation with a requirement for voluntary severance. It will also, most likely, result in additional staff leaving the Council</p>	
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			<p>possibly through compulsory redundancy. This will further reduce our direct service delivery of Adult Learning and Welfare Rights. We will also have reduced staff capacity to deliver apprenticeship programmes and access to training. The remaining staff will necessarily focus on the requirements around the implementation of the No One Left Behind three-year plan (employability) and the Local Child Poverty Annual report. This will reduce our capacity to develop and deliver the Community Learning and Development (CLD) Plan and CLD Quality standards and managing the required partnership infrastructure associated with this plan. Producing a CLD plan is a statutory requirement. There will be very little frontline capacity to provide general welfare rights and learning and training services beyond those activities that are determined</p>	
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			<p>permissible by external funders. This will mean a 50% reduction in the welfare rights and adult learning provision; as an indicative figure cutting the core learning team from 4ftes to 1.5 ftcs and welfare rights core team from 6 fte to 2 ftcs. As a result we will not be able to meet growing demand for services and the current level of support will be reduced by a substantial margin. Those most affected will be people and households vulnerable to disadvantage and poverty and as result the levels of disadvantage in West Dunbartonshire will continue to grow. As such all aspects of preventative and proactive action to address poverty and disadvantage will be lost. The capacity to manage external relationships and secure external funds will be compromised. This will have a negative impact on all disadvantaged individuals and households that rely on support to address the cause of poverty. As a result incidences of</p>	
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			poverty and disadvantage in West Dunbartonshire will increase among all equality groups.
Disability	Our child poverty report notes disabled people as priority group.	Disabled people and those living in a household with a disabled person are more likely to be income deprived.	Reduced provision may affect efforts to reduce poverty for this group.
Social & Economic Impact	Reducing child poverty is a focus for the council.	Groups noted above may be especially vulnerable, as well as other with low incomes.	Reduced provision may result in reduced ability to tackle economic and financial inequality.
Sex	Gender equality is a key component of the council's policies. While working for the council, employees have the benefit of a range of family friendly policies. This includes flexible working, nursing mother, job share, and childcare vouchers among others. Employees also have access to support through initiatives such as 'Equally Safe at Work'. This initiative is designed to address inequality in the workplace and gender-based violence.	Working4U employs 73.8ftes. 82% are women. This is a higher proportion than the council average (74%) and the average proportion of women in the workplace in Scotland (70%). In effect Working4U provides access to good quality employment for women.	Women will be disproportionately impacted by reductions of employees. Women are more likely to face challenges when seeking alternative employment and may face challenges securing employment with access to family friendly policies. To mitigate this impact we will work with those affected and provide access to Council policies relating to voluntary severance, redeployment and SWITCH.
Gender Reassign			
Health			
Human Rights	Human Rights Act; For example Article 8 family life. UNCRC considerations.	The work of W4U supports elements of human rights. The Team works to reduce child poverty.	Reduced provision may negatively affect the fulfillment of UNCRC rights.
Marriage & Civil Partnership			
Pregnancy &	Cross cuts with sex.	Cross cuts with sex.	Cross cuts with Sex.

Maternity				
Race	Our child poverty report notes people from BME groups as a priority group.	People from BME groups more likely to be more income deprived.	Reduced provision may affect efforts to reduce poverty for this group.	
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
The options have been generated as a contribution to the discussions about budget reductions within Working4U in order to assist the Council to manage its budget deficit.				
Will the impact of the policy be monitored and reported on an ongoing bases?				
Working4U has a monitoring framework for reporting output and impacts of its activities. This includes key performance indicators illustrating the statistics for the number of people supported and the outcome of that support. This will provide information that will determine how funding resources are deployed.				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 947 provides information about the impact of a controllable budget reduction of 25%, and 50% for Working4U. Both options have a negative effect on our ability to address the drivers of poverty and support disadvantaged individual and households to escape from poverty. This includes for groups identified as priority in terms of tackling child poverty, e.g. disabled people, single parents, BME groups. In terms of staffing, more women would likely to be affected, because there are a larger number than men in the team. A 25% cut will require a reduction in Teams that have already sustained cuts in the previous year and will have a substantial impact on service provision affecting the most vulnerable households in West Dunbartonshire. A 25% reduction reduces services further undermining our ability to meet increasing levels of demand. A 50% reduction reduces ability to meet current and growing levels of demand and will lead to growing waiting lists for vital services.				

AssessmentNo	825	Owner	ALYOUNG	
Resource	Regeneration, Environment and Growth		Service/Establishment	HE Budget
	First Name	Surname	Job title	
Head Officer	Peter	Barry	Chief Officer	
	(include job titles/organisation)			
Members	Alan Young, Housing Asset & Investment Manager, WDC			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	HE06- Lomond and Clyde Care & Repair Service Funding			
	The aim, objective, purpose and intended out come of policy			
	To make a saving to the general fund by reducing funding to Lomond and Clyde Care & Repair Service. There are two savings options to consider: Option 1, reduce funding to LCC&R by £40,000 thereby reducing the general fund contribution by 50% to £41,000. Option 2, reduce funding to LCC&R by £81,000 thereby removing any contribution from the general fund.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Housing & Employability/Senior Council Officers/Housing Asset & Investment/Private Sector housing Grants/			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Lomond and Clyde Care & Repair Service Private Home Owners of West Dunbartonshire who need support from C&R and are looking for grant support				
Who will be/has been involved in the consultation process?				
Senior Management BWG/Internal management consultation on savings proposal. No external stakeholder consultation has been undertaken.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Elderly, adult and young WD residents who may need support from this service area.	Knowledge of past applications for grant support from both age groups.	Negative.	

Cross Cutting	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Disability	The majority of applications come from those with a medical disability.	Knowledge of past applications the large majority are for medical adaptations.	Negative.
Social & Economic Impact	Social needs in relation to providing adapted facilities to support health and wellbeing.	Knowledge of past applications. Applications are subject to means testing to meet low income eligibility..	Negative.
Sex	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Gender Reassign	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Health	Those needing this support have underlying health circumstances mostly related to mobility.	Knowledge of past applications.	Negative.
Human Rights	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Marriage & Civil Partnership	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Pregnancy & Maternity	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Race	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Religion and Belief	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.
Sexual Orientation	No specific needs identified.	No evidence of past applications in relation to this need.	No impact.

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Council has budget targets to meet and funding will still be provided to support these equality groups. This savings option focuses on the funding provided to Lomond and Clyde Care & Repair to support these groups with their grant applications.

Will the impact of the policy be monitored and reported on an ongoing bases?

No
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 825: This savings option focuses on the funding provided to Lomond and Clyde Care & Repair to support these groups with their grant applications. Potential negative impacts for disabled people and older people, as there is a possibility that it may take longer for people to access support to fill applications. Mitigation will be put in place to support these equality groups.

AssessmentNo	944	Owner	amenon	
Resource	Transformation		Service/Establishment	Budget P and T
	First Name	Surname	Job title	
Head Officer	Arun	Menon	Business Support Manager	
	(include job titles/organisation)			
Members	Arun Menon and Victoria Rogers			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	PT04 - Reduce Pay Preservation			
	The aim, objective, purpose and intended out come of policy			
	<p>The Council currently protects eligible employee's salary under pay preservation for 24 months, subject to criteria being satisfied. Under this proposal the current level of pay preservation will be reduced to either three months, six months or twelve months. An assessment of the level of impact such a change will have for the organisation and employees was undertaken. Data for the five year period (1 January 2018 to 13 January 2023) was analysed and this indicated that:</p> <ul style="list-style-type: none"> • Reducing pay preservation to 12 months could reduce costs by circa £70,000 for the 5 year period or £14,000 p.a. • Reducing pay preservation to 6 months could reduce costs by circa £128,000 for the 5 year period or £25,700 p.a. • Reducing pay preservation to 3 months could reduce cost by circa £165,000 for the 5 year period or £33,000 p.a. <p>It is difficult to forecast the cost reduction for the Council in future years as it depends on the number of employees eligible for pay preservation. The data assessment also indicated that, in that 5 year timeframe, the breakdown of impacted employees was 67% females and 33% males. This is disproportionately more advantageous to men as the overall Council's employee demographic is 71% female and 29% male so one should expect the protected numbers to mirror that.</p>			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Chief Officers, Strategic HR			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Employees.				
Who will be/has been involved in the consultation process?				
Chief Officers, Strategic HR				

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.	The Council's age profile confirms that the highest percentage of employees remain clustered in the age groups 50-59.	There is no specific impact identified in relation to age.
Cross Cutting			
Disability	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.	The Council's disability profile confirms 1.38% of employees have declared a disability.	There is no specific impact identified in relation to disability.
Social & Economic Impact	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Reduction in anticipated income for some employees may result in disposable income being reduced and having a reduced amount to spend in the economy	This policy may have a financial impact on staff where their pay preservation is reduced from 24 months to either 6 months or 3 months.
Sex	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.	Workforce profile concludes 71% female and 29% male.	Based on last 5 years data this policy is disproportionately more advantageous to men as the overall demographic is 71% female and 29% male so one should expect the impacted numbers to mirror that. However it is split as 67% female and 33% male.
Gender Reassign			
Health	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.	Reduction in anticipated income for some employees may contribute towards poor health outcomes.	This policy may impact health of staff if they are adversely impacted by being put on pay preservation and rather than the current 24 months have only 6 months or 3 months.
Human Rights			
Marriage & Civil			

Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The council has a duty to balance the budget. Although this policy may have a negative impact on employees given the socio economic impact assessed above. Based on last 5 years data this policy is disproportionately more advantageous to men as the overall demographic is 71% female and 29% male so one should expect the impacted numbers to mirror that.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
No			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 944: It is difficult to forecast the cost reduction for the Council in future years as it depends on the number of employees eligible for pay preservation. The data assessment also indicated that, in that 5 year timeframe, the breakdown of impacted employees was 67% females and 33% males. This is disproportionately more advantageous to men as the current overall demographic is 71% female and 29% male so one should expect the protected numbers to mirror that.			

AssessmentNo	801	Owner	Imair
Resource	Transformation		Service/Establishment Budget P and T
	First Name	Surname	Job title
Head Officer	Alison	McBride	People &Change Manager
	(include job titles/organisation)		
Members	Alison McBride, People &Change Manager Victoria Rogers, Chief Office, People &Technology		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	PT10 - Reducing the Occupational Health Budget		
	The aim, objective,purpose and intended out come of policy		
	The aim would be to reduce costs while still retaining service that is required by statute. Reducing or removing the OH budget will mean that the employer has reduced or no access to professional medical advice (noting that advice to inform ill-health retirements is required by statute so would be retained); employees would have to access supports such as physiotherapy or counselling via the established NHS routes.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Strategic HR team		

Does the proposals involve the procurement of any goods or services?

No

If yes please confirm that you have contacted our procurement services to discuss your requirements.

No

SCREENING

You must indicate if there is any relevance to the four areas

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)

Yes

Relevance to Human Rights (HR)

No

Relevance to Health Impacts (H)

Yes

Relevance to Social Economic Impacts (SE)

Yes

Who will be affected by this policy?

Occupational Health is a service currently available to all employees. Therefore there is potential for all employees to be impacted by reduction or removal of this service

Who will be/has been involved in the consultation process?

All proposed budget savings will be presented for Elected Members to agree

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	All employees, regardless of age, may at some point require additional	The workforce has an age diverse workforce but 44% are over 50.	Reduction or removal of the OH budget will result in employees who need

	support with their health and wellbeing at work.		support having to access this through NHS routes. Waiting times vary but delay in access to treatment may result in increased absence from work.
Cross Cutting	All employees need support from time to time, and WDC provides a wide range of employee benefits and supports.	WDC have a range of different provisions in place to support employee wellbeing.	While reduction or removal in the OH provision will change how employees access medical support, this will still be available to everyone via the NHS routes and WDC will continue to provide a wide range of other wellbeing initiatives and supports for all employees.
Disability	Employees with disabilities may require additional supports at work and often OH can help to identify and recommend what is most appropriate.	The WDC workforce contains colleagues with a range of different disabilities. Our data says that 1.5% of employees have advised they have a disability, although very few have completed this information. We expect this figure is higher.	Reduction or removal of the OH budget means that advice on what adjustments and supports are appropriate (where required) will be advised by the employee. In more complex cases, an OH referral may be sought.
Social & Economic Impact	Maintaining and supporting the health and wellbeing of our workforce is very important. The majority of our employees live and work in the local area.	The commitment to supporting employees remains of paramount importance. The provision of OH services is supplementary to the provision already in place through the NHS. OH comes at an additional cost and although beneficial, is not compulsory or statutory (except as specified in the	Reduction or removal of the OH budget will result in employees who need support having to access this through NHS routes. Waiting times vary but delay in access to treatment may result in increased absence from work and deteriorating health for the individual while awaiting treatment. For some, if this

		narrative supporting this submission).	were to be long term there would be an impact on them financially. This would be the case even with OH involvement.	
Sex	Health and wellbeing support may be required by any employee at any time or stage in their life, both male and female.	WDC has a higher proportion of female workers than male. The split is 74% female to 26% male.	The reduction or removal of OH budget may impact more on women than men.	
Gender Reassign	N/A	N/A	N/A	
Health	Employee Wellbeing is of paramount concern and WDC aim to ensure that all relevant supports are in place to help employees who need support and to help them maintain good health.	The commitment to supporting employees remains of paramount importance. The provision of OH services is supplementary to the provision already in place through the NHS. OH comes at an additional cost and although beneficial, is not compulsory or statutory (except as specified in the narrative supporting this submission). WDC continue to provide many other wellbeing support provisions.	Reduction or removal of the OH budget will result in employees who need support having to access this through NHS routes. Waiting times vary but delay in access to treatment may result in increased absence from work and deteriorating health for the individual while awaiting treatment.	
Human Rights	N/A	N/A	N/A	
Marriage & Civil Partnership	N/A	N/A	N/A	
Pregnancy & Maternity	Some employees may require support through their pregnancy, maternity leave, or beyond.	Pregnancy and maternity leave are and always will be an ongoing fact for any employer.	Employees will continue to have access to all the supports they might need through ante-natal services and other NHS routes.	
Race	N/A	N/A	N/A	
Religion and Belief	N/A	N/A	N/A	
Sexual Orientation	N/A	N/A	N/A	
Actions				

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Reduction or removal of OH funding may impact some groups more than others. In particular, this could impact women, and those over 50 as proportionately we have more employees in these groupings. However, all services are still available through NHS routes. The provision of a full in-house OH service is not required by statute. Provision will still continue for some statutory ill health retirement services, health surveillance and long-term absence referrals, as is required by law.

Will the impact of the policy be monitored and reported on an ongoing basis?

Yes, monitoring of health, employee wellbeing and absence is ongoing and regularly reported on.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 801: Reducing or removing the OH budget will mean that the employer has reduced or no access to professional medical advice (noting that advice to inform ill-health retirements is required by statute so would be retained); employees would have to access physiotherapy provision via the NHS routes i.e., online or via their GPs. The waiting lists are understood to be lengthy. The average waiting time for a MSK Physiotherapy appointment is 13 weeks.
<https://www.nhsggc.scot/hospitals-services/services-a-to-z/musculoskeletal-msk-physiotherapy/waiting-times-update>. The council has some additional free routes to access routes to counselling for a short period but when this ends, employees requiring this service would need to go through the NHS /GPs. Currently 79.8% of people start treatment within 18 weeks of referral. Psychological therapies waiting times - Quarter ending March 2023 - Psychological therapies waiting times - Publications - Public Health Scotland#. Not all the OH budget can be removed as the council will still require some statutory ill health retirement services, health surveillance and long-term absence referrals. Where required, in more complex cases, advice on supporting an employee with a disability in the workplace may also be requested through an OH referral. We have just renewed this contract but have an exit strategy for each element, details of the contract are detailed below:
Contract Period Total Value (Annual) Occupational Health Four years £440,000 (110k) Employee Counselling Four years £74,000 (18.5k) Physiotherapy Services Four years £150,000 (37.5k)

AssessmentNo	809	Owner	amenon	
Resource	Transformation		Service/Establishment	Budget P and T
	First Name	Surname	Job title	
Head Officer	Arun	Menon	Business Support Manager	
	(include job titles/organisation)			
Members	Arun Menon, Business Support Manager Richard Butler, Section Head CAS			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	PT13 -CAS Team Reductions			
	The aim, objective,purpose and intended out come of policy			
	Deletion of the vacant and/or Fixed term posts within the CAS team. Three options have been developed to share with Chief Officers with varying levels of saving potential and associated service impact. Option 1 – removal of 59.41 hours of Grade 3 posts totalling £52,782 Option 2 - removal of 125.91 hours of Grade 3 posts totalling £111,863 Option 3 - removal of 213.41 hours of Grade 3 posts totalling £189,602 There are a range of associated impacts on service delivery for services that CAS support which have been relayed to all Chief Officer ahead of a decision. Whilst savings here are reflected as FTE, no staff member with a permanent contract will be impacted. These savings will be delivered from a mix of vacant posts and temporary increase or fixed term posts that can be terminated. That said, this will significant impact the capacity within CAS which is why for transparency it was considered necessary to reflect the savings as FTE hours deleted.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Business Support Management			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				

Cross Cutting			
Disability			
Social & Economic Impact			
Sex	We need to consider any differential impact for example because of composition of the affected workforce in terms of sex.	Due to workforce composition, changes are likely to affect women more than men. Women in Scotland are more likely to be income deprived than men.	In practice this means that some staff will stop working extra hours currently in place, meaning some reduction in income above their contractual amounts.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 809: Due to workforce composition, changes are likely to affect women more than men. In practice this means that some staff would stop working extra hours currently in place, meaning some reduction in income above their contractual amounts.			

AssessmentNo	948	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Laurence	Slavin	Chief Officer-Resources	
	(include job titles/organisation)			
Members	Adrian Gray - Finance Business Partner			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES01 - Remove Elderly Welfare Grant			
	The aim, objective, purpose and intended outcome of policy			
	Remove the historic £15 per resident payment made annually through the elderly grant fund to registered groups and individuals.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Finance team within WDC & ASU			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Anyone currently receiving the payment from the Elderly Welfare Grant Fund.				
Who will be/has been involved in the consultation process?				
This is part of the range of savings proposals being considered to bridge the challenging financial gap the council faces over the next three years. Once approved by Council, it will be communicated to all residents.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	No requirement to provide this funding. The Council budget needs to have regards to Best Value Considerations on how money is spent and its impact.	The policy only provides £15 per annum for each resident over the specified age.	Positive - the removal of the grant would remove current inequality for those under the specified age. It is acknowledged that those under the specified age may or may not be just as	

			vulnerable at those over the specified age but are not eligible for the payment. Negative - Loss of £15 per eligible resident if the option to remove is pursued.
Cross Cutting Disability			
Social & Economic Impact	We need to have regards to the Fairer Scotland Duty.	£15 is only a very small proportion of the annual income for those over the specified age and would have a negligible effect.	Neutral.
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Council has a statutory duty to balance the budget.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 948: The removal of the grant would remove a current inequality where those under the specified age may or may not be just as vulnerable as those over that age but are not eligible for the payment. It is noted that £15 is only a very small proportion of the annual income for those over the specified age and would have a negligible effect.			

AssessmentNo	946	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Laurence	Slavin	Chief Officer Resources	
	(include job titles/organisation)			
Members	Laurence Slavin - Chief Officer Resources			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES02 - Reduce or Remove Voluntary Grant Funding			
	The aim, objective, purpose and intended out come of policy			
	A reduction in voluntary grant funding provided to West Dunbartonshire Community & Volunteering Services (WDCVS) who administer Voluntary Grant funding on behalf of the Council of up to £150,000 per annum. This funding covers social transport (£100,000), play schemes and running costs (£50,000). In addition to the above funding, the Council also provides £21,560 of funding to Clydebank Asbestos Group and the proposal is to reduce this by 25% to £16,170 (reduction of £5,390)			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Senior Council staff and the Budget Working Group have been consulted on the development of the option.			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Community Groups who apply to West Dunbartonshire Community & Volunteering Services for grant funding and in particular, Clydebank Asbestos Group.				
Who will be/has been involved in the consultation process?				
WDCVS and Clydebank Asbestos Group have been notified of the potential reduction in funding subject to Council approval.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Relevant as funding is provided across a wide range of	Funding is provided to cover social transport	Reduction in funding will negatively affect the amount that	

	community groups and age ranges.	(£100,000), play schemes and running costs (£50,000) and funding for people with asbestos related diseases.	WDCVS can provide to Community groups who apply to them for financial support. These groups are wide ranging and the funding also helps support play schemes and running costs.
Cross Cutting	It is important that the Council considers how impacts may interact.	People who are members of more than one disadvantaged group are more likely to be impacted.	Negative affects may be cumulative.
Disability	Relevant as funding is provided across a wide range of community groups who support a wide range of groups requiring support potentially including disability groups.	The service may provide support to community groups with a specific focus on disabilities through the funding levels provided.	Reduction in funding will negatively affect the amount that WDCVS can provide to Community groups who apply to them for financial support. These groups are wide ranging and the funding to help support social transportation.
Social & Economic Impact	The Council must have due regard to the Fairer Scotland Duty in terms of Social Economic impacts and the statutory guidance.	The service acts to provide funding for social transport (£100,000), play schemes and running costs (£50,000) and the Clydebank Asbestos Group (£21,560).	Reduction in funding will negatively affect the amount that WDCVS can provide to Community groups who apply to them for financial support. These groups are wide ranging.
Sex			
Gender Reassign			
Health	Clydebank Asbestos Group support people affected by an asbestos-related disease and their families.	The service acts to provide funding to Clydebank Asbestos Group (£21,560).	Reduction in funding will negatively affect the amount that Clydebank Asbestos Group have to support people affected by an asbestos-related disease and their families.
Human Rights			

Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Don't Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
<p>EIA 946 details potential impacts which, summarised is that a reduction in funding may negatively affect community groups that support a wide range of users with either health or disability issues. Reduced funding to voluntary groups could have an impact on the groups and the services they provide to the community. Provision of this funding is not a statutory requirement and therefore it has to be put forward as a saving option for member consideration whilst setting out the implications of taking the option. Non statutory funding is still covered by the duty to impact assess relevant proposals under the Public Sector Equality Duty in Scotland.</p>			

AssessmentNo	759	Owner	mlynn2
Resource	Transformation		Service/Establishment Budget Resource
	First Name	Surname	Job title
Head Officer	Laurence	Slavin	Chief Officer Resources
	(include job titles/organisation)		
Members	Michelle Lynn Assets Coordinator		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	RES09 - Review of Council Officers		
	The aim, objective, purpose and intended out come of policy		
	<p>The Council's Asset Management team of Council Officers is currently made up of a workforce of 3 equating to 2.6 FTE. Duties are to provide a comprehensive caretaking and customer focused support service in the Council's corporate buildings. This includes: • Security and keyholding duties, including response to out of hours call-outs. • Caretaking and general janitorial duties. • Waste disposal, including recyclates. • Mail Room duties. • Providing Security presence at Council meetings. • Manual handling duties, including the receipt and delivery of goods and parcels. • Reception service. • Minor repairs to fixtures and fittings. • Health & Safety duties (including checks required by Fire Risk Assessments). • Flag Flying. • Relief cover for Courier as required. • Cover at other offices if required. • Provision of driving and civic duties for the Provost and Elected Members. Under this option, the Asset Management team would continue to operate with a workforce of 2 employees equating to 1.6 FTE working on a shift basis. This will generate an annual revenue saving of £26,703.</p>		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	WDC Staff Members/Chief Officers		
Does the proposals involve the procurement of any goods or services?			Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
All Council services, Elected Members and partner organisations including the Scottish Government.			
Who will be/has been involved in the consultation process?			
Michelle Lynn, Assets Coordinator - conducted this high level efficiency option ; Angela Wilson, Chief Officer - Supply, Distribution and Property Services, West Dunbartonshire Council - interrogated this high level efficiency option; Performance and Monitoring Review Group, West Dunbartonshire Council - where informed of this high level efficiency			

option; Martin Rooney, Leader of the Council - was informed of this high level efficiency option; and Michelle McGinty, Deputy Leader of the Council - was informed of this high level efficiency option. If this high level efficiency option is to be taken forward to the next stage; staff, Trade Unions and Elected Members will be consulted.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	Worries surrounding job security may be heighten in older staff. See cross cutting.	https://www.gov.scot/publications/scotland-labour-market-people-places-regions-statistics-annual-population-survey-2019/ https://www.gov.scot/publications/older-people-employment-scotland/	Negative - This could heightened concerns of staff about any displacement, as evidence suggests that those over 50 find it more difficult to regain employment. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme.
Cross Cutting	Identify a "champion" to assist with understanding of this process for staff.	See information above noting potential impacts.	Neutral
Disability	Worries surrounding job security may be heighten in disabled staff . See cross cutting.	HR21 report Disabled people in employment - House of Commons Library (parliament.uk) We will take into account affects on any disabled member of the team.	Negative - This could heightened concerns of staff about any displacement. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme.
Social & Economic Impact	Please see cross cutting.	Please see cross cutting.	Neutral
Sex	Worries surrounding job security may be heighten in women. See cross cutting	There are 2 out of 3 staff for this service who are women.	This may have a negative impact as women are more likely to be affected by this policy. Any potential reduction in staffing requirements could be managed through SWITCH redeployment

			programme.
Gender Reassign			
Health	Worries surrounding job security may be heightened in staff who have Health conditions. Please see cross cutting	Officer knowledge.	Negative - This could heightened concerns of staff about any displacement. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme. Additional support will be available to any employees impacted by the savings options to ensure their health and wellbeing.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
There is the potential for 1 FTE to be displaced. A fair process would be undertaken in line with the Council's policies.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 759 details impact on staff. One FTE will be potentially displaced from the structure, there could be a differential impact in terms of sex because of team composition. Evidence suggests that those over 50 find it more difficult to regain employment. This could heightened concerns about being displaced, as the Council Switch policy is in place to support staff.			

AssessmentNo	827	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Roads Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RNO1- School Crossing Patrollers			
	The aim, objective, purpose and intended out come of policy			
	<p>School Crossing Patrols reduce Option 1: Bring the service in line with current national guidance by withdrawing patrols from 17 locations where there are controlled pedestrian crossings in place. Best practice guidance states that school crossing patrollers should not be deployed at crossing points where controlled pedestrian crossings exist because this can be confusing for motorists. The Council has experienced difficulties recruiting for school crossing patrollers and the saving would be achieved through not filling vacant posts and budgeted hours. Option 2: A review of crossing points will be undertaken and it is anticipated 17 priority locations retained with a crossing patroller. The Council would continue to work with parents and pupils to promote road safety.</p>			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	<p>National Benchmarking carried out. Relevant to both options a question was asked on the withdrawal of school crossing patrols from junctions where pedestrian crossings exist those opposed to the proposal highlighted concerns over safety, those supportive of the proposal noted the importance of proper road safety education. General view that work was required on driver education to support this proposal. The Roads Service have been involved in the development of this proposal.</p>			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All groups are affected but parents and pupils to a greater degree.				

Who will be/has been involved in the consultation process?

National Benchmarking - A question was asked on the withdrawal of school crossing patrols from junctions where pedestrian crossings exist. Those opposed to the proposal highlighted concerns over safety, those supportive of the proposal noted the importance of proper road safety education. General view that work was required on driver education to support this proposal.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age	All groups affected but children and young families to a greater degree.	School age children that are walking to school either with or without parents will tend to use the identified safe route to school with crossing patrollers.	Negative.
Cross Cutting			
Disability	All groups affected but people with disabilities may be affected to a greater degree.	School age children that are walking to school either with or without parents will tend to use the identified safe route to school with crossing patrollers.	Negative.
Social & Economic Impact			
Sex	Single parents are a priority group in terms of child poverty.	Women more likely to be looking after children. Women are less likely to have access to a car than men.	Potentially negative.
Gender Reassign			
Health	Health and Wellbeing is a priority for WDC.	There may be some effect on active travel.	Potentially negative.
Human Rights	Good practice to use UNCRC as a lens in terms of 'provision' and 'projection'.	See cross cutting factors above.	Some groups of children may be more affected than others.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

The council would continue to work with parents and pupils to promote road safety. There is a possibility of engineering works to be carried out if the Roads Service identify locations on safe routes to school that fulfil the criteria for controlled crossing points with an available budget. Officers will also continue to work with the school community to identify suitable locations for lining or signing interventions to improve driver behaviour and raise awareness of the fact that they are in the proximity of a school.

Will the impact of the policy be monitored and reported on an ongoing basis?

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 827: Reductions in service need to be carefully considered in terms of impact and mitigation. There is potential for a more negative impact of changes on people and children from more deprived communities and groups, e.g. single parent families, families with one or more disabled person. The council would continue to work with parents and pupils to promote road safety. There is a possibility of engineering works to be carried out if the Roads Service identify locations on safe routes to school that fulfil the criteria for controlled crossing points with an available budget. Officers will also continue to work with the school community to identify suitable locations for lining or signing interventions to improve driver behaviour and raise awareness of the fact that they are in the proximity of a school.

AssessmentNo	826	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Waste Service			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN02 Garden Waste Collection Charge			
	The aim, objective, purpose and intended out come of policy			
	To introduce a fee of £60 to collect and dispose of garden waste or to cease collection of garden waste.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Waste Service			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All users of the garden waste collection.				
Who will be/has been involved in the consultation process?				
Waste Service and Grounds Service.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	It is important to review effects on older and younger people.	Currently people over 65 are slightly less likely than younger people to be in relative property. 15-16 years ago 25% of pensioners in Scotland were living in poverty, compared to 15%	some small potential negative impact on older people who are on a low income.	

		now. Single pensioners over the age of 75 more likely to live in poverty than those 65 and above.	
Cross Cutting	It is important that cumulative impacts and intersectional elements are taken into account.	Negative impacts can accumulate for people who are members of more than one disadvantaged group.	Negative in terms of financial impact.
Disability	What services the Council provide need to be accessible to disabled people. Disabled people are a priority group for tackling child poverty.	Disabled people are more likely to be living relative in poverty than non disabled people.	Some small potential negative effect for disabled people who are on a low income.
Social & Economic Impact	We need have due regard to the Fairer Scotland Duty.	If unable or unwilling to pay a fee users may dispose of garden waste in an alternative manner.	Negative in terms of financial impact on some groups. May lead to increased fly tipping and/or contamination of other bins.
Sex	Single parents, 90% of whom are women are a priority group for tackling child poverty.	Women are more likely to be income deprived than men. 39% of single women with children are living in poverty.	Some small potential negative effect.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	BME are a priority group for tackling child poverty.	People from non-white minority ethnic groups were more likely to be in relative poverty after housing costs.	Some small potential negative effect.
Religion and Belief			
Sexual Orientation			
Actions			

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.
The council is required to reach a balanced budget. The waste strategy and communications plan will inform users on the appropriate bins for disposal and encourage compliance. It will support the council's climate action plan.
Will the impact of the policy be monitored and reported on an ongoing basis?
Yes, the number of residents purchasing a permit will be monitored and recorded, in addition to fly tipping to monitor if there is any increase or key locations that require enforcement.
Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 826: The separation of garden waste and food will support the appropriate disposal of waste reducing the carbon footprint of the council and reducing the costs. Some small potential negative effect on some groups however, the fee charged will be small for the collection of the garden waste and a payment plan option will be available for those that require to pay in instalments.

AssessmentNo	828	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Roads and Grounds Service			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN03- Reduction Footway Gritting			
	The aim, objective, purpose and intended outcome of policy			
	<p>The savings option is a review into footway gritting. Two options have been considered as follows: Option 1 Reduce footway gritting by 50% - Continue to treat footways on main roads, main shopping areas and around schools however more residential location and steep gradient would remain untreated. Grit bins would be re-stocked regularly to assist residents. Option 2 Cease all footway gritting- In this option there will be no footway gritting carried out. Gritting activities would be limited within the Winter Plan to carriageways only. In both options residents and businesses will be encouraged to use grit bins that are sited throughout the local authority area.</p>			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Roads and Grounds Service			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All users of the adopted footways.				
Who will be/has been involved in the consultation process?				
Roads and Grounds Services. We are aware of other Council areas where gritting has been reduced, but of none where this has ceased.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Older residents may	Older residents are	Negative	

	be more vulnerable to slips, trips and falls and may be more reliant on being able to walk to shops etc. School age children will use public footways to access school.	more vulnerable to injury if they fall on ice and are more likely to be reliant on walking and public transport to access amenities. They may become fearful of leaving their homes if footways are icy and untreated. It is known that a high number of children walk to school.	
Cross Cutting	There may be a reduction in footfall to town centre businesses etc if footways are untreated and areas are not considered safely accessible.	Visitors and residents may feel vulnerable in accessing the town centres and other destinations if they feel there is a risk of slips, trips or falls.	Negative.
Disability	Those that are registered as disabled may be more likely to be reliant on walking and use of public transport.	Members of the community that are registered disabled may be more vulnerable to slips, trips and falls and potential injury.	Negative
Social & Economic Impact	In areas that are income deprived there may be not be access to a private car and residents may be reliant on walking and use of public transport. In addition if residents and visitors are fearful of untreated footways they may not visit town centres to shop etc.	Ownership of a private car is lower in areas of deprivation and therefore residents are reliant on walking and access to public transport. There will be grit bins sited in town centres to support access.	Negative.
Sex	Cross cuts with pregnancy and maternity.	Cross cuts with pregnancy and maternity. Women are more likely to be in caring roles supporting disabled and older people for example.	Cross cuts with pregnancy and maternity.
Gender Reassign			

Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity	May be more vulnerable to slips, trips and falls.	Pregnant people are more vulnerable to injury if they fall on ice. They may become fearful of leaving their homes if footways are icy and untreated.	Negative
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The gritting of footways is non statutory and the Winter Plan will be updated to reflect that treatment will either be reduced to priority routes or ceased to carriageway only. A communications exercise will be undertaken about taking sensible precautions in winter weather such as appropriate footwear. There will also be grit bins sited in appropriate locations.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
The Roads Service review the Winter Plan annually and will monitor actions undertake.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 828: In this proposal should footway gritting be reduced or ceased the location of grit bins will be assessed to ensure these are located in areas of most requirement. Potential negative impacts for women, older people, disabled people, children, and people with no access to private cars e.g. from more deprived groups. Negative impacts are likely to be larger with complete cessation of gritting. Information sharing will be carried out to support communities how best to travel in winter weather.			

AssessmentNo	830	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Roads Services			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN04 -Non-Statutory Roads Activity within Education			
	The aim, objective, purpose and intended out come of policy			
	The Review of roads support for education services			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Roads and Education Services			
Does the proposals involve the procurement of any goods or services?				Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.				No
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)				No
Relevance to Human Rights (HR)				No
Relevance to Health Impacts (H)				Yes
Relevance to Social Economic Impacts (SE)				Yes
Who will be affected by this policy?				
Pupils engaged with through the activities provided at school by Roads officers in an education environment.				
Who will be/has been involved in the consultation process?				
Education services				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Review delivery of cycle and walking education for school age children.	Roads officers support education services with safe walking and cycling training. this will cease. Guidance will continue to be provided.	This may have a potentially negative impact and may reduce number of pupils with necessary road skills to safely travel to school. Alternative delivery options will be shared with	

			education colleagues.
Cross Cutting			
Disability			
Social & Economic Impact			
Sex			
Gender Reassign			
Health	Reduced Support and education of safe cycling and walking.	Encouraging children to walk and cycle Supports a healthy lifestyle. E.g. 'Children who walk or cycle to school may have a healthier body weight than those who arrive by car. A new study followed more than 8,000 schoolchildren over a period of years. The findings showed that even using public transport helped' https://evidence.nihr.ac.uk/alert/walking-cycling-to-school-linked-healthier-body-weight/ instead of taking the car led to a reduction in body fat.	This may potentially have a negative impact as there may be less encouragement for children to walk to school.
Human Rights	As a matter of good practice, we can use UNCRC the three domains of Provision, Protection and participation when looking at proposals.	In terms of participation a study in England showed Offering high-quality cycle training free at the point of delivery in English schools encourages children to do cycle training https://ijbnpa.biomedcentral.com/articles/10.1186/s12966-016-0356-z .	Any negative Impacts should be mitigated to ensure that information and training is available.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			

Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Proposal may have a negative effect on pupils in an education environment with a reduction in walking and cycling training delivered via Roads Service. Guidance will be provided to develop alternative delivery options. Education services has responsibility for developing a safe routes to school plan and outcomes from that plan will be developed and delivered in partnership with the roads service.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Liaison will be carried out with education services.				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 830; Proposal may have a negative effect on pupils in an education environment with a reduction in walking and cycling training, which support health and well being. In terms of mitigation, Education services has responsibility for developing a safe routes to school plan and outcomes from that plan.				

AssessmentNo	832	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN06 -Close and Transfer Bowling Club Amenities			
	The aim, objective, purpose and intended out come of policy			
	The aim of the policy is to review the bowling club operations at council owned bowling clubs and transfer maintenance to Committee of grounds and buildings or close and market for sale or leave.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Services West Dunbartonshire Leisure Trust Assets Team			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
The membership of the bowling clubs may be affected by the proposed option being implemented should the committees not be able or willing to take on responsibility for maintenance of buildings and grounds. Should the bowling club be closed and marketed for sale/lease this will reduce social and leisure opportunities for members.				
Who will be/has been involved in the consultation process?				
The Grounds Service, Assets Team, members of the bowling clubs and WDLT.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Older members of the community are members of the clubs	The current membership are in the majority older residents and attendance at the clubs provide social	Negative	

		and health benefits.	
Cross Cutting	Seasonal grounds operatives requirement will be reduced.	Seasonal operatives may be local residents and reduces employment opportunities.	Negative.
Disability			
Social & Economic Impact	Social interaction is a benefit to members.	The club provides opportunity for social engagement for members.	Negative.
Sex	Affects male members of the community to a greater degree.	The majority of current members are male.	Negative.
Gender Reassign			
Health	Bowling provides health benefits.	The members benefit from physical and mental health benefits attending the club.	Negative.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The Council is required to reach a balanced budget. The Service will work with members to direct them to alternative activities from health and social benefits.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
No			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 832: The membership of the bowling clubs may be affected by the proposed option being implemented should the committees not be able or willing to take on responsibility for maintenance of buildings and grounds. Therefore there are some potential negative impacts especially for older people and men who are more likely to use these facilities, in terms of health. Seasonal operatives are likely to be male and may be local residents and this reduces employment opportunities.			

AssessmentNo	835	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads &Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN07 - Close Dalmuir Golf Course or Reduce to 12 hole			
	The aim, objective,purpose and intended out come of policy			
	The aim of the policy is to review the council owned golf club and either reduce to a 12 hole course or close and market for disposal.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Services West Dunbartonshire Leisure Trust Assets Team			
Does the proposals involve the procurement of any goods or services?				Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.				Yes
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)				No
Relevance to Human Rights (HR)				No
Relevance to Health Impacts (H)				Yes
Relevance to Social Economic Impacts (SE)				No
Who will be affected by this policy?				
The membership and attractiveness to day visitors of the golf club may be affected if the golf course is reduced from an 18 hole to a 12 hole course. Should the golf club be closed and marketed for disposal this will reduce social and leisure opportunities for members.				
Who will be/has been involved in the consultation process?				
The Grounds Service, Assets Team, members of the bowling clubs and WDLT.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	Seasonal grounds operatives requirement will be reduced.	Seasonal operatives may be local residents and reduces employment opportunities.	Negative.	
Disability				
Social & Economic	Social interaction is	The club provides	Negative.	

Impact	a benefit to members.	opportunity for social engagement for members.	
Sex	Affects male members of the community to a greater degree.	The majority of current members are male. Seasonal operatives more likely to be male.	Negative.
Gender Reassign			
Health	Golfing provides health benefits.	The members benefit from physical and mental health benefits attending the club.	Negative.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The Council is required to reach a balanced budget. The Service will work with members to direct them to alternative activities from health and social benefits. There are a number of alternative golf clubs in traveling distance of the golf club.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
No			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 835: There are some potential negative impacts especially for men who are more likely to use these facilities, in terms of health. Seasonal operatives who are more likely to be male, and may be local residents and reduces employment opportunities. There are a number of alternative golf clubs in traveling distance of the golf club.			

AssessmentNo	831	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads &Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN08 -Cease Care of Gardens			
	The aim, objective,purpose and intended out come of policy			
	Proposal to cease providing the care of gardens service. A charge was introduced last year for all users. This will affect older people and those that are in receipt of a disability allowance who pay a charge to receive the service. The proposals are designed to reduce the funding gap, the introduction of a charged service has continued to operate at a subsidy that is unsustainable.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Service			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
This will affect older people and those that receive a disability payment who are eligible for access to the scheme.				
Who will be/has been involved in the consultation process?				
Grounds Service HSCP				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Older members of the community over state pension age that have been eligible to receive the service at the	Those on a fixed pension may find it more difficult to meet the cost of a gardener reflecting the increase in the	Negative.	

	subsidised charge.	cost of living and may struggle to find an alternative.	
Cross Cutting	Seasonal Workforce reduction reduces employment opportunities locally.	Seasonal workers are employed by the Council to carry out care of gardens duties and are often local residents.	Negative.
Disability	Members of the community with disabilities are more likely to be income deprived than non-disabled people.	The removal of the subsidised service for disabled people who on average may be more income deprived may find it more difficult to meet the cost of an external gardening service.	Negative.
Social & Economic Impact	Those that are income deprived will potentially find it more challenging to find and pay for alternative options if service ceases.	Those that are on a lower income and in receipt of a disability payment or eligible due to age may find it a challenge to find and afford alternative gardeners and therefore the area may not be as well maintained.	Negative.
Sex	Women are more likely to be income deprived.	Due to gender pay gap and are potentially more likely to be single parents and/or carers. Seasonal workers are employed by the Council to carry out care of gardens duties and are often local residents, and usually male.	Negative.
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			

Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
The service has continued to be delivered at a significant subsidy and is not a statutory function. If the service ceases all users will be required to access an alternative which may provide employment opportunity for local workforce. If the care of gardens service ceases all users will be required to find alternative delivery options which will potentially be at a cost and is dependent on businesses having availability.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
If the service ceases monitoring will be through feedback from colleagues in the community.				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 831: Negative impact, particularly on older people, disabled people and people on lower incomes. The proposals are designed to reduce the funding gap, the introduction of a charged service has continued to operate at a subsidy that is unsustainable. The users will be informed on decisions taken and where possible advised of alternatives. There will be engagement to ensure users are made aware that alternative delivery modes are required with a requirement to arrange garden maintenance independently.				

AssessmentNo	836	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Service			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RNO9 -Street Cleaning			
	The aim, objective, purpose and intended out come of policy			
	The proposal is the reduction in street sweeping and litter collection. This will reduce the street cleaning and litter collection frequencies. The resources available will target locations that have increased visitor numbers such as parks and town centres with outlying areas and housing estates have a reduced service.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Service			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Communities, residents and businesses.				
Who will be/has been involved in the consultation process?				
Grounds Service. Feedback from Citizen's Panel and Recycling surveys to the public in 2022 and 2023 respectively showed support for increasing the number of litter bins in public areas.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability	It is important that routes are accessible.	Officer assessment that accessibility will be maintained.	Neutral.	
Social & Economic Impact	The cleanliness and maintenance of both	Areas with a lower level of maintenance	There may be a potential negative	

	urban and rural areas adversely impacts the perception of an area.	and street cleanliness align with areas of higher deprivation and can impact on investment opportunities and local pride.	impact on the physical appearance of the area.
Sex	Employees affected are predominately male. It is important that routes are accessible for those using prams.	This will have an increased impact on men and their employment opportunities. Officer assessment that accessibility will be maintained.	There may be a potential negative impact on male employees. Neutral in terms of accessibility.
Gender Reassign			
Health	Health and Wellbeing is a priority in the WDC 2022-27 Strategic Plan.	Physical environment can influence physical and mental health. If there is an increase in litter and general untidiness this can impact on mental health.	There may be a potential minimal negative impact on the health of our residents based on the physical appearance of the area..
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The council has a requirement to reach a balanced budget. The provision fulfils the council's statutory obligations in relation to street cleaning and additional bins will be installed at key locations.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes through performance indicators			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 836: The proposals considered are of activities that are delivered in excess of the statutory level. Areas not maintained or a lower level of street cleanliness align with areas of higher deprivation and can impact on investment opportunities. Accessibility of public areas will be maintained. In addition additional litter bins will be installed if identified as required, this is an idea supported by surveys of the public in West Dunbartonshire. If grounds and/or seasonal operatives are reduced this adversely affects employment opportunities, and male workers because of gender balance of our workforce.			

AssessmentNo	829	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	McFarlane	Chief Officer Roads and Neighbourhood	
	(include job titles/organisation)			
Members	Craig Jardine Corporate Asset Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN18 - Consultancy Services/Capital Investment Review of Service Provision			
	The aim, objective, purpose and intended out come of policy			
	Consultancy Services sits within Corporate Asset Management and is the design, construction and project management service which administers and manages capital programmed construction works of all size and types. Given the planned reduction of capital projects and the current review of the capital programme the support from Consultancy Services should be reviewed. Within Consultancy Services there are 20 employees of varying grades. The team comprises of a programme leader, a senior architectural officer, a senior clerk of works, architectural officers, architectural assistants, quantity surveying officers, clerks of works. Following a full review of charges to Capital last year there is now zero or minimal impact on revenue however there would be a reduction in charges to either the HRA or General Services Capital Programme. There would also be a reduction to the revenue budget.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	WDC Staff Members/Chief Officers			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Council services designing and delivering capital projects.				
Who will be/has been involved in the consultation process?				
Strategy and Monitoring Review Group who monitor the delivery of the capital programme and in particular Housing Service. If this high level efficiency option is to be taken forward to the next stage; staff, Trade Unions and Elected Members will be consulted.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				

	Needs	Evidence	Impact
Age	Worries surrounding job security may be heighten in older staff.	https://www.gov.scot/publications/scotland-labour-market-people-places-regions-statistics-annual-population-survey-2019/ https://www.gov.scot/publications/older-people-employment-scotland/ The age profile in the current structure: 0 staff = less than 24 years old 0 staff = 25 -29 years old 2 staff = 30 - 34 years old 2 staff = 35 - 39 years old 4 staff = 40 - 44 years old 3 staff = 45 - 49 years old 5 staff = 50 - 54 years old 4 staff = 55 – 59 years old 3 staff = 60 - 64 years old 3 staff = 65 + years old 4 vacant posts.	Negative - This could heightened concerns of staff about any displacement, as evidence suggests that those over 50 find it more difficult to regain employment. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme. Additional support will be available to any employees impacted by the savings options to ensure their health and wellbeing.
Cross Cutting	The reduction in workforce will have an impact on employment opportunities and anxiety in current workforce.	See information above.	Negative.
Disability	Worries surrounding job security may be heighten in disabled employees.	HR21 report Disabled people in employment - House of Commons Library (parliament.uk). There is at least 1 staff who is disabled.	Negative - This could heightened concerns of staff about any displacement. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme. Additional support will be available to any employees impacted by the savings options to

			ensure their health and wellbeing.
Social & Economic Impact			
Sex	Worries surrounding job security may be heightened in women. See cross cutting	The sex split in the team is 50/50.	Neutral.
Gender Reassign			
Health	Worries surrounding job security may be heightened in staff who have Health conditions. See cross cutting	Occupational Health Reports.	Negative - This could heightened concerns of staff about any displacement. Any potential reduction in staffing requirements could be managed through SWITCH redeployment programme. Additional support will be available to any employees impacted by the savings options to ensure their health and wellbeing.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
There is the potential for employees to be displaced however all actions will be undertaken in line with Council's policies.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 829 details impact on employees, this includes potential worries about loss of their post, for example older people are less likely to find reemployment than younger workers if made unemployed. Employees affected will be supported through the Council Wellbeing and Switch policy.			

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AssessmentNo	833	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	Macfarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Service			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN20 -Review of Park Maintenance			
	The aim, objective, purpose and intended out come of policy			
	The proposal is the reduction in maintenance within parks including grass cutting, play areas and litter collection. The proposal considered is as follows: Reduce frequency and extent of grass cutting in the 4 main parks: Balloch Christie Levensgrove Dalmuir Reduced emptying litter bins with a focus on high use pedestrian areas. Additional bins would be installed at key locations to minimise littering.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Service			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Communities, residents and businesses.				
Who will be/has been involved in the consultation process?				
Grounds Service.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Families with younger children.	Families with younger children tend to use parks to a greater extent than others due to presence of play	This may have a perceived negative impact as a result in reduced maintenance however additional	

		equipment.	bins will be provided and the parks will continue to be maintained.
Cross Cutting			
Disability	The Council had a duty to make its services accessible to disabled people.	We must seek to mitigate any negative impacts. Areas with more accessible green space are associated with better mental and physical health. It is important that shared areas are accessible to all.	A reduction in grass cutting/maintenance may have a negative impact on accessibility for people with disabilities.
Social & Economic Impact	The cleanliness and maintenance of both urban and rural areas adversely impacts the perception of an area. A higher percentage of those residents on a lower income may live in properties with limited or no access to a garden area.	Areas with a lower level of maintenance of grassed areas align with areas of higher deprivation and can impact on investment opportunities and local pride.	This may have a perceived negative impact as a result in reduced maintenance however additional bins will be provided and the parks will continue to be maintained.
Sex	The Council needs to consider impacts of staff and service users. The workforce affected is predominately male.	If numbers of seasonal operatives and/or grounds operatives reduced this adversely affects employment opportunities.	This may have a negative impact if reduction to maintenance results in reduction of employees.
Gender Reassign			
Health	Health and Wellbeing is a priority in the Strategic Plan.	Physical environment can influence physical and mental health.	This may have a perceived negative impact as a result in reduced maintenance however additional bins will be provided and the parks will continue to be maintained.
Human Rights	UNCRC	Cross cuts with age/children and young people.	This may have a perceived negative impact as a result in reduced maintenance however additional

			bins will be provided and the parks will continue to be maintained.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The council has a requirement to reach a balanced budget. The provision fulfils the council's statutory obligations as there is no statutory requirement to maintain grassed areas.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes through performance indicators			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 833: May have negative effect on Children and young people, disabled people, women and on health. May have more impact on people who are income deprived. Areas with grassed areas not maintained or a lower level of street cleanliness align with areas of higher deprivation and can impact on investment opportunities however where appropriate areas of biodiversity will be introduced which supports the council's transition to net zero. In addition additional litter bins will be installed if identified as required. If grounds and/or seasonal operatives are reduced this adversely affects employment opportunities and male employees because of sex mix in service.			

AssessmentNo	840	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Roads Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN21 - Reduction in Roads Operations			
	The aim, objective, purpose and intended out come of policy			
	To reduce the operational workforce by 3 to deliver a saving. The roads service will have reduced resources available to carry out any works for internal colleagues as they will be fully utilised on roads activities.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Roads Manager			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Internal Services if reduced availability of resources in the Service to undertake projects.				
Who will be/has been involved in the consultation process?				
Roads Manager				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact	The reduction in the workforce will impact on the opportunities within the service for employment.	This will reduce the employment opportunities for local residents and others.	Negative.	
Sex	The workforce is	As the workforce is	Negative.	

	predominately male.	predominately male the reduction in the workforce will impact this group more.	
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The Council has a requirement to set a balanced budget. The impact of this savings option retains the statutory requirements of the service.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Monitoring will be undertaken through KPI reporting.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 840: Because of the gender balance in the workforce males will be affected by reducing the number of posts by 3. This will also reduce job opportunities in West Dunbartonshire. This savings option has been determined to retain the statutory requirements within the service.			

AssessmentNo	839	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Manager Leisure Trust			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN22 - Increase Number of 4G Pitches			
	The aim, objective, purpose and intended out come of policy			
	The proposal is to install three 4G pitches to replace six under used grass pitches. The three locations currently have two grass pitches each, proposal is to have one 4G at each location.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Service, Leisure Service, Asset Team			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			Yes	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Users and potential user of the 4G pitches, local communities.				
Who will be/has been involved in the consultation process?				
Leisure Service, Assets, Grounds				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	Children and younger members of the communities may be more likely to use the facilities.	Exercise and activity is positive for children and younger members of community with the pitches being available all year round for use.	Improved pitch facilities will have a positive impact in terms of provision. The cost of pitch hire for 4g pitches will incur an increase compared with grass pitch hire, and	

			therefore may have a negative impact.
Cross Cutting	The availability of 4G pitches provides access to activity year round for our communities.	Taking part in physical activity supports our communities with mental health potentially reducing incidences of anti social behaviours and improves physical health	Improved pitch facilities will have a positive impact in terms of provision. The cost of pitch hire for 4g pitches will incur an increase compared with grass pitch hire, and therefore may have a negative impact.
Disability			
Social & Economic Impact	The ability to use the pitches year round may reduce instances of anti social behaviour due to availability of activities.	Having the ability to be involved in physical activity as a group improves mental health and provides an opportunity to take part in physical activity. There will be a charge to use 4G pitches introduced as per others managed by the leisure trust. The current grass pitches are not in use when dark or inclement weather so the new pitches will be much more available year round to users.	Improved pitch facilities will have a positive impact in terms of provision. The cost of pitch hire for 4g pitches will incur an increase compared with grass pitch hire, and therefore may have a negative impact.
Sex			
Gender Reassign			
Health	Exercise and activity is beneficial for mental and physical health.	The ability to use the 4G pitches year round supports the mental and physical health of our communities and increases availability of suitable pitches.	Improved pitch facilities will have a positive impact in terms of provision. The cost of pitch hire for 4g pitches will incur an increase compared with grass pitch hire, and therefore may have a negative impact.
Human Rights	UNCRC considerations for Children and young people as a matter of good practice using	In terms of 'provision' for Children and Young people.	Improved pitch facilities will have a positive impact in terms of provision. The cost of pitch hire

	the three domains of Provision, protection, and participation.		for 4g pitches will incur an increase compared with grass pitch hire, and therefore may have a negative impact.
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
The use of the 4G pitches will be monitored through a booking system.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 839. Likely to be beneficial for younger people especially. The option provides year round and all weather access to physical activity. There is an income opportunity as users pay a charge to book and use the pitch. However the charges for 4G are higher than for grass pitches which may present a barrier to use for some e.g. groups with less disposable income.			

AssessmentNo	893	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	chief Officer - Roads &Neighbourhood	
	(include job titles/organisation)			
Members	Roads Service			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN23- Review of Road Defect Repairs			
	The aim, objective,purpose and intended out come of policy			
	To review how carriageway defect repairs are classified and programmed for structural and permanent repair			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Roads Service			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Carriageway repairs will be programmed for permanent repair and as such can be classified as a capital structural repair.				
Who will be/has been involved in the consultation process?				
Roads Service				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				

Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Classification and repair times are reported and monitored.				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 893: This is a process change that does not affect staffing or relevant to equalities so no impact assessment is required.				

AssessmentNo	891	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Service, West Dunbartonshire Leisure Trust			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN25 - Recharge WDLT for Grass Cutting and 4G Maintenance			
	The aim, objective, purpose and intended out come of policy			
	The Grounds Service carry out grass cutting and grounds maintenance for the leisure trust. This option proposes to recharge WDLT for activities undertaken by the Grounds Service.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Service, Leisure Trust			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
The WDLT will be required to fund the activities undertaken by the Grounds Service on their behalf.				
Who will be/has been involved in the consultation process?				
Grounds Service, WDLT.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				

Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 891: This is a charging change that does not affect staffing or relevant to equalities so no impact assessment is required.				

AssessmentNo	889	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Grounds Manager Roads Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN26 - Reduction in Weed Killing			
	The aim, objective, purpose and intended out come of policy			
	Reduction from twice to once a year carrying out weed killing.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Grounds Service			
Does the proposals involve the procurement of any goods or services?				No
If yes please confirm that you have contacted our procurement services to discuss your requirements.				Yes
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)				Yes
Relevance to Human Rights (HR)				No
Relevance to Health Impacts (H)				No
Relevance to Social Economic Impacts (SE)				No
Who will be affected by this policy?				
Residents, Visitors and Businesses within West Dunbartonshire.				
Who will be/has been involved in the consultation process?				
Grounds and Roads Services.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	An opportunity to assess how element may interact.	The reduction in use of pesticide is of benefit to biodiversity. There could be some increased risk of localized flooding if gullies are blocked by weeds. The area will appear less well	Potential negative impact on appearance. Positive impact in terms of bio diversity.	

		cared for.	
Disability	It is important that accessibility is maintained.	Officers assessment is that a reduction will not hinder accessibility.	Neutral.
Social & Economic Impact			
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The council is required to reach a balanced budget.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
The street cleanliness is monitored and reported.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 889: Although the reduced frequency of weed killing may impact on the appearance of the area there would be a positive impact on biodiversity. There should be no significant impact on accessibility.			

AssessmentNo	890	Owner	GMacfarlane2	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and N
	First Name	Surname	Job title	
Head Officer	Gail	MacFarlane	Chief Officer - Roads & Neighbourhood	
	(include job titles/organisation)			
Members	Waste Service			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RN27 - Commercial Waste Review			
	The aim, objective, purpose and intended out come of policy			
	Review the charging policy for commercial waste customers.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Waste, CAS, Corporate Debt, Finance.			
Does the proposals involve the procurement of any goods or services?				Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.				No
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)				No
Relevance to Human Rights (HR)				No
Relevance to Health Impacts (H)				No
Relevance to Social Economic Impacts (SE)				Yes
Who will be affected by this policy?				
Commercial Waste Customers.				
Who will be/has been involved in the consultation process?				
Waste Services, Central Admin Services, Corporate Debt, Finance.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	It is important that we look at how proposals may interact in practice.	May result in fly tipping if businesses do not wish to pay increased charge or procure alternative providers.	Some potential negative impact environmentally, and increased cost to Council of dealing with fly tipping.	
Disability				
Social & Economic Impact	We need to have due regard to the Fairer	Businesses may find the increase in	Some potential negative impact on	

	Scotland Duty.	charge difficult to fund. They would then require to find alternative providers.	businesses.	
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
The Council is required to set a balanced budget. Businesses are able to determine whether they wish to sign up to the updated charging scheme or seek alternative providers.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
The number of customers will be monitored and episodes of fly tipping.				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 890: Some potential negative impact on businesses financially. Some potential negative impact environmentally if fly tipping is increased.				

AssessmentNo	955	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR01 - Removal of Night Zone West Funding			
	The aim, objective, purpose and intended out come of policy			
	The aim is to reduce costs by removing funding for Night Zone West which was initially used to fund Taxi Marshals over the Festive Period. In the past year or so it has proven impossible to secure the services of Marshals and the funding has been paid to Police Scotland to supplement overtime, a poster campaign and CCTV upgrades - the vast majority being paid to Police Scotland. Withdrawal of funding will not alter Police Scotland's duty to provide adequate police to avoid disorder and it is anticipated that, with the reduction in the night time economy post Covid 19 there will be little impact on safety and security. No disproportionate impact on protected groups is anticipated.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Police Scotland will be involved following any decision.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
In practice is unlikely that any member of the public will be affected. Police Scotland will receive less funding from WDC.				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				

Cross Cutting	We need to assess how equality and other considerations may interact.	Since funding in recent years has been reduced and has been supplied to the Police it is unlikely that its removal will have any impact safety for any of the equality groups or for any of the areas above.	Neutral.
Disability			
Social & Economic Impact	We need to have due regard to the Fairer Scotland Duty.	Since funding in recent years has been reduced and has been supplied to the Police it is unlikely that its removal will have any impact on the economy or on socio-economic inequality.	Neutral.
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 955; It is unlikely that this proposed reduction would have any material impact on any protected group. In the past funding was used to supply taxi marshals, this was seen as positive. Over recent years however, it has been impossible to engage taxi marshals and the funding that has been available has been supplied to the Police and spent on operational costs. Withdrawal of funding will not alter Police Scotland's duty to provide adequate police to avoid disorder and it is anticipated that, with the reduction in the night time			

economy.

AssessmentNo	917	Owner	ndocherty	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR08 - Deletion of Paralegal Post(s)			
	The aim, objective, purpose and intended out come of policy			
	Reduction of one post or two posts in a team of two.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Service Senior Management Team.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Employees.				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	It is important that the Council consider how any equality elements interact.	Given this is small team one or both of the incumbents will be affected.	If there are any equality considerations these will be adhered to ensure that processes take account of these including SWITCH and other HR polices.	
Disability				

Social & Economic Impact			
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing basis?

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 917: Given this is a small team of only two, one member or both members of staff would be impacted. Any equality considerations and requirements will be adhered to ensure that processes take account of these, including the Council's Switch policy and other HR policies.

AssessmentNo	910	Owner	mrodger
Resource	Transformation		Service/Establishment Budget CCF
	First Name	Surname	Job title
Head Officer	Amanda	Graham	Chief Officer Citizen, Culture and Facilities
	(include job titles/organisation)		
Members	Citizen, Culture and Facilities		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	CCF16 -Review of Arts and Heritage		
	The aim, objective,purpose and intended out come of policy		
	The service delivery model has changed over the last year with the creation of a new community gallery in Clydebank Town Hall, the relocation of Dalmuir Library and the extension of work to create a new museum in the basement of Clydebank Library. This has impacted on the available spaces for Arts and Heritage to stage exhibitions and events and support museum displays. As a result the post can be reduced without significantly impacting on the service. The post is being recruited to on a fixed term basis and this will enable a further review in 2025 by which time Glencairn House is projected to be open and work will be at an advanced stage on the new accessible museum store in Strathleven Place.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	None		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		No	
Relevance to Human Rights (HR)		No	
Relevance to Health Impacts (H)		No	
Relevance to Social Economic Impacts (SE)		No	
Who will be affected by this policy?			
Who will be/has been involved in the consultation process?			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			
	Needs	Evidence	Impact
Age			
Cross Cutting			
Disability			
Social & Economic			

Impact			
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Please provide a meaningful summary of how you have reached the recommendation			
<p>Screening 910: A post has recently become vacant within the Arts and Heritage service and following a review it has been decided to recruit to this position on a part time fixed-term basis. The proposal is not relevant for assessment as the change is minimal due to the post being vacant. Therefore no assessment is required.</p>			

AssessmentNo	928	Owner	ndocherty	
Resource	Regeneration, Environment and Growth		Service/Establishment	HE Budget
	First Name	Surname	Job title	
Head Officer	Peter	Barry	Chief Officer	
	(include job titles/organisation)			
Members	Alan Young - Housing Asset & Investment Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	HE05 - Removal of General Fund Contribution to Housing Asset and Investment Team			
	The aim, objective, purpose and intended out come of policy			
	Carry out an accountancy management adjustment, to remove a contribution to HRA costs from General services.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Housing Asset & Investment manager Finance Business partner			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil Partnership				

Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing basis?

Q7 What is your recommendation for this policy?

Please provide a meaningful summary of how you have reached the recommendation

Screening 928: Screening concludes that the proposal is not relevant in terms of any of the areas covered in our assessments, and therefore does not require an impact assessment. It builds on successful existing arrangements and does not introduce significant changes.

AssessmentNo	779	Owner	amenon	
Resource	Transformation		Service/Establishment	Budget P and T
	First Name	Surname	Job title	
Head Officer	Victoria	Rogers	Chief Officer People and Technology	
	(include job titles/organisation)			
Members	Alison McBride, Strategic People & Change Manager Arun Menon, Business Support Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	PT08 - Strategic Operating Model (SOM) Compliance			
	The aim, objective, purpose and intended out come of policy			
	This proposal would result in a council wide assessment of compliance against the agreed SOM principles to determine areas for change. This management adjustment will result in savings as posts/teams are merged, opportunities for Early Retirement/Voluntary Severance are offered and accepted. Number of direct reports will be the focus as levels below Chief Exec (max 6) should now be well established, although will be verified as part of this exercise.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Chief Officers, Finance Business Partners, Strategic HR			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
A true impact of this policy will only be known once the assessment is concluded. While its hard to predict as outcome will be dependent on levels of interest and roles found to be misaligned, the expectation is that this would mirror the demographics for grades 9/10-12. Therefore G9-12 is 44.75% female and G10-12 is 39.6% female.				
Who will be/has been involved in the consultation process?				
Chief Officers, Strategic HR				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The council has duty of care toward all its	The Council's age profile confirms that	30% aged 55+ so would be eligible for	

	workers, and in terms of the Public Sector Equality Duty.	the highest percentage of employees remain clustered in the age groups 50-59.	Voluntary Early Retirement (VER) and more likely to accept release than those eligible for Voluntary Severance (VS).
Cross Cutting	It is important that any cross cutting factors are taken into account. The Council has a duty to collect and use equality monitoring data on workforce composition including leavers. It is important that communication is clear at all stages	Processes will follow communication best practice as detailed in the Council's Communicating Effectively Guidance. Providing Accessible Services Training is available.	Impacts will be monitored and reported.
Disability	The Council has a legal duty to make reasonable adjustments for disabled employees, this includes in the operation of employment policies and related processes. Information. Documents and communications and processes also need to be accessible to disabled staff. The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty .	22/23 data from the workforce management system shows 1.46% identifying a disabled. Given that it is widely recognised that disability is often under reported, the actual figure is likely to be higher.	There is no specific impact identified in relation to disability. The Council will ensure that processes are accessible and that reasonable adjustments are made if and when required.
Social & Economic Impact	The Council needs to take the Fairer Scotland Duty and its statutory guidance into account when making strategic decisions. The council has duty of care toward all its workers, and in	Removal of posts as a result of this policy is likely to result in some staff being redeployed into lower graded post or being made redundant. This is likely to result in a reduction in their earning and a	This would have a negative impact given the availability of enhanced release but could give rise to unintentional consequences if release was a result of competitive interview.

	terms of the Public Sector Equality Duty.	reduced amount to spend in the economy. Given may of the council, staff live in WDC area, it could impact the local economy.	
Sex	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.	Demographics within this targeted group are as follows: G12 F 47% M 52%; G11 F 20% M 80%; G10 F 52% M 48%; G9 F 60% M 40%. However the true impact of this policy across males and females can only be ascertained once the assessment is concluded.	The change is could impact both males and females but the proportion of impact can only be ascertained once the level of interest is know following review.
Gender Reassign			
Health	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty.	Reduction in anticipated income for some employees may contribute towards poor health outcomes.	There is no reason to think this policy would directly impact on health given the availability of enhanced release but could give rise to unintentional consequences if release was a result of competitive interview.
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
The council has a duty to balance the budget. Although this policy is unlikely to have a negative impact on any protected characteristic, it may have a socio economic impact in line with the points above. However this would be mitigated by enhanced package.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Impact will be monitored through assessment of leavers, including diversity monitoring, which will be analysed and reported.			

Q7 What is your recommendation for this policy?
Introduce
Please provide a meaningful summary of how you have reached the recommendation
EIA 779: Given the disproportionate % of men at this level, i.e., at odds with the overall council demographic which is 75% female, it is anticipated that more men than women will be in scope. However, that needs to be caveated and is dependent on compliance of roles held. The application of the policy may have unintended socio-economic consequences although this would be mitigated by enhanced package on offer and access to unreduced pension benefits. The Council will ensure that process and communications are accessible and transparent, and that impacts are monitored and reported.

AssessmentNo	808	Owner	amenon	
Resource	Transformation		Service/Establishment	Budget P and T
	First Name	Surname	Job title	
Head Officer	Arun	Menon	Business Support Manager	
	(include job titles/organisation)			
Members	Arun Menon, Business Support Manager Stella Kinloch, Section Head Transactional Services			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	PT09 - Transactional Services Restructure			
	The aim, objective, purpose and intended out come of policy			
	Following the resignation of a Business Support Section Head and the senior restructure, the opportunity to review the allocation of work and generate a saving presented. This option will generate £30,000 in savings. This will be achieved by the removal of net 0.41 FTE (14.42 hrs) of a Grade 10 vacancy. This also factors adding 17.5 hours of Grade 4 and a further 9 hours of Grade 7 to the Payroll team. No staff are impacted by removal of the 14.42 hours as it's a vacant post.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Business Support Management			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				

Gender Reassign				
Health				
Human Rights				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 808: No impact assessment is required as the proposal is not relevant, because no staff or service users are potentially impacted by removal of the 14.42 hours.				

AssessmentNo	866	Owner	rchalmers	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Ryan	Chalmers	Section Head	
	(include job titles/organisation)			
Members	Laurence Slavin, Chief Officer Resources Arun Menon, Business Support Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES06 - Increased Council Tax on Second Homes			
	The aim, objective, purpose and intended out come of policy			
	Increase a 100% levy on the Council Tax charge levied on second homes			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Revenues and Benefits			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Any owner of a property which is classed as a second home for council tax purposes. Potentially those in housing need in the local area.				
Who will be/has been involved in the consultation process?				
Institute of Revenues, Ratings and Valuation. Scottish Government: 'Partial Impact Assessments, Non-Domestic Rates/ Council on Tax Second Homes and Long-term Empty Homes: Consultation' has been reviewed.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact	The Council needs to have due regard to the Fairer Scotland Duty when making strategic decisions.	The increased levy will have a financial impact affected rate payers.	Financial impact on those rate payers impacted. Potential benefit to local housing market economy.	
Sex				

Gender Reassign				
Health				
Human Rights				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Increased costs to second home owners however aim is to have those properties become someone's sole and/or main residence.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Yes				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 866 - This change hopes to bring second home back into use as a tax-payers sole or main residence. There will be a financial impact on those rate payers affected. The change may benefit the local housing market, potentially more for those on lower incomes.				

AssessmentNo	859	Owner	rchalmers	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Ryan	Chalmers	Section Head	
	(include job titles/organisation)			
Members	Laurence Slavin, Chief Officer Resources Arun Menon, Business Support Manager			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES18- Empty Property Relief			
	The aim, objective, purpose and intended outcome of policy			
	Review current EPR policy with proposed change to remove listed properties from the category entitled to relief.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Revenues and Benefits Economic Development			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Any rate payer currently in receipt of EPR that owns a listed property, currently 6 listed buildings within our area in receipt of EPR.				
Who will be/has been involved in the consultation process?				
Economic Development Institute of Revenues, Ratings and Valuation				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact	The Council needs to have due regard to the Fairer Scotland Duty when making strategic decisions.	The removal of EPR will have a financial impact rate payers currently in receipt of it. Currently rate payers receive 100% EPR and with	Financial impact on those rate payers impacted. Potential benefit to local economy.	

		proposed changes this will be removed and full non- domestic rates will be charged from 1st April 2024.	
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Removal of the 100% EPR awarded indefinitely to unoccupied listed buildings, provides an opportunity to make changes that will encourage owners to bring empty premises back into use, therefore supporting the aims of the economic strategy to strengthen the local economy and support existing businesses.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Yes			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 859: The removal provides an opportunity to bring long term empty properties back into use benefiting the local areas economically and meeting the aims of the Scottish Government legislation and policy. Rate payers of relevant properties will of course be the majority of whom are likely to be developers.			

AssessmentNo	950	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Laurence	Slavin	Chief Officer Resources	
	(include job titles/organisation)			
Members	Michelle Lynn Assets Coordinator			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES22- Review Asset Management Resource			
	The aim, objective, purpose and intended outcome of policy			
	The Council's Asset Management team has three posts all of which are less than a whole FTE and all are current vacancies. These can be removed from the establishment without material impact on service delivery or other staff's workload. A further grade 5 post will be reallocated to HRA from GS. The posts are on grade 8 (0.2 FTE), a grade 3 (0.5 FTE), a grade 3 (0.4 FTE), and a grade 5 (1 FTE)			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	WDC Staff Members/Chief Officers			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	Important to consider any cross cutting factors	These can be removed from the establishment without material impact on service delivery or other staff's workload.	Neutral in all respected	

Disability			
Social & Economic Impact			
Sex			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
Screening 950; These vacant posts can be removed from the establishment without material impact on service delivery or other staff's workload.			

AssessmentNo	951	Owner	mlynn2
Resource	Transformation		Service/Establishment Budget Resource
	First Name	Surname	Job title
Head Officer	Laurence	Slavin	Chief Officer Resources
	(include job titles/organisation)		
Members	Michelle Lynn Assets Coordinator		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	RES23- Review of Facility Assistants		
	The aim, objective, purpose and intended out come of policy		
	The Council's Asset Management team has 1.6 FTE Grade 3 Facility Assistants who provide day to day janitorial and cleaning services at Aurora House (leased from Clydebank Property Company). This option would remove the service from the Asset Management team but retain a reduced service for the common parts of Aurora House through a 1 FTE being funded by the Clydebank Property Company. This will generate an annual revenue saving of £53,812.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	WDC Staff Members/Chief Officers		
Does the proposals involve the procurement of any goods or services?			Yes
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No
Relevance to Human Rights (HR)			No
Relevance to Health Impacts (H)			No
Relevance to Social Economic Impacts (SE)			No
Who will be affected by this policy?			
All Council services, Elected Members and partner organisations including the Scottish Government.			
Who will be/has been involved in the consultation process?			
Michelle Lynn, Assets Coordinator - conducted this high level efficiency option; Laurence Slavin, Chief Officer - Resources.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			
	Needs	Evidence	Impact
Age			
Cross Cutting			
Disability			
Social & Economic Impact			
Sex			

Gender Reassign				
Health				
Human Rights				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 951 shows no relevance to equality, human rights, health or social economic impacts and does not effect staff or service delivery therefore no EIA is needed.				

AssessmentNo	952	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Laurence	Slavin	Chief Officer Resources	
	(include job titles/organisation)			
Members	Michelle Lynn, Assets Coordinator Laurence Slavin, Chief Officer			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES25 - Income Generation (Levensgrove Park)			
	The aim, objective, purpose and intended outcome of policy			
	Asset Management will seek new income opportunities for Levensgrove Pavilion and associated land for activity purposes via transferring the asset to non-operational estate. This would generate an estimated £20k per annum in income and remove £43k per annum of maintenance costs.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	No staff members will be displaced as a result of this proposal. Should opportunities arise for additional income a further screening and if required EIA will be carried out for that purpose.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	N/A	N/A	N/A	
Cross Cutting	N/A	N/A	N/A	
Disability	N/A	N/A	N/A	
Social & Economic Impact	N/A	N/A	N/A	
Sex	N/A	N/A	N/A	
Gender Reassign	N/A	N/A	N/A	
Health	N/A	N/A	N/A	

Human Rights	N/A	N/A	N/A
Marriage & Civil Partnership	N/A	N/A	N/A
Pregnancy & Maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion and Belief	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Will the impact of the policy be monitored and reported on an ongoing basis?			
Q7 What is your recommendation for this policy?			
Please provide a meaningful summary of how you have reached the recommendation			
Screening 952 concludes that the proposal is not relevant and therefore does not require an impact assessment.			

AssessmentNo	953	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Laurence	Slavin	Chief Officer Resources	
	(include job titles/organisation)			
Members	Michelle Lynn Assets Coordinator			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES26 - Increased Water Authority income			
	The aim, objective, purpose and intended outcome of policy			
	The Council receives a fee from the Water Authority for the collection of water rates which is done by including the water charge in household council tax invoices. The 2023/24 fee has increased by £25k (over existing budget) and we have been advised this is a permanent increase. This management adjustment would right size the income budget.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	N/A			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
N/A				
Who will be/has been involved in the consultation process?				
N/A				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	N/A	N/A	N/A	
Cross Cutting	N/A	N/A	N/A	
Disability	N/A	N/A	N/A	
Social & Economic Impact	N/A	N/A	N/A	
Sex	N/A	N/A	N/A	
Gender Reassign	N/A	N/A	N/A	
Health	N/A	N/A	N/A	
Human Rights	N/A	N/A	N/A	

Marriage & Civil Partnership	N/A	N/A	N/A	
Pregnancy & Maternity	N/A	N/A	N/A	
Race	N/A	N/A	N/A	
Religion and Belief	N/A	N/A	N/A	
Sexual Orientation	N/A	N/A	N/A	
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Proposal does not have a negative impact with any group.				
Will the impact of the policy be monitored and reported on an ongoing bases?				
Yes inline with current processes.				
Q7 What is you recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 953 concludes that the proposal is not relevant, therefore no EIA is required.				

AssessmentNo	954	Owner	mlynn2	
Resource	Transformation		Service/Establishment	Budget Resource
	First Name	Surname	Job title	
Head Officer	Laurence	Slavin	Chief Officer Resources	
	(include job titles/organisation)			
Members	Michelle Lynn Assets Coordinator			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RES27 - Outsource the Management of Retail Assets.			
	The aim, objective, purpose and intended out come of policy			
	Under this option, the management of retail assets would be outsourced on a spend to save basis. It is anticipated that the expenditure incurred outsourcing the activity would be exceeded by additional income generated by allowing the estate surveyors to focus on increasing the rent generated from vacant properties. An estimate of a net income of £33,000 per annum has been made.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	N/A			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
N/A				
Who will be/has been involved in the consultation process?				
N/A				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	N/A	N/A	N/A	
Cross Cutting	N/A	N/A	N/A	
Disability	N/A	N/A	N/A	
Social & Economic Impact	N/A	N/A	N/A	
Sex	N/A	N/A	N/A	
Gender Reassign	N/A	N/A	N/A	
Health	N/A	N/A	N/A	
Human Rights	N/A	N/A	N/A	

Marriage & Civil Partnership	N/A	N/A	N/A
Pregnancy & Maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion and Belief	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
Proposal does not have a negative impact with any group.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Yes inline with current processes.			
Q7 What is you recommendation for this policy?			
Please provide a meaningful summary of how you have reached the recommendation			
Screening 954 concludes that the proposal is not relevant, so no EIA is needed.			

AssessmentNo	957	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR09 - Solicitor Support to HRA Capital			
	The aim, objective, purpose and intended out come of policy			
	To properly allocate funding from HRA Capital to reflect support given by Legal Services to Housing New Build and Buy-back programmes.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Housing & Employability			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil				

Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 957: The proposal involves an allocation of funding only and does not impact delivery of services to any party and is not relevant in terms of equality, human rights or socio economic impact therefore no EIA is needed.				

AssessmentNo	958	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR11 - Contaminated Land Officer			
	The aim, objective, purpose and intended out come of policy			
	To remove vacant 1 FTE post from the establishment and allocate Capital (half FTE) funding to the remaining post to reflect current duties.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration Services			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil				

Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 958 The proposal involves the non-filling of a post and the allocation of funding to reflect current duties. The proposal is not relevant to any of the areas we assess therefore no EIA is needed.				

AssessmentNo	959	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR13 - Technical Support Team (Support Officer)			
	The aim, objective, purpose and intended out come of policy			
	To realise savings by the removal of a currently vacant post (half FTE). The post is surplus to current requirements.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration Services			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil				

Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 959: The proposal involves the non-filling of a post and an associated reduction in funding. Since there is no relevance to impact on any of the areas we assess no EIA is needed.				

AssessmentNo	960	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR14 - Co-ordinator: Environmental Health			
	The aim, objective, purpose and intended out come of policy			
	The proposal is to fill the post of Principal Environmental Health Officer and remove one of the Co-ordinator Posts from the establishment. While the proposal will include the removal of a post which is currently occupied by a member of staff acting up, it will maintain a clear route for progression and will not involve any loss of substantive role.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration Services			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				

Health				
Human Rights				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
<p>Screening 960: While the proposal will include the removal of a post which is currently occupied by a member of staff acting up, it will maintain a clear route for progression and will not involve any loss of substantive role. Since there is no relevance to impact on any of the areas we assess no EIA is needed.</p>				

AssessmentNo	961	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR15 - Planning Compliance Officer			
	The aim, objective, purpose and intended out come of policy			
	To remove a vacant post from the establishment. The duties of the post have for some time been absorbed within the wider Development Management staff.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration Services.			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil				

Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 961: The proposal involves the non-filling of a post and an associated reduction in funding. There are no relevant impacts covered by our assessment therefore an EIA is not required.				

AssessmentNo	962	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR16 - Building Standards Surveyor			
	The aim, objective, purpose and intended out come of policy			
	To remove a vacant post from the establishment. The workload is currently addressed within the wider team.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration Services			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil				

Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 962; The proposal involves the non-filling of a post and an associated reduction in funding. There is no anticipated impact on any protected group.				

AssessmentNo	963	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR17- Reduce Hours - Solicitor			
	The aim, objective, purpose and intended out come of policy			
	The proposal is to formally reduce the hours of one vacant solicitor post to 28 hours rather than 35. This matches the hours worked by the previous incumbent.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				
Marriage & Civil				

Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 963: The proposal involves the reduction in hours of a vacant post to those recently worked by the previous incumbent. As there is no relevance to any of the areas we assess, no EIA is needed.				

AssessmentNo	964	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR18 - Clydebank - Towns Fund Support			
	The aim, objective, purpose and intended out come of policy			
	It is proposed that funding equivalent to one grade 8 post is applied to the Business Development Team to allow an officer / officers to undertake this role from the Towns Fund funding stream to allow support to the Clydebank Towns Fund Board.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				

Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 964 The proposal involves the application of part of a new funding stream to fund a council officer for support. The proposal is not relevant to any of the areas we need to assess therefore no EIA is needed.				

AssessmentNo	965	Owner	ADouglas	
Resource	Regeneration, Environment and Growth		Service/Establishment	Budget R and R
	First Name	Surname	Job title	
Head Officer	Alan	Douglas	Chief Officer: Regulatory and Regeneration	
	(include job titles/organisation)			
Members	Alan Douglas - Chief Officer: Regulatory and Regeneration			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	RR19 - LUF Revenue Funding - Final Year			
	The aim, objective, purpose and intended out come of policy			
	To apply additional Levelling Up Fund funding from UK Government to contribute towards officer time and costs spent on Levelling Up Fund projects, not otherwise accounted for.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Regulatory and Regeneration			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
Who will be/has been involved in the consultation process?				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact				
Sex				
Gender Reassign				
Health				
Human Rights				

Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion and Belief				
Sexual Orientation				
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
Will the impact of the policy be monitored and reported on an ongoing basis?				
Q7 What is your recommendation for this policy?				
Please provide a meaningful summary of how you have reached the recommendation				
Screening 965: The proposal involves the application of a discreet funding stream to fund Council officer involvement with Levelling Up Fund projects. Since there is no relevance to impact on any of the areas we assess no EIA is needed.				