

AssessmentNo	347	Owner	smason	Appendix 4
Resource	Regeneration, Environment and Growth		Service/Establishment	Housing and Employment
	First Name	Surname	Job title	
Head Officer	Suzanne	Mason	Community Empowerment Officer	
	(include job titles/organisation)			
Members	Mick Doyle, SCDC Paul Nelis, SCDC Nick Wright Ricardo Rea, WDC Performance and Strategy Officer			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Review of Scheme for the Establishment (SOE) of Community councils			
	The aim, objective, purpose and intended out come of policy			
	To produce an updated Scheme to meet legislative requirement and reflect the input of community councils and citizens.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Stronger Voices group - comprising representatives from WD CC Forum, Community Alliance, Equalities Forum, Youth council, WDTR0 Community councils Community organisations and citizens of West Dunbartonshire			
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?				
Established community council or possible future community councils, community organisations and residents in WD.				
Who will be/has been involved in the consultation process?				
There are 3 stages of consultation as laid out in legislation and guidance. The first phase focused on establishing the stronger voices groups and consulting with existing CCs and anchor organisation where there are no CCs, there will be some wider consultation towards the end of this phase. Each phase commences with the publication of a public notice and is widely publicised. Discussions up to mid June 2021 have demonstrated a positive direction in discussing equality diversity and inclusion from participating Community Council members, and equality groups via the West Dunbartonshire Equality Forum, including equality proofing the new SOE and building shared understanding of the role of these groups across West Dunbartonshire. Discussions up to January 2022 at the stronger voices group between member so Community Council and the West Dumbarton Equality Forum have reflected a strong input from equalities groups around engaging with young people, seldom heard and diverse groups. This will continue to be built on to finalise the Scheme and strengthen relationships between groups and the representativeness of community councils.				

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>There is much evidence around loneliness and isolation of older people, and some for younger people. Ensuring that intergenerational cohesion is supported is very important</p>	<p>Older people are heavily represented on the membership of Community Councils in WD, younger people are under represented in most put not Community Councils memberships.</p>	<p>The process will highlight the importance of considering representation from across age groups. It is acknowledge that substantial change might not be immediate.</p>
Cross Cutting	<p>Community Council are a listed Local Authority in terms Equality Act 2010, and therefore need to meet the three needs of the Public Sector Equality Duty, that is - Eliminating discrimination etc. - Advancing equality of opportunity - Fostering good relations Participation across all protected groups is an opportunity to build community cohesion</p>	<p>Specific consultation was carried out with members of the West Dunbartonshire Equality Forum. It was noted that strength of the groups was it brought different experiences and perspectives together Discussions at the Stronger Voices Group have made clear the importance of equality and good equalities practice</p>	<p>The proposed guidance highlights the needs of the equality duty. Equality groups identified coproduction and involvement in Equality impact Assessing proposals as key tools for community empowerment To help ensure positive impacts generally the approach to empowerment should strengthen these elements Capture the possible gains, the approach needs to move away from a 'business as usual' approach to one that acknowledges the considerable challenges of a realistic and sustained increase in empowerment</p>
Disability	<p>Evidence suggests disabled people are more likely to be socially isolated, and less likely to be involved in community life than</p>	<p>West Dunbartonshire access panel are keen to contribute to the SOE review and on moving towards co-production of key</p>	<p>The review of the SOE provides a positive opportunity for disabled people to influence the shape of the SOE, and potentially get</p>

	non disabled people.	processes	involved more in the work of Community Councils.
Social & Economic Impact	It is important that when projects or considerations that may impact in this area are considered that they are evidence based and informed by the lived experience of those they may effect	WD is an area of high deprivation and child poverty. Those from more deprived communities currently have a weaker voice, and /or may be less well heard. this is likely to have been exacerbated by the Covid pandemic.	The review is linked to the Community empowerment strategy which has the potential to give communities greater input into decisions that will have an economic impact
Sex	Participation by age and sex varies greatly: older men are over presented as Councillors, older women in many voluntary organisations	Availability of childcare can be a barrier for participation, especially for women	The general approach should support increased participation by removing barriers created by the design of processes
Gender Reassign	Those under going or who have undergone gender reassignment can be particularly excluded social and in civil society, it is important that people have an opportunity to participate in things that might effect them	National evidence suggests that trans people are under represented in many processes	Ensuring that the new SOE has a clear message on equality and inclusion will be of general benefit. This should be of benefit to Trans people.
Health	Being able to participate and be included is important for people's and communities health and well being	Health outcomes in WD are generally poor, and many groups noted in this assessment can sufferer poorer health and well being on top of this. Health inequalities are therefore important considerations.	the review is linked to the community empowerment strategy which aims to build resilience and may help boost the mental health of some
Human Rights	ECHR, Article 8, with ref to participation Article 14 "right not to be subject to discrimination" is	West Dunbartonshire Equality Forum recognize the disconnectedness of	Equality and Human Rights overlap greatly, in this case a better approach to empowerment will

	relevant here, as is the need to interpret all legislation through the lens of Human Rights, for Example the Community Empowerment Scotland Act 2015	fairness, equality and human rights. Honest and timely dialogue was recognised as a primary concern	help reduce exclusion and discrimination, this approach should be made explicit
Marriage & Civil Partnership	The needs here can cross cut with sex and sexual orientation	No evidence of exclusion of this group, apart from where this might cross cut with sexual orientation	The impact is likely to be neutral compared to other groups
Pregnancy & Maternity	The needs here can cross cut with sex	No evidence of exclusion of this group, apart from where this might cross cut with sex	The impact is likely to be neutral compared to other groups
Race	Fostering good relations is in practice an often neglected element of the public sector equality duty. The strategy provides an opportunity to forward the duty in the WD area.	Evidence from Scottish Social Attitudes surveys and other sources suggests that people who have contact with people from other groups are less likely to hold negative views on other groups.	The approach is likely to increase opportunities for intercultural contact, this will have potential positive benefits for good relation
Religion and Belief	Please see comments above at 'race'	National evidence suggests that some religions and beliefs may be under represented in many processes, these tend to cross cut with ethnicity	The impact is likely to be neutral compared to other groups, apart from where this might cross cut with ethnicity
Sexual Orientation	National evidence suggests that LGB people are under represented in many processes	There was no particular local evidence on LGB and empowerment, but nothing to suggest that the picture in WD was any different from that nationally	The general approach should support increased participation by removing barriers created by the design of processes

Actions

Issue Description	Action Description	Actioner Name	Due Date
Important to 'Equality Proof' the new SOE	Mick Doyle from SCDC to do a short presentation	ricardo.rea@west-dunbarton.gov.uk	30-Jun-2021

	<p>on SOE development at the WDEF on 30th June 2021 Reach agreement about how WDEF members will input to 'Equality Proofing' session held at WDEF meeting 30th June, range of ideas to be noted by SCDC and feed into process, WDEF members keen to contribute at SOE is developed</p>		
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Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

No negative effects likely on any protected group, or in terms of health, socio-economic impact or human rights

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

A clear strand of this is close working with communities and community organisations/ key stakeholders, including co - production of some aspects. The review is linked to the Community Empowerment Strategy and Delivery plan. Progress will be reported to Special council meetings in line with the requirement of legislation and guidance. A stronger voices group has been set up to co-produce the final scheme and it is hoped that this group will also have a role in the Community Empowerment strategy delivery and the redevelopment of the Community Alliance to lead on the community lead for the empowerment agenda. the delivery plan will be monitored via the DIGs and Community Empowerment project board. Q7 What

Q7 What is your recommendation for this policy?

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

The process is an opportunity to 'Equality Proof' the SOE, increase diversity of membership of Community council, and to mainstream equalities in the work of Community Councils. It is also been an opportunity to strengthen links between the Equalities Forum, community councils, equalities groups and the Community Council Forum. Following the first phase of consultation there has been positive feedback to embedding equality considerations and this will be built on in the subsequent stages. West Dunbartonshire Equality Forum members have agreed to provide support to Community Council in driving forward greater diversity and inclusion and best equalities practice.