

AssessmentNo	496	Owner	smason
Resource	Regeneration, Environment and Growth		Service/Establishment Housing and Employment
	First Name	Surname	Job title
Head Officer	Suzanne	Mason	Communities Team Leader
	(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. Including associated documents and a Handbook for community councils to sit alongside the Scheme.		
	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, the second phase included wider consultation with sessions open to community groups and members of the public to join, as well as a session for elected members and meetings of the Stronger voices group. Each phase commenced with the publication of a public notice which was widely publicised. Discussions up to mid June 2021 demonstrated a positive direction in discussing equality and diversity and inclusion from participating Community Council members, and equality groups via the West Dunbartonshire Equality Forum, including equality proofing the new Scheme and documents 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 was further developed to finalise the Scheme and strengthen relationships between groups and the representativeness of community councils. The final discussions have largely been between community council and CC Forum representatives with other wider stakeholders not wishing to further participate at this stage.

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</p>	<p>West Dunbartonshire</p>	<p>The review of the SOE provides a</p>

	more likely to be socially isolated, and less likely to be involved in community life than non disabled people.	access panel are keen to contribute to the SOE review and on moving towards co-production of key processes	positive opportunity for disabled people to influence the shape of the SOE, and potentially get 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 relevant here, as is the need to interpret all legislation through the lens of Human Rights, for Example the Community Empowerment Scotland Act 2015	West Dunbartonshire Equality Forum recognize the disconnectedness of fairness, equality and human rights. Honest and timely dialogue was recognised as a primary concern	Equality and Human Rights overlap greatly, in this case a better approach to empowerment will 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
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 has been reported to Special council meetings in line with the requirement of legislation and guidance. A stronger voices group was set up to co-produce the final scheme and Handbook and to provide a link with 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. Following suggestions from the group the links between community councils, Community Council Forum and the Equalities forum and equalities groups will hopefully be strenghtned and this has been included in the scheme and will be monitored as the Scheme is implemented and during the life of the Scheme.
Q7 What is you recommendation for this policy?
Intoduce
Please provide a meaningful summary of how you have reached the recommendation
The process has provided an opportunity to 'Equality Proof' the Scheme, increase diversity of membership of Community councils, to improve communication and understanding between community councils and equalities groups, and their representative role within communities and to support mainstreaming of equalities in the work of Community Councils. It is also provided an opportunity to strengthen links between the Equalities Forum, community councils, equalities groups and the Community Council Forum. During the consultation there has been consistent positive feedback on the process and in embedding equality considerations and has been built upon as the consultation progressed and can be further developed. West Dunbartonshire Equality Forum members have agreed to work more closely with Community Councils in driving forward greater diversity and inclusion and best equalities practice.